

**LOCAL DEVELOPMENT FRAMEWORK**

**RESEARCH REPORT**

## **EQUALITIES IMPACT ASSESSMENT OF THE CORE STRATEGY**

November 2011



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## 1.0 Introduction

- 1.1 This paper has been prepared to inform the Woking Borough Council Core Strategy. The Core Strategy is a key document of the Council's Local Development Documents (LDD).
- 1.2 On 1<sup>st</sup> October 2010 the Equality Act 2010 came into force, simplifying the current equality laws and bringing them all together under one piece of legislation. An Equality Impact Assessment (EIA) has to be carried out for all services and policies delivered by Local Authorities. A key part of the Act is the public sector Equality Duty, which came into force on 5<sup>th</sup> April 2011.
- 1.3 The Equality Duty has three aims. It requires public bodies to have **due regard** to the need to:
- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
  - advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
  - foster good relations between people who share a protected characteristic and people who do not share it.
- 1.4 Having due regard means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means it is important to understanding the potential effects of policies and activities on different groups. EIA's are a way of recording this process.
- 1.5 The act protects people from discrimination on the basis of the following protected characteristics:
- race
  - sex
  - sexual orientation (lesbian, gay, bisexual or heterosexual)
  - disability (or because of something connected with their disability)
  - religion or belief
  - being transsexual (called gender reassignment in law)
  - pregnancy
  - age (this applies only at work or if someone is being trained for work)
  - marriage and civil partnerships (this applies only at work or if someone is being trained for work).
- 1.6 The purpose of the EIA is to highlight the likely impact of the strategy and policies on the target groups and to take action to improve the policies where appropriate as a result.
- 1.7 This document sets out the EIA of the Core Strategy Publication Document, July 2011.
- 1.8 For the purpose of this assessment, the following equality groups, as identified in the Council's Equalities Impact Assessment have been considered:
- Gender

- Race
- Disability
- Sexuality
- Age
- Belief

1.9 The groups are not homogeneous and people within these groups have different and individual needs. Many will be members of several of the targeted groups. Their experience of unlawful discrimination can involve a variety of factors.

1.10 An Equalities Impact Assessment (EIA) has to be submitted with every report going to a Woking Borough Council Committee; an example of the template for assessment is included at Appendix 1. The Core Strategy has evolved through a number of stages and has been reported to the relevant Committees of the Council at each stage. At all of these stages, an EIA has been carried out to assess the impacts of the Core Strategy on the identified groups included at paragraph 1.5. Woking Borough Council is updating the EIA template from January 2012. If there is a positive impact, it asks it to be clarified if this is eliminating discrimination, advancing equality and good relations. The updated EIA adds three new categories:

- Pregnancy and maternity
- Marriage and civil partnership
- Socio-economic background

1.11 The Council's Corporate Equality Scheme (February, 2008) highlights the importance of equality and sets out how the Council will meet its general and specific duties, how it will assess compliance with the general and specific duties under the Race Relations Amendment Act, and how it will assess the impact of policies on the promotion of Race Equality. There are sections on legal responsibilities, social inclusion and managing equalities. The Core Strategy has been prepared to comply with the requirements of the scheme

## **2.0 Local Development Framework**

2.1 The Local Development Document (LDD) is a portfolio of planning documents, which constitute the development plan for Woking Borough. It will replace the Woking Borough Local Plan 1999.

2.2 One of the documents that makes up the LDD is the Statement of Community Involvement (SCI.) The SCI sets out how and when the Council will involve the community and other interested people and organisations ('stakeholders') in the preparation of its planning policy documents, and also in the consideration of planning applications in Woking.

2.3 An updated SCI was adopted by the Council on 15 July 2011. This document replaces the previous SCI which was adopted by the Council in February 2007. This was updated so that it is in line with the changes the Government have made to planning legislation and the associated regulations in 2009. The Council consulted on the revised document for nine weeks from 5 November 2010 to 7 January 2011. Comments received have been taken into account before the development was finalised for adoption.

## **The Core Strategy**

- 2.4 The Core Strategy forms part of Woking's Local Development Documents, which will replace the Woking Borough Local Plan 1999.
- 2.5 The Core Strategy sets out the key elements of the planning framework for Woking Borough, consisting of a long term spatial vision to 2027, a set of objectives, along with spatial policies known as planning for places and borough wide policies for shaping the future of the Borough and guiding and controlling new development.
- 2.6 The Core Strategy has been produced following considerable community consultation, working with key partners including the Local Strategic Partnership, Surrey County Council, utility providers and developers/agents. Public consultation has taken place at the following stages of the documents preparation and each consultation has been held over a period of six to nine weeks.
- Issues and Options Paper
  - Draft Core Strategy Report
  - Core Strategy Publication Document
- 2.7 It is also underpinned by a robust Evidence Base covering a wide range of issues such as housing, employment, climate change, transport and character to name but a few.

## **Core Strategy Consultation**

- 2.8 The policies in the Core Strategy DPD have been developed in partnership with a number of consultees and key stakeholders through consultation exercises and continued community involvement.
- 2.9 The purpose of this section is to focus upon:
- How the Core Strategy DPD has drawn upon other plans and strategies and background documents and how these take into consideration the particular needs of various equality groups within the District;
  - How the consultation events undertaken were available/accessible to the various equality groups within the District (and all other consultees and key stakeholders); and
  - The various organisations which have been consulted that represent the various equality groups within the District.

## **Consultation on the Issues and Options Paper (27 October to 7 December 2009)**

- 2.10 The Council carried out an "Issues and Options" consultation in accordance with Regulation 25 of The Town and Country Planning (Local Development) (England) Regulations 2004 (as amended). The consultation ran for 6 weeks between Monday 26 October 2009 to Monday 7 December 2009. The Issues and Options Document outlined the key issues for the future planning of Woking Borough and identified a number of different options for addressing them.
- 2.11 The consultation process; Issues and Options document with accompanying questionnaire was produced for the consultation. Both paper copies of the questionnaire and an online version were made available. A range of techniques were used to engage local residents, workers, businesses and visitors to the Borough.
- 2.12 Consultation results, a report summarising the comments made with the officer response and recommendations was reported to Councillors in January 2010.

2.13 Both reports are available on the Council's website:

[www.woking.gov.uk/planning/policy/ldf/cores/woking2027/haloreport](http://www.woking.gov.uk/planning/policy/ldf/cores/woking2027/haloreport)

[www.woking.gov.uk/planning/policy/ldf/cores/woking2027/iandokir](http://www.woking.gov.uk/planning/policy/ldf/cores/woking2027/iandokir)

The information from the report was used to inform the Draft Core Strategy.

2.14 401 representations were received, the consultation exercise was considered successful in engaging a wide range of views from different types of stakeholders. The comments received covered the breadth of issues identified in the Issues and Options document, including housing, green infrastructure, economy, climate change, buildings and public spaces, infrastructure, transport and accessibility. Information gathered significantly assisted in developing the subsequent stages of the Core Strategy.

2.15 In summary, the main issues raised at this consultation stage were as follows:

- concern about further growth and its impact on the attractiveness of the Borough,
- there should be no encroachment of development into the Green Belt,
- concern over the impact of development on existing infrastructure.

2.16 An Initial Sustainability Appraisal (SA) Report was produced to accompany the document and was available for consultation for the same period. A copy of the document, questionnaire and summary leaflet can be found on the Council's website at:

[www.woking.gov.uk/planning/policy/ldf/cores/woking2027](http://www.woking.gov.uk/planning/policy/ldf/cores/woking2027)

2.17 The Community Strategy and LDF objectives presented in the document were assessed. The findings of the Sustainability Appraisal are documented in the Initial SA Report which accompanied the document. Draft Core Strategy (5 November 2010 – 7 January 2011).

2.18 Consultation on the Draft Core Strategy, Sustainability Appraisal (SA) and revised Statement of Community Involvement took place between 5 November 2010 and 7 January 2011. The consultation was extended to nine weeks, instead of the usual six weeks, to take the Christmas period into account and allow more time for the public to respond.

2.19 A nine week long consultation exercise took place to consult local people about the future development of Woking Borough up to 2027. The following activities were undertaken as part of the consultation process:

- 1,340 direct initial and reminder letters and 874 initial and reminder emails sent out to people, organisations and statutory bodies on the LDF consultation database.
- 300 leaflets distributed to all members of Woking Chamber of Commerce
- Press release sent out to media organisations.
- Press coverage included an article in both the Woking News and Mail and Woking Informer at the start of the consultation.
- The Woking Magazine included an article about the consultation.
- The front page of the Council website had a link to the consultation pages for the nine week duration and contained full information, electronic copies of the document and an online questionnaire.
- Leaflets were available in reception at the Civic Offices, in the Property Shop, at the Leisure Centre, in the four borough libraries, four community centres plus various other community buildings such as Marjorie Richardson's, Strollers, etc a.
- Six afternoon and evening seminars where people could listen to a presentation and ask questions about the consultation were held in the town centre and in West Byfleet.
- Attended the Woking Chamber of Commerce meetings.
- Staffed displays at the Farmer's Market in the Town Square (twice), Byfleet Farmers' market, in both Peacocks and Wolsey Place shopping centres, Parkview Centre for the Community in Sheerwater (twice) and Leisure Centre (twice). Large floor stickers in each of the three entrances to Wolsey Place shopping centre.
- Non staffed display in Woking library for three weeks and then a four-week period.
- Attended Horsell Residents Association AGM.

- . Attended the Youth Council meeting
  - . Workshops were organised for Members of the Council, for Business Managers and also for the Corporate Strategy and Housing teams.
  - . Presentation to Woking Mind, a charity providing support for people who have difficulties with their mental health.
  - . Posters were displayed around the Borough on 5 “Borough Boards” from 28 Nov – 12 Dec then on all 14 from 12 Dec – 9 Jan.
  - . Posters inside and outside the Civic Offices for the full 9 week consultation
- 2.20 A report summarising the key issues raised along with officer response and recommendations was reported to appropriate committees of the Council in June 2011 and published on the Council website shortly afterwards. It is available at: [www.woking.gov.uk/planning/policy/ldf/cores/woking2027/Draftcorestrategyissuesrespanandr ecc](http://www.woking.gov.uk/planning/policy/ldf/cores/woking2027/Draftcorestrategyissuesrespanandr ecc) The information from the report was used to inform the Core Strategy Publication document.
- 2.21 Overall 631 representations were received from 191 individuals, local resident groups and organisations. The consultation exercise was considered to be successful in engaging a wide range of views from different types of stakeholders. Key issues that attracted significant number of representations were:
- . overall scale of growth being proposed
  - . the provision of affordable housing to meet need
  - . Green Belt
  - . protection of the environment
  - . evidence base to support the Core Strategy
  - . For each of these issues representations were received for both sides to the debate.

### **Core Strategy Publication Document (25 July - 23 September 2011)**

- 2.22 Consultation on the Core Strategy Publication Document, Proposals Map and accompanying Sustainability Appraisal (SA) took place between Monday 25 July and Friday 23 September 2011. The consultation was extended to nine weeks, instead of the usual six weeks, to take the school holiday period into account and allow more time for the public to respond. Officers are satisfied that sufficient time was given for the public to respond to the Draft Core Strategy.
- 2.23 The following activities were undertaken as part of the nine-week consultation process.
- . 39 Specific Consultation Bodies were sent letters and paper copies of the Core Strategy, Proposals Map, Sustainability Appraisal, Habitats Regulations Assessment Screening Report, Representations Form and Guidance Notes.
  - . 1,265 direct letters and 883 emails sent out to General Consultation Bodies who are people, organisations and statutory bodies on the LDF consultation database.
  - . Press release sent out to media organisations at the start of the consultation and at the end of August, before the seminars began.
  - . Press coverage included an article in the Surrey Advertiser, Woking Informer and Woking News and Mail newspapers at the start of the consultation. The Woking Informer had an article and photo on 1 September and the Surrey Advertiser had a further article on 9 September.
  - . Both the spring and summer editions of The Woking Magazine included articles about the consultation.
  - . The front page of the Council website had a link to the consultation pages for the nine week duration and contained full information, electronic copies of the document and an online questionnaire.
  - . Leaflets were available in reception at the Civic Offices, in the Property Shop, at the Leisure Centre and in the four borough libraries.
  - . Afternoon and evening workshops held in the town centre, West Byfleet and Knaphill.
  - . Non-staffed display in Woking library for one week and then a three week period.
  - . Non-staffed display in Knaphill library for the whole nine week period.
  - . Workshops were also organised for Members of the Council and Council staff,

specifically inviting the Corporate Strategy and Housing teams.

- Posters were displayed around the Borough on the 14 “Borough Boards” for the 9-week period.

- 2.24 A report summarising all of the responses along with officer response and recommendations for proposed changes was reported to appropriate committees of the Council in November 2011 and to a meeting of the full Council on 8 December 2011. It was published on the Council website shortly afterwards.
- 2.25 Overall 352 representations were received from 87 individuals, local resident groups and organisations. Considering the range of issues covered the consultation exercise was considered to be successful in engaging a wide range of views from different types of stakeholders. Key issues that attracted significant number of representations were:
- affordable housing
  - Green Belt
  - Flooding
- For each of these issues representations were received for both sides to the debate.
- 2.26 The Core Strategy has received input from other Council departments, such as:
- Housing
  - Development Management
  - Corporate Strategy
  - Business Managers
  - Corporate Management Group
  - Councillors
- 2.27 In the development of the Core Strategy, the Council has undertaken a variety of consultation events and used a variety of methods to engage with different communities and organisations. It is considered that the methods employed in consulting with the public did not cause adverse impact or discriminate against different groups in the community.
- 2.28 Equalities issues have always been taken into account at each stage of the Core Strategy's development. The Council has a standard approach (as highlighted in paragraph 1.10) using the EIA template to assess the impacts of all of its aspects on the key elements of equality. This EIA brings everything together. The Council's Equalities Officer has reviewed the various EIA's completed at each stage of the Core Strategy.
- 2.29 The Core Strategy will be formally submitted to the Government in December 2011 and the soundness of the document will be considered by a Government appointed independent Inspectorate an Examination in April 2012. This EIA will be a key supporting document to the Core Strategy.



### 3.0 The Approach to the Equality Impact Assessment

3.1 In undertaking the EIA the Council has followed in principal guidance from the Improvement and Development Agency for Local Government (IDEA). In preparing an assessment IDEA recommend that a six stage process is followed as outlined below:

Stage 1 Initial Screening

Stage 2 Scoping and Defining

Stage 3 Information Gathering

Stage 4 Making a Judgement

Stage 5 Action Planning

Stage 6 Publication and Review

#### Stage 1 Initial Screening

3.2 IDEA recommends that initial screening needs to take place for all new revised policies, strategies, procedures and functions. This stage will determine whether or not it is necessary to carry out a full EIA for this area of work with the key question being *'Does the Core Strategy have the potential to cause adverse impact or discriminate against different groups in the community?'*

3.3 To help answer this key question it is important to understand the overall scope of the Core Strategy. This is best set out within the Core Strategy as the vision for the Borough which is set out below:

3.4 The vision is considered to promote equality and diversity by providing infrastructure to support the Borough's needs. The vision aims to ameliorate pockets of deprivation. New housing should help to meet the needs of all sections of the community. Homes, jobs and key services will be linked, thereby improving the health and well being of residents.

### **Spatial vision**

**Woking will be a Borough of high environmental quality and standards where people choose to live, work and visit, an exemplar in the achievement of sustainable growth.**

**Woking will be a regional focus of economic prosperity centred on a vibrant, enhanced town centre that provides a good range of quality shops, jobs, cultural facilities, services and infrastructure to cater for the Borough's needs, surrounded by distinct communities anchored by attractive district and local centres providing convenient access to everyday shops, services and local community facilities.**

**Woking will be a sustainable community where the benefits of growth and prosperity are shared throughout the Borough without pockets of deprivation.**

**New development in the Borough will be well designed to respect the character of the area. New housing development will help to meet the needs of all sections of the community.**

**A green Borough where people will have easy access to good quality green spaces and infrastructure for recreation and leisure.**

**The Borough will have a balanced and sustainable multi modal transport system that links homes, jobs and key services and by doing so improves the overall health and well-being of all residents.**

## **Stage 2 Scoping and Defining**

- 3.4 The Improvement and Development Agency recommend that different perspectives and experiences are used in undertaking the EIA. The ideal is that those responsible for delivering the strategy are involved and others with technical expertise or with specialist knowledge are involved where appropriate.
- 3.5 This EIA and report has been led by Officers from the Planning Policy Team who are responsible for preparing the Core Strategy. The technical expertise and specialist knowledge of the Senior Equalities Officer from the Council have also informed the process.

## **Stage 3 Information Gathering**

- 3.6 Stage 3 of the EIA is to identify sources of information which will be used to assist in the determination of whether the Core Strategy is likely to have an adverse impact or discriminate against different groups in the community. IDEA identifies that sources of information could include Census data and national and local statistics. Guidance from the Planning Advisory Service however, recognises that Local Authorities need to go beyond Census data as it does not capture recent demographic changes and sheds little light on the needs, experiences and aspirations of local groups in relation to the built environment.
- 3.7 Woking's Local Strategic Partnership (LSP), known as the Woking Partnership, brings together, at a local level, different parts of the public sector, private, business community and voluntary sectors. The different groups and services support each other and work together to achieve results. The Woking Partnership has adopted the priorities and targets set out in Woking's Community Strategy and has committed to delivering these in a partnership approach.
- 3.8 Woking's Community Strategy (2005) sets out a long-term vision for the Borough and contains a set of goals and actions which the Woking Partnership wishes to promote in order to support a sustainable community and improve quality of life for residents. Following significant public consultation, the Community Strategy sets out a number of aims under six broad themes.
1. A strong community spirit with a clear sense of belonging and responsibility.
  2. A clean, healthy and safe environment.
  3. A transport system that is linked and accessible, recognising Woking's potential as a transport hub.
  4. Access to decent affordable housing for local people and key workers.
  5. A community which values personal health and well-being.
  6. Provide opportunities and encourage people to participate in learning throughout their lives so they progress and reach their full potential.
- 3.9 The Surrey Strategic Partnership (SSP) brings together representatives from Surrey County Council, the District and Borough Councils, Surrey Police, NHS Surrey, representatives from local business groups and the voluntary, community and faith sectors. The SSP is closely aligned to the Woking Partnership. A Partnership Plan 2010-2020 has been prepared for the County.

3.10 The following sources of information have been used and referred to where appropriate:

- Corporate Equality Scheme, 2008, Woking Borough Council
- Being Equal, A Valuing Diversity Policy, Woking Borough Council
- Woking Community Strategy, 2005, Woking Borough Council
- Core Strategy Publication Draft, July 2011, Woking Borough Council
- Sustainability Appraisal, July 2011, Woking Borough Council
- Statement of Community Involvement, July 2011, Woking Borough Council
- LDF Evidence Base, various dates, Woking Borough Council
- Surrey Partnership Plan 2010-2020, 2010, Surrey County Council

3.11 Using the information gathered from the sources listed, the following gives a profile of what is known about each of the equality categories in Woking Borough, based on a range of data sources. Further information can be found in the Annual Monitoring Report, Evidence Base pages and Core Strategy all of which are available on the Council's website [www.woking.gov.uk/planning/policy/ldf](http://www.woking.gov.uk/planning/policy/ldf)

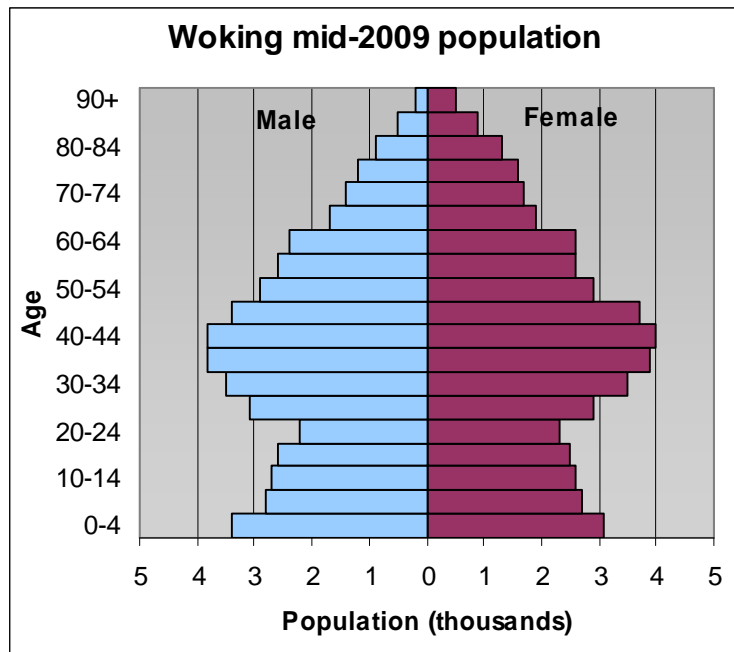
## **POPULATION**

### **Age Profile**

3.12 The mid-2009 resident population in Woking Borough is estimated to be 92,400 (Source: ONS mid-year population estimates 2009 for UK, 2010). This is a projected increase of 800 people since the previous year. Children aged under 16 represent around one in five of the total population – a trend observed nationally. The proportion of the population of retirement age (the state pension age in 2009 was 60 for women and 65 for men) is smaller, representing around one in six of the total population.

3.13 Figure 1 is a population pyramid which shows the distribution of the age and sex structure of the Borough's population. Each bar represents a particular age group and the length illustrates the number of people who are within that age category. The shape of the pyramid has been estimated by the ONS population model, taking into account births, deaths and migration in to and out of the borough.

**Figure 1: Woking population pyramid, 2008**



**Population Projections**

- 3.14 The population is estimated to continue growing between 2010 and 2027, leading to an increase of circa 11,500 people, a growth rate of 11% - which is lower in comparison to the growth rate of households. This is a result of the falling average household size. This will have implications on housing provision – increasing the number of homes demanded and changing the typical dwelling type demanded.
- 3.15 In Woking, there is expected to be an additional 4,600 older people (aged 65+) between 2010 and 2027, an increase of 33%. The ratio of people of working age to those over the age of 65 is expected to fall from 4.32 to 3.5 over this time period. Therefore, there will be fewer working age people in relation to retired people. This will affect the required infrastructure and services, including healthcare, community and housing facilities. This will have significant implications as a larger elderly population will result in a higher proportion of people who rely on public subsidies to pay for care services and a change in the requirements for housing and care facilities in the borough.
- 3.16 Furthermore the population looks to be ‘greying’ as people live longer and the number of people at retirement age increasing. Whilst the number of school places are estimated to fall short of the required number of places in the Borough due to population growth and rising fertility levels.
- 3.17 In Woking there were circa 38,000 households in 2008, which is set to increase by around 21% by 2033 to circa 48,000 households, as shown in Table 2 below.

**Table 2: Woking household projections 2008 - 2033**

	2008	2013	2018	2023	2026	2028	2033
<b>Number of households</b>	38,000	40,000	42,000	44,000	45,000	46,000	48,000

Source: DCLG, 2008-based household projections, 2010

- 3.18 Woking will continue to be a net importer of workers, as jobs exceed the locally economic active population. Overall, employment estimates are rising and total employment is predicted to increase to circa 62,000 by 2026, a 15.9% increase from the 2010 estimate.
- 3.19 Furthermore the population looks to be ‘greying’ as people live longer and the number of people at retirement age increasing. This will have significant implications on required

infrastructure and services, including healthcare, community and housing facilities. Whilst the number of school places are estimated to fall short of the required number of places in the Borough due to population growth and rising fertility levels.

## Gender

- 3.20 Sex discrimination, harassment and inequality are experienced by both men and women in the workplace. Women have limited work opportunities, lower pay. More likely in part time and on less pay. Security concerns, especially after dark, affect women more. Domestic violence occurs across all sections of society, but it is mainly perpetrated by men against women. Sex discrimination, harassment and inequality are experienced by both men and women in the workplace.
- 3.21 Women are likely to benefit from the elements of the plan providing a range of housing, shops, community facilities, transport choices, employment and recreation activities that will also be beneficial to all other groups. Table 3 sets out the total number of males and females in the Borough.

Table 3 Gender Split	Woking	South East	England
All People (Persons) <sup>1</sup>	89,840	8,000,645	49,138,831
Males (Persons) <sup>1</sup>	43,869	3,905,155	23,922,144
Females (Persons) <sup>1</sup>	45,971	4,095,490	25,216,687
Last Updated: 18 November 2004			
Source: Office for National Statistics			

## Race

- 3.22 The proportion of residents from a black or minority ethnic (BME) background was 8.7% in 2001. This was the highest proportion in Surrey, but slightly below the average for England as a whole of 9.1%. This population is predominantly Asian and Asian British and are concentrated in Maybury and Sheerwater, where over a third of the population is from a BME group.
- 3.23 The following are Black and Minority Ethnic Population percentages from the 2001 Census:
- 91.3% White
  - 1.3% Mixed Background
  - 5.8% Asian or Asian British
  - 0.5% Black or Black British
  - 0.5% Chinese
  - 0.6% Other Ethnic Group
- 3.24 The ward with the highest BME population in Woking is Maybury and Sheerwater at 34%, followed by Goldsworth East at 11.6%.
- 3.25 Minority groups can suffer from unfair treatment and less access to opportunity. It is thought BME communities might benefit from core policies which address crime and safety, housing, health, consultation on Council policies and improving communication links with the council. Where racist harassment and abuse are concerns, making sure security improvements are designed into future development will help people from BME backgrounds feel safer.

## Disability

- 3.26 Disabled people experience relatively high rates of unemployment. Disabled workers are more likely to work part time compared with non disabled workers. The rate of part time working among disabled people in London was 26% compared with 19% for non disabled workers (Disabled People and the Labour market, DMAG Briefing, 2003).
- 3.27 Disability also has an impact on an individuals participation in the labour market. In spring 2002 one in five people of working age in the UK had a long term disability, of whom just over half were economically active. This compares with an economic activity rate for the whole working age population of 79%. Disabled men are more likely than disabled women to be in employment, though the gap between the employment rates is smaller; just over 3%, than the population as a whole 11%.
- 3.28 Access to a choice of transport should be made as easy as possible for all users, residents and visitors including those with disabilities. Disabled people will particularly benefit from those elements of the LDF that improve the accessibility of public transport and the street environment. It is important to ensure that the street environment within the Borough is suitable for all users through the removal of unnecessary barriers.
- 3.29 The Core Strategy (policy CS13) sets out that all new specialist buildings must internally meet Lifetime Homes standards, and provide a commensurate strategy for building access, car park access, and all new external public and private realm.

<b>Table 4 Number of disabled and able bodied People</b>	<b>Woking</b>	<b>South East</b>	<b>England</b>
All People (Persons) <sup>1</sup>	89,840	8,000,645	49,138,831
Good Health (Persons) <sup>1</sup>	66,862	5,720,436	33,787,361
Fairly Good Health (Persons) <sup>1</sup>	17,667	1,710,768	10,915,594
Not Good Health (Persons) <sup>1</sup>	5,311	569,441	4,435,876
Last Updated: 18 November 2004			
Source: Office for National Statistics			

<b>Table 5 Hours of Care Provided Per Week</b>	<b>Woking</b>	<b>South East</b>	<b>England</b>
All People (Persons) <sup>1</sup>	89,840	8,000,645	49,138,831
Provides no care (Persons) <sup>1</sup>	81,679	7,262,894	44,261,771
Provides 1 to 19 hours care a week (Persons) <sup>1</sup>	6,338	541,905	3,347,531
Provides 20 to 49 hours care a week (Persons) <sup>1</sup>	656	65,693	530,797
Provides 50 or more hours care a week (Persons) <sup>1</sup>	1,167	130,153	998,732
Last Updated: 18 November 2004			
Source: Office for National Statistics			

<b>Table 6 numbers of people with a disability and number of carers</b>	<b>Woking</b>	<b>South East</b>	<b>England</b>
People with a limiting long-term illness (Persons) <sup>1</sup>	89,840	8,000,645	49,138,83
People with a limiting long-term illness (Persons) <sup>1</sup>	11,687	1,237,399	8,809,19
People with a limiting long-term illness (Persons) <sup>1</sup>	13.01	15.47	17.9
People of working age with a limiting long-term illness (Persons) <sup>1</sup>	4,854	521,137	4,014,00
People of working age with a limiting long-term illness (Persons) <sup>1</sup>	8.64	10.63	13.2
General health: Good (Persons) <sup>1</sup>	66,862	5,720,436	33,787,36
General health: Good (Persons) <sup>1</sup>	74.42	71.50	68.7
General health: Fairly good (Persons) <sup>1</sup>	17,667	1,710,768	10,915,59
General health: Fairly good (Persons) <sup>1</sup>	19.66	21.38	22.2
General health: Not good (Persons) <sup>1</sup>	5,311	569,441	4,435,87
General health: Not good (Persons) <sup>1</sup>	5.91	7.12	9.0
All people who provide unpaid care (Persons) <sup>1</sup>	8,161	737,751	4,877,06
All people who provide unpaid care: 1-19 hours a week (Persons) <sup>1</sup>	6,338	541,905	3,347,53
All people who provide unpaid care: 1-19 hours a week (Persons) <sup>1</sup>	77.66	73.45	68.6
All people who provide unpaid care: 20-49 hours a week (Persons) <sup>1</sup>	656	65,693	530,79
All people who provide unpaid care: 20-49 hours a week (Persons) <sup>1</sup>	8.04	8.90	10.8
All people who provide unpaid care: 50 or more hours a week (Persons) <sup>1</sup>	1,167	130,153	998,73
All people who provide unpaid care: 50 or more hours a week (Persons) <sup>1</sup>	14.30	17.64	20.4

Last Updated: 09 November 20

Source: Office for National Statist

## Sexuality

- 3.30 Lesbian, gay men, bisexuals and transgender (LGBT) people can face hate crime and harassment in the public realm. A lingering lack of awareness and acceptance of LGBT people means they are often reluctant to access council services. Policies opposing discrimination and promoting principles of inclusive design will benefit this target group.

<b>Table 7</b>	<b>Woking</b>	<b>South East</b>	<b>England</b>
All People Aged 16 and Over in Households (Persons) <sup>1</sup>	70,576	6,232,799	38,393,304
Living in a same-sex couple (Persons) <sup>1</sup>	118	13,318	75,746

Last Updated: 18 November 2004

Source: Office for National Statistics



## Older People

- 3.31 National policy requires local authorities to meet the specific accommodation needs of older people and other vulnerable groups. Following the national trend, the Borough is forecast to see growth in the proportion of older people and older person households (around 5,000 more people aged 65+ are forecast to live in Woking Borough by 2026). It is important that the Council provides increased housing choices in terms of specialist accommodation, and appropriate dwellings that are suitably located close to public transport and other key local services.
- 3.32 The contribution of older people make to public life should be recognised and planned for appropriately. Improved street lighting, crime prevention measures, and design of naturally defensive and accessible public spaces would be beneficial. Public transport especially important for this group – tend to make fewer journeys and travel shorter distances. The accessible location of health facilities and public transport is important for this age group.

## Belief

- 3.33 According to the 2001 census 74.6% of Surrey’s population described themselves as being Christian, compared to an England average of 71.7%. 71.3% of Woking’s population described themselves as being Christian.
- 3.34 In Woking, the religion that had the highest percentage of people after Christianity was Muslim at 5.1% compared to a 1.3% Surrey average. Within Woking, Pyrford had the highest proportion of people stating that they were Christian at 80.73% and Maybury and Sheerwater had the lowest at 48.8% - 59.4% of Woking’s Muslim population live in Maybury and Sheerwater.
- 3.35 Table 8 below lists different religions and the number of people that define themselves as each in Woking, the South East and England.

<b>Table 8 Number of people belonging to each religion</b>			
	<b>Woking</b>	<b>South East</b>	<b>England</b>
All People (Persons) <sup>1</sup>	89,840	8,000,645	49,138,831
Christian (Persons) <sup>1</sup>	64,096	5,823,025	35,251,244
Buddhist (Persons) <sup>1</sup>	257	22,005	139,046
Hindu (Persons) <sup>1</sup>	611	44,575	546,982
Jewish (Persons) <sup>1</sup>	232	19,037	257,671
Muslim (Persons) <sup>1</sup>	4,550	108,725	1,524,887
Sikh (Persons) <sup>1</sup>	98	37,735	327,343
Any other religion (Persons) <sup>1</sup>	262	28,668	143,811
No religion (Persons) <sup>1</sup>	13,587	1,319,979	7,171,332
Religion not stated (Persons) <sup>1</sup>	6,147	596,896	3,776,515

Last Updated: 18 November 2004

Source: Office for National Statistics

## **Gypsies and Travelling Showmen**

- 3.36 The Council is committed to providing appropriate housing to meet the needs of the whole community. This includes the provision of sufficient suitable sites for the Gypsy and Traveller and Travelling Showpeople community which is at an affordable price.
- 3.37 Woking currently has one publicly owned Gypsy and Traveller site at the Hatchington, Worplesdon which has 16 pitches. There are also two privately owned sites in the Borough (Five Acres, Brookwood – 26 pitches and Ten Acre Farm, Mayford – three pitches). There are currently no pitches for Travelling Showpeople in the Borough.
- 3.38 The North Surrey Gypsy and Traveller Accommodation Assessment (GTAA) identified that there is a need to provide an additional 10 pitches in the Borough between 2006 and 2016. By September 2010, seven of these pitches had already been provided through an extension of the Brookwood site, and there is a recent unimplemented permission for an additional three pitches on that site, meaning that the Council has been successful in meeting the short-term need for additional pitches in the Borough.
- 3.39 Based on evidence contained in the GTAA, the Council have already met the need identified for Gypsies and Travellers up to 2016. The Council will make the assumption that, based on the GTAA, the need for Gypsy and Traveller accommodation over the period 2017 – 2027 will be of a similar quantity and will therefore make provision for an additional 10 pitches in the Borough during that period. The GTAA will be updated in 2011 and the Council will review this estimate to reflect the outcome of the updated assessment.
- 3.40 Due to the nature of their work, pitches for Travelling Showpeople are likely to include some land for the storage and maintenance of equipment. The Council will consider imposing conditions limiting the proportion of a pitch which may be covered by equipment or the hours during which equipment may be tested.

## **Socio-economic background**

- 3.41 Although this is not an area covered by the Council's EIA framework, social deprivation should be considered. Woking has low levels of deprivation as measured by the Indices of Deprivation 2007 (CLG). It is within the top 10% of local authority areas in the country for low levels of deprivation but it's position has dropped from a 95th percentile rank to 91st. One single Super Output Area now shows within the top 20 per cent of most deprived areas (compared nationally) and ranks as the most deprived area in Surrey. Four areas are within the worst 40% of areas nationally, up from two in 2005. Three are in Sheerwater and Maybury and one is Lakeview (Goldsworth Park).
- 3.42 Woking Borough, although rated as an area of low deprivation in national terms (Woking is in the top 10 per cent of the least deprived areas in the country), does contain areas and issues that are masked by the high levels of affluence. There are pockets of disadvantage and exclusion, sometimes concentrated in small areas that make it harder and more resource intensive to reach those affected. In 2007, four areas within Woking fell within the top 40th percentile, up from two areas in 2004.

#### 4.0 Screening the Core Strategy Policies

- 4.1 The Core Strategy DPD contains a Vision, Objectives, Borough Policies (which aim to deliver the vision and objectives of the Core Strategy) and Planning for Places Policies for specific parts of the Borough. The vision and objectives are quite broad, and therefore this assessment focuses on the policies themselves.
- 4.2 The following matrix outlines the key characteristics of each individual policy within the Core Strategy and summaries whether there is the potential for the policy to have an adverse impact on each of the groups identified in Chapter 1. Due to the length of some of the policies, they have been summarised for this exercise.
- 4.3 Where it is considered that a policy will have a positive impact on a group this has been shown by a '+' symbol. A negative (-) or adverse impact disadvantages one equality target group of individuals, or some equality target groups. The disadvantage may be differential; where the negative impact on one particular group or one equality target group is likely to be greater than on another. It should be noted that some negative impacts may be intended. The key below identifies the other symbols used to summaries the impact.

Symbol	Likely Impact
+	Positive
0	Neutral/Negligible
-	Negative
N/A	Not Applicable

POLICY	GENDER	RACE	DISABILITY	SEXUALITY	AGE	BELIEF	COMMENT
CS1 - A Spatial Strategy for Woking	+	+	+	+	+	+	This policy aims to create sustainable development, which will create a sustainable community in Woking. All groups would benefit from more sustainable initiatives. This applies to people choose to live, work and visit Woking Borough.
CS2 - Woking Town Centre	+	+	+	+	+	+	The policy delivers new housing, employment, retail and social, community and transport infrastructure. Revitalisation of Woking town centre would enhance the lives of local residents, as well as workers, by increasing accessibility, improving transport and creating a more environmentally sustainable area. Developments in the town centre have the potential to impact upon each of the different groups. It is considered that they will all be positively affected.

CS3 - West Byfleet District Centre	+	+	+	+	+	+	Housing, employment and retails uses are encouraged in the District Centre, these uses benefit all groups.
CS4 - Local and Neighbourhood Centres and shopping parades	+	+	+	+	+	+	This policy seeks to maintain and enhance Local and Neighbourhood Centres and shopping parades and thus provides local services for the most part within easy walking distance of residents homes; it is likely to have significant positive effects. It helps to reduce travel, has a social benefit in providing top up shopping facilities that are close to where residents live and therefore assists those who do not have access to a car for shopping, which may include older people, disabled people and the less well off.



							developments are not at risk and do not lead to more flooding. It is not anticipated that this policy applies will impact on any particular group.
CS10 – Housing provision and distribution	+	+	+	+	+	+	The policy aims for there to be sufficient homes built in sustainable locations that people can afford and which meets the needs of the community. This has positive implications for all groups.
CS11 – Housing mix	+	+	+	+	+	+	CS11 sets out the mix of dwelling types and sizes to address the nature of local needs. This will have positive outcomes for all community groups.
CS12 – Affordable housing	+	+	+	+	+	+	Seeks to provide 35% affordable housing on new developments, CS12 is stepped depending on of the number of units being built. The emphasis is on social rented units. They policy is of high relevance to lower income groups, young people, ethnic minorities, older people and disabled people.

CS13 – Older people and vulnerable groups	0	0	+	0	+	0	This policy affects all sectors of Woking's community, but there are positive impacts for the accommodation needs of mentally and physically disabled and elderly people.
CS14 – Gypsies, Travellers and Travelling Showpeople	+	+	+	+	+	+	Gypsies and travellers are a recognised ethnic minority group and therefore this policy is beneficial in terms of race; as it may provide a place for them to live. There is provision in the policy for additional pitches for both gypsies and travelling showpeople. It ensures that the traditional lifestyle of this group of people is protected.



CS15 – Sustainable economic development	+	+	+	+	+	+	<p>By having a mixed and vibrant economy offering a range of different local job opportunities the economic and social well being of the community and region can be better promoted and sustained. Additional job opportunities will benefit all. Including opportunities for addressing social, gender, age and disability inequalities. Retention of existing employment sites in the most accessible locations may particularly benefit those without access to a car e.g. young people and those on a low income.</p>
CS16 – Infrastructure delivery	+	+	+	+	+	+	<p>Improved services and infrastructure will benefit all, but are likely to have positive effects on the lives of various equality groups.</p> <p>For example, the provision of additional affordable housing will benefit those on low incomes; the provision of better public transport will particularly benefit those without access to a</p>

							car e.g. older and younger people and those with low incomes. Provision of Doctor's surgeries, school and community centres will benefit all; especially elderly & young people.
CS17 – Open space, green infrastructure, sport and recreation	+	+	+	+	+	+	Open spaces have the ability to benefit all sectors of society. This policy has major benefits for young people as it sets out the criteria for new residential development contributing towards children's play areas and outdoor recreational facilities for young people. It especially benefits the old by ensuring the provision of allotments. Also benefitting will be young people, through the provision of plays areas and open spaces.

CS18 – Transport and accessibility	0	0	+	0	+	0	The policy enhances the lives of all residents, encouraging more to use public transport, walking and cycling. The policy will help reduce social exclusion; it offers a variety of travel modes to meet the needs of all the users. Particularly the young who often do not have access to a private car.
CS19 – Social and community infrastructure	+	+	+	+	+	+	This has high relevance for all groups in society, especially for the young, old, deprived and religious groups.
CS20 - Heritage and conservation	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
CS21 – Design	0	0	+	0	0	0	CS21 would be positive in terms of equalities consideration, whilst improving the local built environment. The policy ensures that buildings take account and meet the needs of people with a disability.

CS22 – Sustainable construction	0	0	0	0	0	0	Policy for more energy efficient buildings and the reduction of consumption of carbon would either have a neutral effect on the groups, or a positive impact on equalities.
CS23 – Renewable and low carbon energy	+	+	+	+	+	+	Policy would enhance the environment for all by taking into account potential effects of climate change. This enhances the lives of residents through decreasing pollution. It also harnesses the natural environment and utilises resources efficiently. All groups would benefit from more sustainable initiatives.
CS24 – Woking’s landscape and townscape	+	+	+	+	+	+	Enhances the environment for all sectors of the community. It is not anticipated that this policy will impact on any specific group.

## 5.0 **Assessment of the Core Strategy Policies**

5.1 The screening of the Core Strategy (in Chapter 4) identified the majority of policies within the Core Strategy are likely to have no impact or a positive impact on the identified equalities groups in the Borough. The following policies were identified a positive impact on certain groups with the potential to 'exclude' other community groups from the likely benefits of these policies being introduced:

- CS5 Priority Places
- CS11 Housing Mix
- CS12 Affordable Housing
- CS13 Older People and Vulnerable Groups
- CS14 Gypsies, Travellers and Travelling Showpeople
- CS17 Open space, green infrastructure, sport and recreation
- CS19 Social and community infrastructure

5.2 There are a number of other policies with positive effects other than those listed above. For example CS1: A Spatial Strategy for Woking affects all sectors of the community across the entire Borough. CS2 Woking Town Centre improves the environment in the town centre and retail and employment. Similarly policies CS23 and CS24 are beneficial for all groups in Society.

5.3 CS5 Priority Places -the ward of Maybury and Sheerwater and the Lakeview Estate area of Goldsworth Park have been identified as Priority Places. Woking Borough Council will work with partners to target resources to these areas.

5.4 The matrix shows that all equalities groups would positively benefit from the outputs of the policy. The application of the policy is likely to have a wider reach than just Maybury, Sheerwater and the Lakeview Estate. For example the Lakeview Estate is part of Goldsworth Park, and any regeneration will benefit the Goldsworth Park area generally, where the social and community infrastructure that serves Lakeview is located.

5.5 CS11 Housing Mix this policy explains that all residential proposals will be expected to provide a mix of dwelling types and sizes. The Council will secure an appropriate mix of housing to reflect local housing need. Such a mix will be dependent on the local circumstances of the site, the viability of the development and any localised housing need information.

5.6 This policy is expected to have a positive impact on certain groups including the elderly and those with disabilities. A specific policy is required to meet the housing needs of these groups and others e.g. newly forming households, as their housing needs are not being met by the general housing market.

5.7 The Council's approach to seeking a balanced housing market is supported by Government Guidance in the form of Planning Policy Statement 3, Housing, November 2006. This states that Local Authorities should plan for a mix of housing on the basis of the different types of households that are likely to require housing over the plan period. This includes the accommodation requirements of specific groups, in particular families with children, older people and disabled people.

5.8 CS12 Affordable Housing, this sets out the Council's requirements for all qualifying housing development proposals and allocations to provide the overall target of 35% affordable housing. The policy steps the target of affordable housing for example, sites providing less than five new dwellings a financial contribution is required. On sites providing 15 or more

dwellings, or sites over 0.5 hectares the Council will require 40% of dwellings to be affordable.

- 5.9 The Economic Viability Assessment (part of the Evidence Base) has investigated the potential for new residential development to deliver affordable housing. It concluded in broad terms that delivering 35% of affordable housing across the Borough is viable with recognition that delivery will be tailored to reflect local market circumstances and individual site characteristics.
- 5.10 The provision of homes for younger people, particularly concealed households, may also benefit other community groups by reducing instances of overcrowding in homes where new forming households are unable to access the general housing market.
- 5.11 Policy CS13 Older People and Vulnerable Groups supports the development of specialist accommodation and vulnerable groups in suitable locations. Vulnerable groups are defined as elderly people, ex-offenders, those at risk from domestic violence, homeless, mentally and physically disabled, those with alcohol and drug problems or young people at risk.
- 5.12 It has been identified that this policy benefits elderly people and a range of vulnerable groups. However, a number of equalities groups are excluded by policy CS13. It could be argued that as the population is ageing, the provision of more accommodation to meet the specific housing needs of the elderly and those with a disability may be beneficial to the majority of the population in the longer term.
- 5.13 CS14 Gypsies, Travellers and Travelling Showpeople sets out the number of pitches that will be provided. It also contains the criteria that will be used to guide the process of allocation such as environmental considerations.
- 5.14 The policy is anticipated to have a positive impact on certain groups mainly race. A permanent site will help younger members of the travelling community, as they will be able to benefit from continued access to educational facilities. Access to health care facilities will benefit all of the travelling community, but particularly the young and elderly members of the community.
- 5.15 Whilst it has been identified that the policy may benefit certain groups and exclude others, it could be considered that the provision of additional sites will reduce the number of unauthorised encampments/developments and allow the Council to deal with any such situations should they arise. The provision of sites may therefore reduce the cost which is often incurred when trying to take enforcement action against illegal encampments/developments and reduce the level of opposition from residents when such events occur.
- 5.16 Policy CS17 Open Space, Green Infrastructure, Sport and Recreation. The purpose of the policy is to provide opportunity for people to participate and enjoy sports and recreation and to facilitate effective access to the countryside and the amenity that it offers.
- 5.17 The policy specifies that all proposals for residential developments will be required to contribute to children's play areas and outdoor recreational facilities for young people and outdoor sports facilities. This policy is clearly predisposed in favour of younger people. The reasoned justification paragraphs 5.147-5.152 explains that the PPG 17 Audit (carried out as part of the Evidence Base) found there is a deficit of open space, sport and recreation facilities in the Borough. Therefore it is appropriate to require new residential developments to contribute to the provision of children's play areas, outdoor recreational facilities for teenagers and outdoor sport facilities. Obviously outdoor sports facilities such as football pitches and tennis courts are beneficial for all ages and sectors of the community.

- 5.18 Policy CS17 states that allotment numbers in the Borough should be protected and there will be in-principle support for new allotments. Allotment users are predominantly elderly people, the policy positively impacts those elderly people that tend allotments.
- 5.19 CS19 Social and Community Infrastructure, the Council will work with its partners to provide accessible and sustainable social and community infrastructure to support growth in the Borough.
- 5.20 It is considered that all equalities groups and the wider general public will positively be affected by increasing the community resource in Woking Borough.
- 5.21 The policies explored in the matrix in chapter 4 have been drafted to try and create a 'level playing field' to ensure that all people, including those from recognised equality groups, have the opportunity to access the same services. Core Strategy policies may appear to favour and target certain groups however, justification for this emanates from the Council's Evidence Base, the Core Strategy consultation undertaken and the framework provided by Government guidance. As identified as part of this EIA process, these policies aim to take positive action in targeting and meeting local housing needs.

## **6.0 Recommendations**

6.1 Following the completion of this EIA for the Core Strategy the following recommendations are put forward:

- The Planning Policy Team should liaise and/or consult the Council's Equalities Officer on any LDF documents at all stages of their development.
- Continue to liaise with other relevant departments such as Housing, Development Management Corporate Strategy, Neighbourhood Services to name but a few.
- Improve links with relevant departments at Surrey County Council, e.g. transportation, biodiversity, minerals and waste etc.
- Maintain and cultivate good links with all sectors of the community, and equalities groups in particular.
- Prepare for the introduction of Neighbourhood Plans.
- The EIA provides useful information about how the Council could target resources to address the needs of the identified groups.

6.2 This study has not taken into account comments or representations made during the Core Strategy consultation process and any minor changes Woking Borough Council will be making for Submission to the Secretary of State.



## **7.0 Conclusion**

- 7.1 This EIA has examined whether the Core Strategy and the associated consultation arrangements will cause adverse impact or discriminated against different groups in the community.
- 7.2 Equalities issues have always been taken into account at each stage of the Core Strategy's development. The Council has a standard approach (as highlighted in paragraph 1.10) using the EIA template to assess the impacts of all of its aspects on the key elements of equality. This EIA brings everything together.
- 7.3 The assessment has revealed that the majority of policies in the Core Strategy are likely to have an in-direct beneficial impact on certain community groups within the Borough. These will also benefit the wider population. There are other policies which may appear to favour and target certain groups however, justification for this emanates from the Council's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EIA process, these policies aim to take positive action in targeting and meeting local needs and creating a 'level playing field' in the access to services.
- 7.4 Indeed, the overall Strategy will contribute directly and indirectly to the delivery and accessibility of new homes, schools, employment opportunities and infrastructure facilities.
- 7.5 Based on the judgements made it is not considered that any measures are required to mitigate against any adverse impact a policy may have. The Council will however, monitor the implementation and impact of the Core Strategy policies through the production of the Annual Monitoring Report (AMR). The Core Strategy also contains Implementation and Monitoring of the Core Strategy in Chapter 6, which should provide a robust basis for future monitoring and assessments.

### **Good Practices –Lessons Learnt**

- 7.6 In preparing future Local Development Document's (LDD's) the lessons learnt from preparing the Core Strategy and this EIA should be taken into consideration. It is therefore advised that:
- How the various policy options could impact upon community groups within Woking Borough are considered from the start of preparing a LDD. It will be essential to incorporate the EIA process into the development of the Site Allocations DPDs and Development Management DPD.
  - Ensure that the EIA is reviewed by a number of relevant officers within the Council who have specialist knowledge either surrounding a LDD's content or who can provide an overview of the EIA procedure.
  - The EIA process has raised issues that need to be incorporated into Supplementary Planning Documents the Council will be producing.
  - The lessons learnt through this EIA can be applied to and incorporated into a range of non LDF projects and documents that the Planning Policy Team are involved in.
  - Completing the EIA has helped to develop a greater understanding of the community of Woking Borough; including those that live, work and visit the Borough; who the Council serves.
  - The EIA process has developed an awareness of the impacts that policies could have on the community, particularly on the identified groups.

## APPENDIX 1

### Equality Impact Assessment

The purpose of this assessment is to improve the work of the Council by making sure that it does not discriminate against any individual or group and that, where possible, it promotes equality. The Council has a legal duty to comply with equalities legislation and this template enables you to consider the impact (positive or negative) a strategy, policy, project or service may have upon various equality target groups.

		<b>Positive impact?</b>	<b>Negative impact?</b>	<b>No specific impact</b>	<b>What will the impact be? If the impact is negative how can it be mitigated?(action)</b>
<b>Gender</b>	Men				
	Women				
	Transgender				
<b>Race</b>	Asian or Asian British people				
	Black or Black British people				
	Mixed race people				
	Irish people				
	White people				
	Other minority ethnic group				
	Gypsies / travellers				
<b>Disability</b>	Physical				
	Sensory				
	Learning Difficulties				
	Mental Health				
<b>Sexuality</b>	Lesbian, gay men, bisexual				
<b>Age</b>	Older people (50+)				

	Younger people (16 - 25)				
<b>Belief</b>	Faith Groups				

## Equality Impact Assessment

The purpose of the Equality Impact Assessment is to improve the work of the Council by making sure it does not discriminate against any individual or group and that, where possible, it promotes equality. The assessment is quick and straightforward to undertake but it is an important step to make sure that individuals and teams think carefully about the likely impact of their work on people in Woking and take action to improve strategies, policies, services and projects, where appropriate.

In addition to examining the needs of the community and building a more robust business plan, the Council has a legal obligation to properly assess equalities issues. Examples of the legislation the Council has to adhere to include:

- A legal duty, under the Disability Discrimination Act, to promote equality for, and make adjustments to meet the needs of, people with disabilities, whether as employees of the Council or as service users.
- Under the Race Relation (Amendment) Act 2000, local authorities have a legal responsibility to promote race equality and assess their policies and functions for any possible negative impact on race equality.
- The Equality Act of 2006 places a statutory duty on all public authorities to have due regard to the need to eliminate unlawful discrimination and harassment and to promote equality of opportunity between men and women.
- Direct and indirect discrimination based on sexuality and religion or belief in the provision of goods, facilities, services and premises and in employment and training.
- Legislation concerning age discrimination in employment and training became effective from October 2006.

The assessment examines the consequences of strategies, policies, projects and services on certain groups of people to make sure that, as far as possible, any negative consequences are eliminated or minimised and opportunities for promoting equality are maximised. Every strategy, policy, service and project needs to be assessed to see whether there is:

1. An impact that will have a **positive effect** on an equality group, or some equality groups, or improve equal opportunities and /or relationships between groups. The positive impact on one particular equality group can be greater than on another.
2. **A negative or adverse impact** where the impact could disadvantage one equality group, or some equality groups. The negative impact on one equality group can be greater than on another.
3. No **specific impact** on any of the equality groups.

Based on good practice the Council has defined the equality groups as:

- men and women
- transgender people
- ethnic minorities, including gypsies and travelers

- disabled people
- lesbians, gay men and bisexual people
- older people (50+)
- young people (16-25)
- people from different faith groups

However any other groups that you may be specifically working with can also be included, e.g. low income households.

Take each one of the equality groups and predict the likely impact on people from these groups. The following are areas that you may want to consider:

- publicity, including design, distribution, accessible communications issues
- physical access
- location, geography
- poverty and social exclusion issues
- safety
- harassment
- direct discrimination: does the strategy, policy, project or service intentionally exclude a particular equality category? Is this justified?
- indirect discrimination: does the strategy, policy, project or service affect some equality categories disproportionately? Is this justified? Is the policy, project or strategy or its outcomes (such as the services provided) likely to be equally accessed by all? Are there barriers that might inhibit or restrict access to the service for some people? Are you aware of any public concern about possible discrimination in the operation of the service or project?
- monitoring and evaluation
- what will change as a result of the work?
- consultation, involvement and engagement, have you asked local communities what services they need and how they want them provided.
- timing
- representation in decision-making positions
- training, do staff have the necessary skills, information and understanding to deal fairly and equally with all customers.

You also need to consider at this stage if the strategy, policy, project or service will positively benefit an equality group, improve relations between groups, or promote equal opportunities generally. For example, does it promote better understanding between non-disabled and disabled people? Does it improve understanding of different faiths? Does it celebrate diversity? Does it meet the needs of a particular group? Does it reduce discrimination or the effects of discrimination?

Equality Impact Assessments are designed to be a challenging process, but they are not intended to be over complicated or about 'getting it right'. It is not an exact science and officers should take a common sense approach. Officers need to be prepared to make changes to the project, policy, strategy or service that the assessment identifies as necessary. It should not be a last minute check.

**It is particularly important that officers realise they have a legal duty to carry out an Equality Impact Assessment for all the mentioned equality groups and consider the duty to promote race, disability and gender equality.**

For further information or guidance please contact Refeia Zaman on ex: 3474.

## **Appendix 2: People and organisations consulted at each stage of the process**

### **Specific Consultation Bodies**

- . Bisley Parish Council
- . Chobham Parish Council
- . Elmbridge Borough Council
- . English Heritage South East Region
- . Entec UK Ltd
- . Environment Agency
- . Fairoaks Airport Ltd
- . Guildford Borough Council
- . Highways Agency
- . Homes and Communities Agency
- . Mobile Operators Association
- . Natural England
- . Network Rail
- . North Surrey PCT
- . Ockham Parish Council
- . Pirbright Parish Council
- . Ripley Parish Council
- . Runnymede Borough Council
- . Scottish and Southern Energy
- . SEEDA
- . Send Parish Council
- . South East Coast Strategic Health Authority
- . South West Trains Ltd
- . Southern Gas Networks
- . Spelthorne Borough Council
- . Sport England South East
- . Surrey County Council
- . Surrey Heath Borough Council
- . Surrey PCT
- . Surrey Police
- . Thames Water Property
- . The Coal Authority
- . The Woking Partnership
- . Transco
- . Veolia Water Central,
- . West End Parish Council
- . Wisley Parish Council
- . Worplesdon Parish Council

### **Councillors (Local and County)**

#### **MP for Woking**

#### **Local residents who have asked to be added to the LDF consultation database**

#### **Members of the Woking Borough Council Citizens' Panel**

#### **Religious groups**

- . Al-Asr Cultural & Community Centre
- . St Mary's Church Office
- . St Edward Brotherhood
- . First Church of Christ Scientist
- . Christian Clinic For Environmental Medicine
- . Guildford Diocese
- . St. Peter's Convent
- . The Shah Jehan Mosque
- . All Saint's Church
- . Jehovah's Witnesses
- . Muslim Community Centre
- . New Life Church
- . Religious Society Of Friends
- . St Marks Church Westfield Woking
- . The Church Of England Guildford Diocesan Board Of Finance
- . St. Edward Brotherhood

## Agents and developers

- . A E J Morris Associates
- . A H K Associates
- . A.E.J. Morris Associates
- . A.N.D. Consulting
- . AAP Architecture Ltd
- . Adams Holmes Associates
- . ADM Architecture
- . Alexson Homes
- . Allchurch Bailey
- . Alliance Environment & Planning Ltd
- . AMG Planning and Development
- . Anderson Planning & Development
- . Antler Homes
- . ARA Architects
- . Architype
- . Ascot Design
- . Ashley House
- . Atis Real Wetheralls
- . Atisreal
- . B R I C Developments Ltd
- . Banner Homes (Wessex) Ltd
- . Barratt Homes Southern Counties
- . Barton Willmore
- . Batcheller Thacker
- . BBF Fielding
- . BCH architects
- . Beaumonde Homes
- . BECKBRIDGE LTD
- . Beechcroft Developments
- . Bell Cornwell Partnership
- . Bellway Homes (South East)
- . Bewley Homes
- . Birchwood Homes
- . Bloor Homes
- . Blue Sky Planning Ltd
- . Bonham Homes Ltd
- . Bovis Homes Ltd
- . Boyer Planning Limited
- . Brimble, Lea And Partners
- . Broadway Malyan
- . Bryan Jezeph Consultancy
- . Buddery & Company
- . Burhill Golf and Leisure Limited
- . Cadenza Estates Ltd
- . CALA Homes
- . Capita Norman & Dawbarn
- . Carter Jonas LLP
- . Castle Wildish Chartered Surveyors
- . Charles Church Developments Ltd
- . Charles Richards
- . Churchods
- . Clarence Country Homes Limited
- . Clarke Willmott
- . Conceptual Design Associates Ltd
- . Convery Developments Ltd
- . Cooper Environmental Planning
- . Countryside Properties Plc
- . Heronsbrook
- . Holder Mathias Architects
- . Homewood Properties Ltd
- . Humberts
- . Hyder Consulting (UK) Ltd
- . Icen Projects Limited
- . Indigo Planning Ltd.
- . James Smith Associates
- . John Ebdon Homes
- . JSA Architects
- . Keane Property Ltd
- . King Sturge
- . Knight Norman Partnership
- . Knowles
- . La Salle Investment Management
- . Lacey Simmons Ltd
- . Lambert Smith Hampton on behalf of NOMS / HM Prison Service
- . Lamron Estates Ltd
- . Landmark Information Group Ltd
- . Leith Planning Limited
- . Level Ltd
- . Lichfield Planning
- . Linden Homes South-East Limited
- . Lizard Estates
- . Local Dialogue
- . M.C.S Design Planning Consultants
- . MAA Architects
- . Mark Leedale
- . Martin Critchell Architects
- . Martin Gardner
- . Mary Hackett and Associates
- . Matthews & Son
- . Mayer Brown
- . MBH Partnership
- . McCarthy & Stone (Developments) Ltd
- . MCS Design
- . Mercury Planning
- . Michael Shanley Group
- . Millgate Homes
- . Mitchell Evans Partnership
- . Mott Macdonald
- . Mouchel Parkman
- . Nathaniel Lichfield & Partners
- . Norman Knight Partnership
- . Octagon Developments Ltd
- . Omega Partnership
- . Open Planning
- . Parnell Design Partnership LLP
- . Parsons Brinckerhoff
- . Peacock & Smith
- . Persimmon Homes (South East)
- . Peter Allan
- . Pitmans
- . Planning Issues Ltd
- . Planning Issues/Churchill Retirement
- . Planning Manager
- . Planware Ltd



- . Courtley Consultants Ltd
- . Crane and Associates
- . Crest Strategic Projects
- . Crosswater Mill
- . Croudace
- . D & M Planning Partnership
- . Dalton Warner Davis LLP
- . David L. Walker Chartered Surveyors
- . Day Tanner Partnership Ltd
- . Development Planning Consultants
- . Development Planning Partnership
- . DHA Architecture
- . DHS Engineering
- . Donnajane Whitcombe
- . DPDS Consulting Group
- . DPP LLP
- . Drivers Jonas Deloitte
- . Edgington Spink and Hyne Architects
- . Edwards And Associates
- . Exedra Architects
- . Firefly
- . Firstplan
- . Floyd Matcham (Hampshire) Ltd
- . Frank Winter Associates
- . Fullerthorne
- . Fusion Online Limited
- . George Wimpey South West Thames
- . George Wimpey West London Ltd
- . Gerald Eve
- . Gillenden Development Company
- . Glen House Estates Ltd
- . Goadsby and Harding Commercial
- . Goldcrest Homes
- . Gordon Ellerington Development Consultants
- . GRB-Ventures
- . Gregory Gray Associates
- . Gurney Consulting Engineers
- . GVA Grimley
- . Hallam Land Management Limited
- . Hammerson UK
- . Berkeley Homes (Southern) Ltd
- . Henry Smith
- . Heritage Property Services
- . PRC Fewster Planning
- . Proteus
- . Pyrford Homes Ltd
- . Quinton Scott Chartered Surveyors & Estate Agents
- . R Perrin Town Planning Consultants
- . Rapleys
- . Raspin Properties Limited
- . RDJW Architects Ltd
- . Reef Estates Ltd
- . Rippon Development Services
- . Rolfe Judd
- . Romans Land and Planning
- . RPS Planning
- . Runnymede Homes Ltd
- . Rushmon New Homes
- . Ruskin Homes Limited
- . Rutland Group
- . Savills
- . St James South Thames Limited
- . Sterling Portfolio Management on behalf of Leylani Ltd.
- . Stewart Ross Associates
- . Strategic Land Partnerships
- . Taylor Skelton Walters PLC
- . Terence O'Rourke
- . Tetlow King Planning
- . The Landmark Trust
- . Tribal MJP
- . Tuke Manton Architects
- . Turley Associates
- . Vail Williams
- . Vaughan Keal Associates
- . Vincent James Homes Ltd
- . Wadham and Isherwood
- . Waterfall, Durrant & Barclays
- . Wates Developments
- . Wentworth Homes
- . West Estates Limited
- . West Waddy: ADP
- . Weston Architects Ltd
- . Woolf Bond Planning
- . Work Space Group
- . WYG Management Services

## Minority groups

- . Elected Tenant Representative
- . Friends Families and Travellers
- . Woking Asian Business Forum
- . The Gypsy Council For Health, Education And Welfare
- . Woking Asian Women's Association (WAWA)
- . Sheerwater Community Centre
- . Indian Association Of Surrey
- . Surrey Access Forum
- . Lakeview Community Action Group
- . South London Learning Partnership /Skills & Learning for London Partnership
- . Surrey Community Development Trust
- . Italian Community Association
- . Surrey Travellers Community Relations Forum
- . Deafplus
- . Woking Pakistan Muslim Welfare Association
- . Woking Association of Voluntary Service (WAVS)
- . Connexions
- . The Shah Jehan Mosque
- . Friends, Families And Travellers
- . London Gypsy and Traveller Unit
- . The Shah Jehan Mosque
- . Muslim Community Centre
- . The Gypsy Council
- . National Association of Gypsy And Traveller Officers
- . Chinese Association of Woking (CAW)
- . Irish Community Association
- . Equality and Human Rights Commission

## Schools and Young people

- . Barnsbury Infant School
- . Barnsbury Junior School
- . Beaufort Community Primary School
- . Broadmere Community Primary School
- . Brookwood Primary School
- . Byfleet Primary School
- . Goldsworth Primary School
- . Hoefield County Middle School
- . Kingfield School
- . Knaphill Lower School
- . Knaphill School
- . Maybury Infant School
- . New Monument School
- . Pyrford Cof E (Aided) School
- . St Dunstan's Catholic Primary School
- . St Hugh of Lincoln Catholic Primary School
- . St John's Primary School
- . St Mary's C of E Primary School
- . St. John The Baptist R.C Secondary School
- . The Bishop David Brown School
- . The Hermitage School
- . The Horsell Village School
- . The Marist Catholic Primary School
- . The Marist Catholic Primary School
- . The Oaktree School
- . The Park School
- . The Winston Churchill School
- . West Byfleet Infant School
- . Westfield Primary School
- . Wishmore Cross School
- . Wishmore Cross School
- . Woking College
- . Woking High School

## Housing Associations

- . Hyde Housing Association
- . Carr-Comm
- . Downland Housing Association
- . Housing 21
- . London & Quadrant Housing Trust
- . Mount Green Housing Association
- . Places for People
- . Rosemary Simmons Memorial
- . Rosetower Ltd
- . Servite Houses
- . Stonham Housing Association
- . Welmede Housing Association
- . Surrey Heath Housing
- . Greenoak Housing Association
- . London & Quadrant
- . Thames Valley Housing Association
- . Greenoak Housing Association
- . The Guinness Trust
- . Tower Homes Ltd
- . Stonham Home

## Transport Groups

- . Arriva Southern Counties
- . Carlone Buses
- . Commercial Services
- . Countryliner

- . Freight Transport Association
- . Jonathan Barlow Partnership Ltd
- . Reptons Coaches
- . Stagecoach South
- . Woking Community Transport Ltd
- . Woking Cycle Users Group
- . Woking For Pedestrians

### **Environment and nature conservation groups**

- . Basingstoke Canal Authority
- . Campaign to Protect Rural England - Surrey Office/Woking & Surrey/Woking
- . ecsc Ltd
- . Energy Saving Trust
- . Forestry Commission
- . Friends Of The Earth
- . GOSE Rural Team
- . Heathland Countryside Management
- . Horsell Common Preservation Society
- . Inland Waterways Association
- . Local Agenda 21
- . Maybury Sheerwater Partnership Garden Project
- . NFU Office
- . Open Spaces Society
- . Surrey & Farming Wildlife Advisory Group
- . Surrey & Hampshire Canal Society
- . Surrey Countryside Access Forum
- . Surrey Heathland Project
- . Surrey Wildlife Trust
- . The British Wind Energy Association
- . The RSPB
- . Urban Parks Forum
- . Woking Cycle Users Group
- . Woodland Trust

### **Local Residents Associations**

- . Alpha Road Tenant & Leaseholders Association
- . Anthony's Residents Association
- . Blackbridge Road Residents
- . Brambledown Residents Association
- . Brookwood Residents Association
- . Brookwood Village Association
- . Byfleet Village Association
- . Byfleet, West Byfleet & Pyrford RA
- . Cheapside Residents Association
- . Claydon Road Residents Association
- . Friars Rise Residents Association
- . Heritage Property Consultant
- . Hillside Residents Association
- . Hockering Gardens Residents Association
- . Hockering Residents Association
- . The Ridge And Lytton Road Residents Association
- . Hook Heath Residents Association
- . Woking Association Neighbourhood Watches (WAN)
- . Horsell Park Residents Association
- . Horsell Residents Association
- . Knaphill Residents' Association
- . Lakeview Community Action Group
- . Maybourne Rise & Woodpecker Way Residents Association
- . Maybury Community Association
- . Maybury Estate Neighbourhood Watch
- . Mayford Village Society
- . Moor Lane Area Residents Association
- . Old Woking Community Association
- . Old Woking Village Association
- . Pyrford Action Group
- . Rydens Way Action Group
- . Sandy Way Residents Association
- . Sheerwater Neighbourhood Watch
- . Sheets Heath Residents Association
- . St Johns Residents Association
- . St Johns Village Society
- . Sutton Green Village Hall and Association
- . Tenants Representatives Woking
- . The Grove Area LTD
- . West End Village Society
- . Westfield Common Residents Association
- . Westfield Community Residents Association
- . Woodlands Community Group
- . Wych Hill Way Residents Association

### **Business interest and support**

- . Business Link Surrey
- . Enterprise First
- . Federation of Small Businesses
- . Horsell Businesses' And Traders' Association
- . Knaphill Traders Association
- . National Housing Federation South East
- . Surrey Chamber of Commerce
- . Town Centre Manager
- . West Byfleet Business Association
- . Woking and District Trade Council
- . Woking Chamber of Commerce

### **Leisure providers**

- . Ambassadors Theatre Group
- . Link Leisure
- . National Playing Fields Association
- . On behalf of West Byfleet Golf Club
- . Open Spaces Society
- . Rambler's Association Surrey Area
- . Surrey County Playing Field Association
- . The Lawn Tennis Association
- . The Lightbox
- . The Theatres Trust
- . Tourism South East
- . Urban Parks Forum
- . Visit Britain
- . Woking Community Play Association
- . Woking Sports Council
- . Woking Turnstyle Ltd

### **Heritage and conservation groups**

- . Ancient Monuments Society
- . Commission For Architecture and The Built Environment (CABE)
- . Council For British Archaeology
- . English Heritage South East Region
- . Georgian Group
- . Surrey Archaeological Society
- . The Society For The Protection of Ancient Buildings
- . The Twentieth Century Society
- . The Garden History Society
- . Victorian Society

### **Elderly groups**

- . Carers Support Woking
- . Age Concern
- . Friends Of The Elderly