



Redcar & Cleveland Submission Local Plan April 2017

Equality Impact Assessment



1. Introduction

- 1.1. Redcar & Cleveland Borough Council is currently preparing a Local Plan which sets out a vision for how the Borough should be in 2032 and provides a strategy for growth, identifying appropriate areas and sites for development, as well as the necessary infrastructure to support this growth.
- 1.2. Once adopted, the Local Plan, including the Local Plan Policies Map, will replace the Council's existing planning framework set out in the Local Development Framework Core Strategy Development Plan Document (DPD) and Development Policies DPD, 2007, as well as a number of 'saved' Local Plan Policies, originally adopted in 1999.
- 1.3. This report of the Equalities Impact Assessment sets out the results of an assessment of the likely impacts of the objectives and policies of the Publication Local Plan upon the protected characteristic groups identified within the Equality Act 2010.

2. Equalities Impact Assessments and the Equality Act 2010.

- 2.1. The Equality Act 2010 provides a legal framework to protect people from discrimination in the workplace and in wider society. It came into force on 1 October 2010 and brought together many separate pieces of legislation into a single Act.
- 2.2. The Equality Act places a duty upon public sector bodies, including local authorities, to:
 - Have due regard, when making strategic decisions, of the need to reduce inequalities of outcome which result from socio-economic disadvantage;
 - Eliminate unlawful discrimination, harassment and victimisation;
 - Advance equality of opportunity between persons who share a Protected Characteristic and those who do not; and
 - Foster good relations between people who share a Protected Characteristic and those who do not.
- 2.3. There are nine different Protected Characteristics identified within the Act. These are:
 - I. Age;
 - II. Disability;
 - III. Gender reassignment;
 - IV. Marriage and civil partnership;
 - V. Pregnancy and maternity;
 - VI. Race;
 - VII. Religion and belief;
 - VIII. Sex; and
 - IX. Sexual orientation.

- 2.4. In order to fulfil its duties under the Act, the Council has undertaken an Equalities Impact Assessment of the draft Local Plan, which will consider the potential impacts on those affected by a policy's aims or its implementation. The assessment will consider the potential impacts upon particular Protected Characteristics and also those in poor social and economic circumstances.

3. Profile of Redcar and Cleveland Borough

- 3.1. Redcar and Cleveland is the largest borough within the Tees Valley, covering 24,490 hectares. Although the Local Plan does not cover the whole of the borough, as part is within the North York Moors National Park and is covered by a separate plan prepared by the National Park Authority.
- 3.2. The total population of the borough, including within the area of the National Park is 135,200 (Census 2011).
- 3.3. Information regarding the population of Redcar and Cleveland in relation to the Protected Characteristics of the Equality Act 2010 is set out below. However, no information was available in relation to sexual orientation at a borough level or gender reassignment.

Age Profile

- 3.4. While the population of the borough fell by 3,900 in the 10 years to 2011 and is predicted to continue to decrease to 134,300 by 2037, the percentage of the population aged over-65 is projected to increase significantly from 20% in 2012 to almost 30% in 2037, the highest percentage in the Tees Valley.
- 3.5. The percentage of the population aged from 0- 15 years is 18% and 62% are aged from 16-64 years (Census 2011).

Sex

- 3.6. In 2012 the population of the borough was split with 65,700 males (48.6% of the total) and 69,300 females (51.4%).

Race

- 3.7. The race and ethnicity of the population, as identified within the census, is set out below.

	White	Mixed	Asian	Black	Other
Percentage of Population	98.6%	0.6%	6.8%	3.4%	1.7%

- 3.8. In addition to the above, the Equality Act 2010 identifies Romany Gypsies and Irish travellers as ethnic minority groups and the Redcar & Cleveland Gypsy and Traveller Accommodation Assessment 2015 reported that there were 25 Gypsy and Traveller households identified in the 2011 census.

Religion and Belief

- 3.9. The census has identified a breakdown of the borough's population into different faiths as below.

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	None
Percentage of Population	70.4%	0.1%	0%	0%	0.4%	0%	0.3%	22.2%

Marital Status

- 3.10. The borough's population is divided into the following groups within the Marital Status protected characteristic.

	Single	Married	Civil Partnership	Separated/Divorced	Widowed
Percentage of Population	31.9%	47.5%	0.1%	12.1%	8.4%

Disability

- 3.11. The 2011 Census identified that 22.8% of the borough's population were considered to have a limiting long term illness.
- 3.12. The 2014 Joint Strategic Needs Assessment (JSNA) for Redcar and Cleveland estimated that there were 6,800 people of working age in the borough with moderate physical disability and a further 2,000 working age people with serious physical disabilities.
- 3.13. In addition, there were an estimated 2,400 people with serious visual impairment, 14,700 with moderate to severe hearing impairment and 1,000 children, known to schools, with learning disabilities.

Pregnancy and Maternity

- 3.14. The JSNA 2014 found that, in Redcar and Cleveland in 2013, there were 1,783 conceptions within the 15-44 year age group (although 19% of these led to an abortion) which is a conception rate of 74.4 per 1,000 population in comparison to 78.8 in England. In 2014 there were 1,400 registered births.

Deprivation

- 3.15. In 2015, Redcar and Cleveland Borough was ranked as the 49th most deprived borough on the Indices of Mass Deprivation. This ranking has remained at a similar level for a number of years with the 2010 ranking being 48th. In addition, 33% of the borough's Lower Super Output Areas are ranked within the most deprived 10% nationally.

- 3.16. The 2011 Census found that 3.8% of the population were living in overcrowded households and fuel poverty is considered to affect over a quarter of the borough's households (JSNA 2014).
- 3.17. The Public Health Annual Report for 2014-15 stated that there were 6,220 children under 16 in the borough who were living in poverty.

Sexual Orientation

- 3.18. While there are no available figures to characterise the local population on the basis of sexual orientation, in 2014 the Integrated Household Survey stated that 1.6% of people in UK identify as gay, lesbian or bisexual. There is no evidence to suggest that there will be a significant difference in this proportion for Redcar and Cleveland.

4. Assessment of the Publication Local Plan Policies

- 4.1. The potential impacts of the policies of the Redcar & Cleveland Publication Local Plan (Nov 2016) in relation to the Protected Characteristics of the Equality Act 2010 and in relation to socio-economic deprivation have been considered by the Council. This assessment of the policies is set out in the following section.
- 4.2. Where a policy is considered to impact upon all areas of society in a similar manner and will not have a direct impact upon any particular group, such as with generic policies, the impact has been recorded as neutral.

Key

Symbol	Impact
+	Positive
0	Neutral *
-	Negative
?	Unknown
N/A	Not Applicable

											restrict development outside of defined settlement limits. The policy will have a positive impact upon all sections of society by limiting isolated developments with poor accessibility while still allowing facilities for social or community needs.
SD4	0	0	0	0	0	0	0	0	0	0	The general development principles and design requirements will have a positive impact on all sections of society by ensuring that all new developments are well designed and avoid harm to the environment or the amenity of neighbouring

											occupiers.
SD5	0	0	0	0	0	0	0	0	0	0	There is a neutral impact on all sections of society as the policy requires contributions to fund infrastructure and community facilities required as a consequence of development.
SD6	0	0	0	0	0	0	0	0	0	0	In general this policy has no relationship with equality issues. However, the support for community based renewable schemes that deliver cheap energy for local communities may have a small positive impact for all sections of society.
SD7	+	+	0	0	0	0	0	0	0	0	In general, restricting development in areas of flood risk will have benefits for all groups in

												society but there will be a more positive impact for those with mobility issues, who are more at risk in flooding events.
LS1	0	0	0	+	0	0	0	0	0	0	0	The aims of the Council in relation to the urban area will benefit all groups. However, there is specific support of the allocation for Gypsies and Travellers, giving a slightly more positive impact for this ethnic minority group.
LS2	0	0	0	0	0	0	0	0	0	0	0	The aims of the Council in relation to the coastal areas will benefit all groups as they include increasing access to transport links and broadband and improving public realm and sports and

											community facilities.
LS3	0	0	0	0	0	0	0	0	0	0	The aims of the Council in relation to the rural areas will benefit all groups as they include the provision of community facilities and improvements to bus and rail services and broadband access.
LS4	+	+	0	0	0	0	0	0	0	+	Improving access to employment opportunities will benefit all groups but is likely to have a greater impact upon those of working age and school leavers and people affected by deprivation who are most likely to suffer from unemployment. The Council also aims to improve transport links with settlements

											and employment areas which will have a slightly greater benefit for those with mobility issues.
REG1	0	0	0	0	0	0	0	0	0	0	This policy will benefit all sections of society by providing leisure, tourism and retail uses in an accessible location.
REG2	+	0	0	0	0	0	0	0	0	0	The policy will provide some benefit for all by protecting and enhancing a visitor attraction that contributes to the local economy. Greater benefits will be felt for young people due to the intention to provide vocational training opportunities.
REG3	0	0	0	0	0	0	0	0	0	0	This mixed use allocation will have some benefits for all by increasing access to

											little impact upon equalities issues.
ED3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
ED4	+	+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The aim of the policy largely has little relation to equality issues. However, the support for small retail and food uses to provide a local service will have some benefit for those of working age, particularly with limited mobility.
ED5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
ED6	+	0	0	0	0	0	0	0	0	+	Protecting the local economy and access to employment opportunities and will have some benefits for all, particularly those of working age and those in a deprived area

											who suffer most from unemployment..
ED7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
ED8	+	+	0	0	0	0	0	0	0	+	Supporting the rural economy and enhancing rural community facilities will have benefits for all within the local communities, but there will be particular benefits for those with reduced mobility due to the expansion of high speed broadband networks allowing for increased opportunities for accessing services and employment opportunities from home. There will also be an increased benefit for those within areas of soci-economic

											deprivation who suffer most from poor access to employment
ED9	0	0	0	0	0	0	0	0	0	0	Providing support for increased leisure and tourism opportunities will have some benefits for all.
ED10	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues.
ED11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues.
ED12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues.
ED13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues.
H1	0	0	0	0	0	0	0	0	0	0	This identifies a minimum number of houses to be delivered and will increase

											access to housing for all groups.	
H2	+	+	0	0	0	0	0	0	0	0	+	The policy requires housing to contribute to social housing requirements, market housing demand and specialist housing needs, increasing access to housing for all sections of society. There will be an increased positive impact for 3 groups as the policy seeks to meet a need for bungalows and social housing.
H3	+	+	0	0	0	0	0	0	0	0	0	The housing allocations generally increase access to housing for all sections of society without negative equality impacts. However, there are allocations to specifically

											deliver bungalows and assisted living accommodation for older people. The policy will, therefore, have a more positive impact on 2 equality groups.	
H4	0	0	0	0	0	0	0	0	0	0	+	Increasing access to affordable housing will benefit all groups, but particularly those suffering from socio-economic deprivation who are least likely to be able to access market housing.
H5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues.
H6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues.
H7	0	0	0	+	0	0	0	0	0	0	0	The policy allocates land for pitches to

											provide accommodation for Gypsies and Travellers. This will increase opportunities for accommodation and improve access to services and facilities for a recognised ethnic minority.
N1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues
N2	0	0	0	0	0	0	0	0	0	0	Protecting open spaces of benefit to local communities will benefit all groups.
N3	0	0	0	0	0	0	0	0	0	0	Protecting and enhancing open space and sports facilities will improve access to recreation opportunities for all.
N4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues
HE1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited

											relationship with equalities issues
HE2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues
HE3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has a limited relationship with equalities issues
TA1	0	0	0	0	0	0	0	0	0	0	Measures to encourage increased use of the public transport network will benefit all groups.
TA2	0	0	0	0	0	0	0	0	0	0	Support for proposals to improve transport choice and minimise travel distances will benefit all groups.
TA3	0	0	0	0	0	0	0	0	0	0	Improved accessibility within and beyond the borough will benefit all groups.
TA4	0	0	0	0	0	0	0	0	0	0	The development of improved sustainable transport

											networks and increased accessibility will benefit all groups.
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5. Conclusions

- 5.1. It is considered that the Local Plan does not discriminate against any of the specific groups identified and there were no occasions where a policy was considered to impact negatively on one group more than the population as a whole. The Plan, which seeks to ensure that the needs and aspirations of the communities within the borough are met through the delivery of sustainable development, will largely result in a positive impact for the general population.
- 5.2. The impact assessment of the policies has identified a number of occasions where implementation of a policy will result in a slightly greater positive impact upon one or more identified groups.
- 5.3. The allocation of sites for housing will increase access to housing for all. However, where a policy requires the provision of bungalows, there will be a greater benefit for those with limited mobility. Where extra care or other older peoples housing is allocated there will be an increased benefit for the elderly and the provision of affordable housing will have a greater positive impact upon those from deprived backgrounds who have less choice of housing due to affordability issues. The allocation of a site for Gypsy and Traveller accommodation specifically benefits individuals within this minority group.
- 5.4. Policies that increase employment opportunities will have benefits for the local economy and will have a positive impact for all. However, those of working age will benefit directly from the increase in jobs and those from a deprived background will also see a greater benefit as this group suffers more from unemployment.
- 5.5. Policy SD7, which restricts building in flood zones is especially important for people with limited mobility who are at greater risk in flood events and Policy REG2 will be of particular benefit for young people, due to the intention to provide vocational training opportunities.