# Equality Impact Assessment

## Validation Decision Notice

<table>
<thead>
<tr>
<th>EIA Reference Number</th>
<th>132</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Service, policy, or strategy</strong></td>
<td>Core Strategy</td>
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<tr>
<td><strong>Element(s) assessed</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Names of Assessors</strong></td>
<td>Principle Planning Officer, Senior Planning Officer, Principle Estates Surveyor, Local Taxation Court Officer</td>
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**Consider:**

- Was discrimination or disadvantage identified? Yes [ ] No [x] 
- Was the service promoting equality? Yes [x] No [ ] 
- Could the service be improved in promoting equality? Yes [ ] No [x] 
- Are the customers' needs understood and met? Yes [ ] No [x] 
- Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected? Yes [ ] No [x] 
- Does the summary report properly reflect the key findings of the assessment? Yes [ ] No [x] 
- Is the summary report clear and easy to understand? Yes [x] No [ ] 
- If improvements have been identified, do they reflect and deal with the key findings? Yes [x] No [ ]

**The decision is to:** Validate [x] Not validate [ ]

The reason/s for the decision are: *please give details below*

- Validation given – information correct [x]
- Not validated – decision not to proceed as EIA incorrect [ ]
- Not validated - screening error [ ]
- Not validated – research/consultation error [ ]
- Not validated – improvement error [ ]

**Signed**

[Signature]

**Name**

Karen Brimacombe

**Designation**

Corporate Director

**Date**

22/09/12
Equality Impact Assessment

Stage 1

<table>
<thead>
<tr>
<th>EIA ID (Sinbad reference number)</th>
<th>132</th>
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<tr>
<td>Date of meetings</td>
<td>19th August 2011, 24th August 2011, 7th December 2011 and 8th January 2012</td>
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<tr>
<td>Job Titles of assessors</td>
<td>Principal Planning Officer, Senior Planning Officer, Principal Estates Surveyor, Local Taxation Court Officer</td>
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Introduction to Core Strategy

The Core Strategy is the key Local Development Framework document that will eventually replace the current Local Plan. The Core Strategy will contain:

- a long term vision for the borough and objectives for future development up to 2027 linked to a spatial strategy that builds upon the vision/objectives and describes how key issues that have been identified will be tackled and how the borough will evolve over the course of the plan period
- site allocations to deliver that development
- more general development focussed policies.

The Pre Submission version of the Core Strategy has been informed by:

- An extensive evidence base of various studies and research
- The results of considerable public consultation including the Issues & Options stage (January 2008), the Key Themes consultation (March 2010) and the New Homes consultation (October 2010-January 2011).
- A process of continuous appraisal against social, economic and environmental objectives through the Sustainability Appraisal (SA). The SA objectives include: to provide all residents with the opportunity to live in a sustainable, decent, affordable home and to reduce deprivation and inequalities in quality of life between residents and neighbourhoods.

The Pre Submission draft will be subject to a formal 6 week period of public consultation during February – March 2012 which will enable further public engagement and opportunity to comment. The Submission version (which will contain any changes as a result of the Pre Submission consultation) will then be subject to an Examination in Public led by a Government appointed Inspector.

Following discussions with members of the Equality Working Group, it was considered that the appropriate approach to take with regard to the Equality Impact Assessment of the Core Strategy would be as follows:

- To carry out a Stage 1 assessment of the individual policies/elements of the Core Strategy (involving the completion of a briefing note record of the discussion on each element).
- Subject to the conclusions of the Stage 1 assessment, to proceed to a Stage 2 scoping/screening (using Form A) of the Core Strategy document in its entirety.
Equality Impact Assessment

Stage 1

The Assessment

Spatial Strategy and Delivery (Chapters 3 and 4)

The Spatial Strategy describes how key issues that have been identified will be addressed and how the borough will evolve over the course of the plan period. It has been drafted to respond to the identified issues and in light of comments received through the various consultations undertaken. The Spatial Strategy seeks to articulate key projects that are being progressed, such as the regeneration scheme at Basing View, in addition to describing other important priorities for the council and its communities e.g. the protection and enhancement of the borough’s built and natural environment. Fundamentally, it describes how and where development will take place to meet needs (particularly the borough housing figure), including detailing the approach for the borough’s larger settlements and rural areas, in addition to establishing how the local economy will be fostered to improve prosperity. The Spatial Strategy chapters and the policies they contain describe how the strategy will be delivered, primarily through the allocation and phasing of a number of specific sites, including reserve sites, in addition to a specific number of homes in identified settlements.

Assessment Findings

It was noted that this is an over-arching strategic document that is based on a wide range of studies/evidence, the ‘Shared Vision’ for the Borough (adopted by both the Basingstoke Area Strategic Partnership and the Council) and the comments received from the various consultations undertaken.

It was concluded that no discrimination issues are raised.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the Spatial Strategy.
Equality Impact Assessment

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The Assessment

Site Allocation Policies

Linked to the allocation of specific development sites in the Spatial Strategy are individual policies covering the following sites:
- BAS024 - Swing Swang Lane, Basingstoke (Policy SS2.1)
- BAS104 - North of Popley Fields, Basingstoke (Policy SS2.2)
- BAS107 - Razors Farm, Basingstoke (Policy SS2.3)
- WHIT006/WHIT007 - South of Bloswood Lane/Manor Farm Whitchurch (Policy SS2.8)
- OV002 - Overton Hill, Overton (Policy SS2.7)
- BAS121 - East of Basingstoke (Policy SS2.4)
- SOL002 - Redlands, adjacent to Basingstoke (Policy SS2.5)
- BAS132 - Basingstoke Golf Course, Basingstoke (Policy SS2.6)

Plus two reserve sites:
- BAS114 - Kennel Farm (Policy SS3.1)
- BAS122 - Cufaude Farm (Policy SS3.2)

The policies identify the key issues that need to be taken into account in the delivery of the sites including environmental and other constraints, infrastructure requirements and phasing.

Assessment Findings

It was noted that these policies mainly cover the physical constraints associated with individual sites and are based on evidence from site and sustainability assessment studies. The policies will be subject to the same public consultation and EIP process as the rest of the Core Strategy and any proposed development will still be subject to the normal planning application process.

It was concluded that no discrimination issues are raised.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the site allocation policies.
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Stage 1

The Assessment

Sustainable Design and Construction (Policy EM11)

This policy requires new residential development to meet certain levels of the Code for Sustainable Homes and other types of development (such as offices, retail and industrial) to meet certain BREEAM standards. The intention of the policy is to encourage development to meet sustainability standards (such as water efficiency) that are not covered by the Building Regulations.

Assessment Findings

The question was raised about the potential for additional development cost as a result of the requirements of the policy and the impact on the price and affordability of housing.

In response it was noted that the North Hampshire Renewable Energy and Low Carbon Development Study concludes that setting requirements for Code Level 3 and 4 and BREEAM 'very good' will encourage water efficient developments, and these should be achievable without significantly onerous capital costs.

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
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The Assessment

Reductions in Carbon Dioxide Emissions/Carbon Buyout Fund (Policy EM10)

This policy accelerates the move towards zero carbon. As a result, all new buildings, both residential and non-residential, will be expected to achieve an additional 15% reduction on the residual carbon dioxide emissions after Building Regulations compliance. The aim of the policy is to drive delivery of carbon reductions across the borough, in order to meet 2020 targets.

Assessment Findings

As with the Sustainable Design and Construction policy, the question was raised about the potential for additional development cost as a result of the requirements of the policy.

In response it was noted that the North Hampshire Renewable Energy and Low Carbon Development Study considered the additional financial cost of implementation of this policy and concluded that it is not expected to add significantly to the cost of development. In addition, there are likely to be energy cost savings.

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
Stage 1

The Assessment

Energy Efficiency Improvements to Existing Dwellings (Policy EM9)

The aim of this policy is to reduce carbon dioxide emissions from existing dwellings and off-set any increased heated volume of a dwelling caused by an extension. The policy applies to all householder applications for planning permission to extend or materially alter a home in all areas across the borough. A linked checklist includes straightforward measures that will result in immediate energy savings, and are likely to pay for themselves in energy cost savings in less than seven years.

Assessment Findings

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Green Infrastructure (Policy EM3)

This policy aims to provide, protect, maintain and enhance the borough’s network of high quality ‘multi-functional’ green spaces. It will seek to improve links and remedy identified deficiencies in the green infrastructure network in accordance with the borough’s Green Infrastructure Strategy.

Assessment Findings

In the context of proposals for the replacement or redevelopment of public and private green space, questions were raised regarding the following phrases in the policy: ‘surplus to local requirements’ and ‘evidence of local need’ and how these will be determined.

In response it was stated that such matters would be determined at the time of a planning application taking account of relevant evidence including that contained in the proposed Green Infrastructure Strategy and the Leisure and Recreation Needs Assessment, evidence based documents. Consultation on planning applications is always undertaken with the public and relevant internal services that would have the opportunity to comment on the proposals submitted.

It was concluded that no discrimination issues are raised by the policy.

Justification

The conclusion was not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Biodiversity and Nature Conservation Policy (Policy EM2)

Under the policy the council will work in partnership to conserve, restore and enhance the borough’s biodiversity in accordance with Living Landscapes (and any subsequent updates).

Assessment Findings

The following questions were raised regarding the policy:

1. Who will the council work in partnership with?
2. How will 'locally derived standards' be defined?
3. How will 'overriding public need' be defined?

In response:

1. The supporting text to the policy refers to the council working in partnership with the local community, developers, landowners, Hampshire and Isle of Wight Trust and other organisations.
2. Locally derived standards will be based on the LDF evidence base including the Green Infrastructure Strategy and Living Landscapes.
3. Whether an overriding public need exists will depend on the merits/circumstances of each planning application. Consultation on planning applications is always undertaken with the public and relevant internal services that would have the opportunity to comment on the proposals submitted.

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Landscape Character (Policy EM1)

Under the policy, the council will support projects and proposals which seek to enhance the borough’s landscape character.

Assessment Findings

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

The Historic Environment (Policy EM7)

Under the policy, the council will protect the historic assets of the borough for their historic significance, and their important contribution to local distinctiveness, character and sense of place.

Assessment Findings

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Managing Flood Risk (Policy EM5)

The policy sets out the sequential approach that will be applied by the council to planning applications for windfall sites (that have not been sequentially tested as part of a Development Plan Document), as set out in national guidance.

Assessment Findings

The following questions were raised regarding the policy:

1. How will wider ‘sustainability benefits’ be determined?
2. How will the local community know about flood risk?

In response:

1. The supporting text states provides the example of affordable housing on a rural exception site but that each case would be considered on its own merits and any wider benefits would be balanced against the specific flood risks associated with the location of the proposed development.

2. Information on flood risk is available to the public on a national basis from the Environment Agency.

It was concluded that no discrimination issues are raised by the policy.

Justification

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Water Quality (Policy EM4)

Under this policy the council will work in partnership to protect, manage and improve the water quality of the borough's water environment.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
Stage 1

The Assessment

Delivering High Quality Development (Policy EM6)

Under this policy the council will promote and secure high quality, creative and accessible design in all developments.

Justification

The following question was raised regarding the policy: How will accessible design be assessed?

In response: It was stated that information on the design of the new development (in part contained in the Design and Access Statement) would be assessed against the council's design guidance and consultation responses from relevant council staff including the Access Officer.

It was concluded there is a strong theme of equality running through the policy and that no discrimination issues are raised.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy. Elements of the policy (e.g. 'creating developments which are accessible to all...') should result in positive impacts.
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Stage 1

The Assessment

Nuclear Installations - Tadley and Burghfield (Policy SS8)

Under this policy the council will ensure that development in the consultation zones surrounding the AWE sites in Tadley and Burghfield is managed in the interests of public safety.

Justification

It was concluded that no discrimination issues are raised by the policy as this is an equal approach that would not prejudice against any particular group.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Affordable Housing (Policy CN1)

Under this policy the council will require the provision of an element of affordable housing on
development sites (based on thresholds), taking into account the need for affordable housing
according to the Housing Needs Register and Choice based lettings results, recent affordable housing
delivery, the circumstances of each site, issues of viability and the practicality of delivering affordable
housing.

Justification

The following questions were raised regarding the policy:

1. On what basis have the development size thresholds been set?
2. How will landowners/developers be prevented from circumventing the policy?
3. How will integrated and mixed communities be achieved?

In response:

1. The thresholds are based on the LDF evidence base and particularly the Affordable Housing
   Viability Study which identifies a need to be flexible where there are proven viability cases.
2. If it is clear that a developer has tried to circumvent the policy (for example by artificially dividing a
   site) the planning application would be refused. This matter will be addressed in the supporting
text to the policy.
3. The policy refers to affordable homes being distributed within the development, though practical
   implementation and management issues will have to be taken into account.

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by
the assessors were satisfactorily answered and the briefing discussion concluded that no
discrimination issues are raised by the policy. In seeking to deliver affordable housing the policy
should result in positive impacts e.g. for those on low income.
Equality Impact Assessment

Stage 1

The Assessment

Rural Exceptions for Affordable Housing (Policy CN2)

Under this policy on sites next to or within rural settlements outside Basingstoke town, small scale residential development designed to meet the identified needs of local people unable to meet their own needs in the housing market will be permitted. To enable more development sites to come forward to meet local need, the policy allows for the provision of a small proportion (up to 20%) of market development in conjunction with affordable units.

Justification

The following questions were raised regarding the policy:

1. How was the 80% affordable and 20% market split arrived at?
2. How will ‘proven local need’ be assessed?

In response:

1. The 80/20 split was based on LDF evidence and consultation with affordable housing providers although it is accepted that this may require further investigation.
2. Local need will be assessed primarily using evidence from the Housing Register on a case by case basis.

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy. In seeking to deliver affordable housing in rural areas and sustain rural communities the policy should result in positive impacts e.g. for those living in rural areas and on low income.
Equality Impact Assessment                      Briefing Note

Stage 1

The Assessment

Managing Housing Demand (Policy CN3)

Under this policy residential development proposals will be expected to provide a mix of private market dwelling types and sizes in order to maintain the current balance in housing stock. It also requires a proportion of homes designed to meet Lifetime Mobility Standards, supports development designed to meet the needs of the elderly and those with special needs and resists proposals that lead to a reduction in the housing stock and the sub-division of dwellings.

Justification

The following questions were raised regarding the policy:

1. How was the figure of 30-35% small units on each site arrived at?
2. How was the objective of achieving 15% of all new homes built to Lifetime Mobility Standards arrived at?
3. Is the phrase the council ‘will support development proposals that are specifically designed and suitable in type and location to meet the needs of the elderly and people with special needs...’ sufficiently proactive?

In response:

1. This is based on the LDF evidence and particularly the Neighbourhood Stock Analysis and Rural Housing Study as well as other evidence such as the council's Older Persons housing survey.
2. This figure is based on evidence on the proportion of the population with mobility difficulties and is a figure that is being used currently.
3. The phrase provides a positive statement of support for this type of development.

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy. The policy should result in positive impacts e.g. for the elderly, those with special needs and those with mobility difficulties.
Equality Impact Assessment

Stage 1

The Assessment

Gypsies, Travellers and Travelling Showpeople (Policy CN4)

Under this policy the council will identify opportunities for providing temporary and permanent pitch provision to meet the housing needs of gypsies, travellers and travelling showpeople.

Justification

It was concluded that no discrimination issues are raised by the policy which aims to address the needs of gypsies, travellers and travelling showpeople that are specifically defined groups in the Housing Act 2004. The council is currently preparing an updated Gypsy and Traveller Accommodation Assessment (GTAA) to identify future need for permanent, temporary and transit provision.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy. The policy should result in positive impacts for gypsies, travellers and travelling showpeople in terms of meeting identified needs for accommodation.
Equality Impact Assessment

Stage 1

The Assessment

Community, Leisure and Cultural Facilities (Policy CN7)

Under this policy the council will work closely with its partners and the local community to encourage increased and ongoing participation in community, leisure and cultural activity by seeking to:

- Retain and maintain existing facilities which are highly valued by the community
- Improve quality and capacity of facilities highly valued by the community where appropriate and possible.
- Provide new facilities, in accordance with locally adopted standards where there is evidence of need that cannot be met by existing provision. New facilities should be provided to prescribed timescales and in phase with the needs of the community.

It also resists proposals that would result in the loss of valued facilities.

Justification

The following questions were raised regarding the policy:

1. Who are the 'partners'?
2. How will 'highly valued by the community' be established?
3. What evidence of need will be used with regard to new facilities?
4. How will the views of the local community on any proposal for the loss of a facility be sought?

In response:

1. Partners will include Parish and Town Councils, HCC, clubs and commercial operators

2. This is defined in the supporting text to the policy: Facilities that are 'highly valued' by the community are recognised for their contribution to the local community by providing facilities that enable participation in a range of community, leisure and cultural activities. High value facilities evidence a high level of demand for their use, high utilisation by the community and sustainable management to ensure their continued use. The majority of existing community, leisure and cultural facilities are identified as 'highly valued'.

3. LDF evidence base study Leisure and Recreation Needs Assessment and the council’s Strategic Plan for Sport and Recreation; consultation with other services; Community Plans.

4. Consultation on planning applications is always undertaken with the public and relevant internal services that would have the opportunity to comment on the proposals submitted.
Equality Impact Assessment

Stage 1

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the questions raised by the assessors were satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Briefing Note

Stage 1

The Assessment

Retail Centres (Policy EP4)

The policy sets out a retail hierarchy for the Borough, reflecting the role and relationship of centres in the Borough's retail network.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Infrastructure (Policy CN5)

Under the policy new development will be required to provide and contribute towards the provision of additional services, facilities and infrastructure to meet the needs that arise from that development.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
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The Assessment

Delivering Renewable / Low Carbon Energy Development (Policy EM8)

The policy sets out targets for the generation of renewable electricity and heat in the borough and the support that the council will give to schemes that contribute towards meeting the targets, subject to planning considerations.

Justification

The following question was raised regarding the policy: How will applications from community groups and individuals in Community Wind Priority Areas be encouraged?

In response it was stated that the North Hampshire Renewable Energy and Low Carbon Development Study identifies those areas with most potential for such projects and applications will be encouraged via the community planning approach.

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the question raised by the assessors was satisfactorily answered and the briefing discussion concluded that no discrimination issues are raised by the policy.
Equality Impact Assessment

Stage 1

The Assessment

Regenerating Residential Neighbourhoods (Policy SS7)

Under the policy the council will support development set out within comprehensive area-based regeneration programmes which improve the housing stock and the social infrastructure and physical environment of residential neighbourhoods in the Borough. The policy identifies areas which will be the initial focus for regeneration and states that the regeneration of additional residential neighbourhoods within the borough will be promoted where this would benefit the local community and an opportunity is identified and is deliverable.

Justification

The following question was raised regarding the policy: How will consultation with the local community and interested groups be carried out?

In response it was stated that the council has agreed a Strategic Approach to Regeneration to guide a comprehensive approach to improve the quality of life in these identified areas. This states that by working closely with RSLs, officers are able to ensure consultation opportunities are built into the overall regeneration programme; thereby ensuring the community is fully engaged and is able to input into a project from an early stage.

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the question raised by the assessors was satisfactorily answered and the briefing discussion concluded that positive discrimination issues are raised by the policy.
Equality Impact Assessment

Briefing Note

Stage 1

The Assessment

Accessibility and Transport (Policy CN8)

The policy requires development to be located to give maximum flexibility in the choice of modes of transport available. All forms of travel should seek to reduce congestion, increase accessibility, promote making travel safer and minimise the impact on the environment, including reducing emissions of greenhouse gases in line with wider sustainability objectives.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy. There is the potential for positive impacts in terms of improved access to facilities for everyone.
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Stage 1

The Assessment

Essential Services (Policy CN6)

Under the policy the council will support proposals that provide or improve essential services, and sustain and enhance the vitality and viability of communities. The policy also resists development which would result in the loss of essential local services and facilities.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy. There is the potential for positive impact in terms of improved access to services for all residents.
Equality Impact Assessment

Briefing Note

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The Assessment

Economic Development (Policy EP1)

This policy sets out the ways in which the council will work in partnership to maintain and enhance Basingstoke and Deane’s position as a prosperous economic centre, including by supporting businesses, attracting investment and enabling residents to improve their skills and achieve their potential.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
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The Assessment

Employment Development (Policy EP2)

The policy identifies the different types of employment generating development that will be supported in the borough's employment areas. It also seeks to maintain or enhance a diversity of employment premises and resists the loss of employment land to other uses.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy.
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Rural Economy (Policy EP5)

The policy seeks to support proposals that diversify and strengthen the rural economy, farm diversification schemes, employment development at existing employment sites in the countryside and the re-use of rural buildings for employment.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy. There is the potential for positive impact in terms of improved employment opportunities for those living in rural areas.
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Basing View (Policy EP3)

The policy seeks to support the regeneration of Basing View into a modern business park including an element of complementary mixed use, improved accessibility for all modes of transport, more efficient/effective use of land, improved public realm and environmental enhancement via an energy strategy.

Justification

It was concluded that no discrimination issues are raised by the policy.

Assessment Findings

It was decided not to proceed with either a scoping/screening or a full EIA as the briefing discussion concluded that no discrimination issues are raised by the policy. There is the potential for positive impact in terms of improved employment opportunities and accessibility.
Equality Impact Assessment

Stage 1

The Assessment

Pre-Submission Core Strategy

The assessors reviewed the document in its entirety including sections and policies which had not been previously discussed. The document has been prepared in partnership with key stakeholders and the local community through a range of consultation, engagement and participation events in line with the Council's adopted Statement of Community Involvement and relevant legislation. There has therefore been considerable external engagement in the development of this document. It was noted that the document can be made available in alternative formats on request using 'big word'.

Justification

It was concluded that only positive impacts are raised by the document in its entirety.

Assessment Findings

The briefing discussion concluded that no discrimination issues are raised by the document in its entirety. Given the extensive engagement undertaken as a result of consultations and preparation of the evidence base, the work goes above and beyond the requirements of the EIA and is deemed acceptable. The document will generally have a positive and beneficial impact on groups across the borough. However, given the broad scope of the document it was decided that a Stage 2 scoping/screening of the Core Strategy as a whole (including the completion of Form A) was appropriate.
# Equality Impact Assessment

## Stage 2

### STAGE 2 – Scoping and Screening

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<td>Principal Planning Officer, Senior Planning Officer, Principal Estates Surveyor, Local Taxation Court Officer</td>
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### 1. What is the main purpose of the service, strategy, policy, practice or procedure? What are the anticipated outcomes of delivering the service, strategy, policy, practice or procedure?

*Please explain:*
The Core Strategy is the key Local Development Framework document that will replace the current Local Plan following its formal adoption. The Core Strategy will contain a long term vision for the borough and objectives for future development up to 2027, a spatial strategy as well as strategic planning policies and site allocations to deliver that development.

### 2. Who is intended to benefit from the service, strategy, policy, practice or procedure?

*Please explain:*
People living, working and visiting the borough.

### 3. Using the table below, identify who is affected by the service, strategy, policy, practice or procedure and decide if they benefit from it or are disadvantaged by it. Give brief reasons and the evidence for your decision.

*This is not a tick-box exercise, it won’t always be necessary to identify issues under each of the equality strand headings; round table discussion at the scoping/screening stage should help you identify which of the equality strands are relevant.*

**Note:** You must have evidence of positive or negative impacts if they exist, or good reasons to justify your decision. Usually this will take the form of monitoring information on who uses a service or is affected by a policy. If you don’t have monitoring information, or do but don’t analyse it, then it’s unlikely that you can complete this stage now unless you can find other evidence or good reasons to support your judgement e.g. research, EqIAAs undertaken by other agencies. Discuss this with the Equality Officer and agree a way forward.

<table>
<thead>
<tr>
<th>+ve = positive impact</th>
<th>–ve = negative impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>? = don’t know/not sure</td>
<td>No = no impact</td>
</tr>
</tbody>
</table>

*only if customer group not intended to receive service or be affected by policy*
<table>
<thead>
<tr>
<th>Issue</th>
<th>Group</th>
<th>+ve</th>
<th>-ve</th>
<th>?</th>
<th>No</th>
<th>Reasoning and Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Women</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>The Core Strategy policies apply to the community as a whole with no discrimination in terms of gender.</td>
</tr>
<tr>
<td></td>
<td>Men</td>
<td>X</td>
<td></td>
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<tr>
<td></td>
<td>Transsexual/Transgender</td>
<td>X</td>
<td></td>
<td></td>
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<tr>
<td>Age</td>
<td>Over 80</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>The Core Strategy contains policies that:</td>
</tr>
<tr>
<td></td>
<td>Over 65</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>• seek improved access for all;</td>
</tr>
<tr>
<td></td>
<td>22-64</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>• support the development of future houses (including affordable homes, accommodation to meet the needs of the elderly and helping people, particularly young people, to get on to the housing ladder)</td>
</tr>
<tr>
<td></td>
<td>16 to 21</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>• facilitate the provision of jobs;</td>
</tr>
<tr>
<td></td>
<td>Under 16</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>• support the retention of existing community facilities and the provision of new facilities,</td>
</tr>
<tr>
<td>Race</td>
<td>White British People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>The Core Strategy policies apply to the community as a whole with no discrimination in terms of race.</td>
</tr>
<tr>
<td></td>
<td>White European or Other People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Irish People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>The one exception being a policy to identify opportunities for providing temporary and permanent pitch provision to meet the housing needs of gypsies, travellers and travelling showpeople (specifically defined groups in the Housing Act 2004). This policy will have a positive impact on these groups.</td>
</tr>
<tr>
<td></td>
<td>Black or Black British People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Asian or Asian British People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Chinese or Chinese British People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mixed Race People</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Gypsies/Travelers</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td></td>
<td>People from other minority ethnic groups</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Disability &amp; Health</td>
<td>Physical Impairment</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td>The Core Strategy policy on Delivering High Quality Development seeks to create developments 'which are accessible to all...'</td>
</tr>
<tr>
<td></td>
<td>Sensory Impairment</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Long-Term Health Problem</td>
<td>X</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Mental Illness</td>
<td>X</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Learning Disability</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexuality</td>
<td>Lesbians</td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td>The Core Strategy policies</td>
</tr>
<tr>
<td>Issue</td>
<td>Group</td>
<td>Impacts</td>
<td>Reasoning and Evidence</td>
<td></td>
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<tr>
<td></td>
<td>Gay Men</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bisexuals</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Religion &amp; Belief</td>
<td>Faith Groups</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Atheist, Agnostic or other belief</td>
<td></td>
<td>The Core Strategy policies apply to the community as a whole with no discrimination in terms of religion or belief.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>Poor Literacy &amp;/or Numeracy</td>
<td>X</td>
<td>Policies to enable residents to improve their educational attainment, skills and achieve their potential</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Unemployed</td>
<td>X</td>
<td>Policies to support economic and employment growth</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Living in rural area</td>
<td>X</td>
<td>Policies on the Rural Economy and Rural Exceptions for Affordable Housing</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Low Income</td>
<td>X</td>
<td>Affordable Housing Policy</td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>On Benefits</td>
<td>X</td>
<td>Affordable Housing Policy</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Marriage or Civil Partnership</td>
<td>X</td>
<td>Affordable Housing Policy</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Caring Responsibilities</td>
<td>X</td>
<td>Affordable Housing Policy</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Pregnancy or Maternity</td>
<td>X</td>
<td>Affordable Housing Policy</td>
<td></td>
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</tbody>
</table>
| 4 | Have you identified a negative impact on any group(s)?
|   | YES □   | NO X |
|   | If you answered NO to question 4, please go to question 9 |
| 5 | Is that impact legal? You may need to seek advice on this
|   | N/A □   | YES □   | NO □   |
| 6 | Is the impact intended?
|   | N/A □   | YES □   | NO □   |
|   | Please explain: |
| 7 | How significant is the impact on the group(s) affected?
|   | N/A □   | HIGH □   | MED □   | LOW □   |
|   | Please explain: |
| 8 | If the service, strategy, policy, practice or procedure does not currently promote equality or good relations between different groups, can it be improved to do so?
|   | YES □   | NO □   |
|   | Please explain: |
| 9 | Have you identified a positive impact on any group(s)?
|   | YES X   | NO □   |
|   | Please explain: See sections above for age, gypsies/travellers, disability and health, poor literacy/numeracy, unemployed, living in a rural area, low income, on benefits, marriage or civil partnership, caring responsibilities, pregnancy or maternity |
| 10 | Are there ways to improve the positive impacts of the service, strategy, policy, practice or procedure?
|   | YES X   | NO □   |
|   | Please explain: The positive impacts can be improved by ensuring that the Core Strategy is formally adopted and carries the weight of the adopted development plan in the plan-led planning system. |
| 11 | Have you ticked the 'don't know/not sure' box for any customer groups?
|   | YES □   | NO X   |
|   | Please explain: |
If you answered YES to question 11 you need to find evidence to support either a positive/negative impact or good reasons to support your judgement.

Before you can complete this stage further research, such as consulting with the affected customer group(s) at this stage will determine if negative impacts are occurring.

<table>
<thead>
<tr>
<th>12</th>
<th>Is a detailed assessment required?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>YES</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Answering YES to Question 8 and/or Question 10 means that the Stage 5 Improvement Plan should be completed and included in the Equality and Diversity section of your business unit service plan.
Equality Impact Assessment

Summary Report

Stage 6

<table>
<thead>
<tr>
<th>EIA ID (Sinbad reference number)</th>
<th>132</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of assessment</td>
<td>19th August 2011, 24th August 2011, 7th December 2011 and 9th January 2012.</td>
</tr>
<tr>
<td>Job title of assessors</td>
<td>Principal Planning Officer, Senior Planning Officer, Principal Estates Surveyor, Local Taxation Court Officer</td>
</tr>
</tbody>
</table>

The Assessment

Give full details of what was assessed, who did the work, and the evidence that was used to make judgements and draw conclusions

1. what was assessed
2. who did the work,
3. and the evidence that was used to make judgements and draw conclusions

1. LDF Core Strategy Pre Submission
2. Principal Planning Officer, Senior Planning Officer
3. Various studies/reports from the LDF evidence base, plus the results of the consultation exercises carried out to inform the Pre Submission Core Strategy and the draft versions of the Pre Submission policies that formed the basis of the discussions with the Equality Impact Assessors.

The Customer/Customer Group

Detail any additional information gathered on a customer or customer group

Not applicable

Consultation and Research

Detail the information gathered during research and/or consultation

The borough council has undertaken extensive consultation and engagement with communities and other stakeholders throughout the preparation of the Core Strategy, both in terms of general policy documents, but also on specific pieces of evidence base. The stages of consultation undertaken are summarised below, and a more detailed breakdown of who was consulted, when and how their views were handled is included in the Statement of Consultation, which accompanies the Pre Submission Core Strategy.

<table>
<thead>
<tr>
<th>Consultation Document / Stage</th>
<th>Date of Consultation</th>
<th>Approaches Used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Engagement</td>
<td>Spring / Summer 2007</td>
<td>- Workshops with stakeholders</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Briefings to parish councils /</td>
</tr>
</tbody>
</table>


## Equality Impact Assessment

### Stage 6

| Issues and Options | January / March 2008 | stakeholders  
| - Lessons with school children  
| - LSP Conference  
| - General awareness raising  
| Key Themes | January / Feb 2010 | Document widely circulated  
| - Workshops with stakeholders  
| - Exhibitions  
| - Attendance at LSP conference  
| New Homes Consultation | October 2010 / January 2011 | Questionnaire widely circulated  
| - Market research  
| - Borough council magazine  
| - Resource pack for communities / Parish Councils  
| - Engagement with local colleges  
| Consultation with Rural Parish Councils | July / August 2011 | Distribution of questionnaire to parishes  

## Key Individuals and Organisations

Supply the names and contact details for any organisations or key individuals who assisted you

Not applicable

## Assessment Findings

Detail the key findings of the assessment

The Core Strategy policies apply to the borough community as a whole and it was concluded that no discrimination issues are raised. Positive impacts from Core Strategy policies were identified for the following groups: age, gypsies/travellers, disability and health, poor literacy/numeracy, unemployed, living in a rural area and low income, on benefits, marriage or civil partnership, caring responsibilities, pregnancy or maternity (as summarised in Form A)

## Recommendations

State the recommendations for action e.g. improvement plan actions
Stage 6

It was concluded that the positive impacts of the Core Strategy could be improved by progressing the document to adoption (as per the Core Strategy project plan and timetable) so that it carries the weight of the adopted development plan in the plan-led planning system. This has been identified as a top priority over the next three years in the Planning and Transport Service Plan ((1) Deliver a robust and sound LDF Core Strategy and associated documents incorporating the delivery of corporate and community ambitions).