

Equality Impact Assessment



Assessment Of:	
<input checked="" type="checkbox"/> Policy <input type="checkbox"/> Other <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Strategy	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Place and Commercial Services	Assessment carried out by: Kati Owen
Service Area: Strategy & Policy	Job Role: Principal Strategy & Policy officer (Planning Specialist)
Version / Date of Sign Off by Director:	

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The proposal is to agree to adopt a new Local Plan for Teignbridge to cover the period up to 2040.

Local Plans set out a framework for addressing local housing, economic, social and environmental issues. These plans must include strategic policies which deal with the local planning authority's priorities for the development and use of land in its area. The Local Plan is used as the starting point for determining planning applications. The Local Plan for Teignbridge does not cover the area within the Dartmoor National Park, which has a separate planning authority and Local Plan.

The Council currently uses the 2014 Adopted Local Plan as the basis for guiding planning decisions in the district. This Plan needs updating to reflect changes in national policy, increased local housing requirements and rapidly emerging issues relating to climate change and the environment.

The Local Plan 2020-2040 comprises a "start from scratch" review of the 2014 Local Plan. It only saves allocations that are yet to be built out, replacing all other development management policies and allocating new sites to meet additional housing, employment and renewable energy needs in the district.

The Local Plan is primarily used by any person or organisation wishing to submit a planning application in Teignbridge. It is also used by any person or organisation wishing to support, or object to, a planning application in the district.

For the Local Plan to be adopted, it must go through several statutory stages. These are:

- Regulation 18: public consultation on the scope of the plan
- Regulation 19: public consultation on the Proposed Submission version of the plan
- Regulation 22: submission of the plan to the Secretary of State

- Regulations 23-25: the plan and representations (comments) are considered by an independent planning inspector at a public examination.

We are currently at the final stage of adopting the Plan that has been found “sound” by the Planning Inspectorate, on behalf of the Secretary of State, through Examination.

1.2 Who will the proposal have the potential to affect?

Service users The wider community Teignbridge workforce

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

Yes **No** *[please select]*

The Local Plan aims to directly improve quality of life for residents and does so through the following policy requirements of the plan:

- Allocates land for an additional 4,560 homes to meet housing needs arising from indigenous population growth and internal migration. These homes will include around 1,140 affordable homes (i.e. homes at reduced rents and purchase prices which are not available on the open market) for people on lower incomes, around 1,300 homes which are built to higher accessibility standards for people with mobility issues, and around 250 custom build plots to meet local demand for this type of housing.
- Locating most new homes where there is easy access to jobs, services and public transport links.
- Providing some new housing in the larger villages to help keep families and/or support networks together, support local services, and reduce incidences of rural deprivation.
- Allocating land for gypsy and traveller pitches to meet evidenced local needs for this type of accommodation;
- High speed digital networks to be incorporated within all new developments, supporting economic development and individuals' ability to homework.
- Allocating 65 hectares of land for employment uses, providing more opportunities for business start-ups, expansion of existing businesses and attracting inward investment from outside the district. This will create more jobs locally and increase the potential for higher wages and productivity in the district.
- Better health and wellbeing promoted through requirements for high standards of design and layouts in new development, focused on people and not the car. Places will continue to be accessible by vehicles to ensure that those with mobility issues and specific needs are catered

for, particularly community healthcare and refuse and recycling vehicles, but they will be designed to give priority to pedestrians and cyclists.

- New and existing development to be supported by a raft of new infrastructure, including schools, shops and public transport. A per dwelling contribution towards NHS primary and acute healthcare costs will be required to meet an evidenced demand for NHS services arising from new developments.

- Connecting more people to nature so that they can experience and enjoy green spaces, nature, the landscape and the historic environment, for the benefit of human health and wellbeing.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation for age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation. Please see: [Equality Act 2010 \(legislation.gov.uk\)](https://legislation.gov.uk).

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
<p>Protected Characteristics: Age and Disability</p> <p>The Local Housing Needs Assessment (September 2022) highlighted the following demographic trends within Teignbridge.</p> <p>Age:</p> <ul style="list-style-type: none"> - Overall district population is projected to increase from approximately 135,000 (2020) to 148,000 (2040). - Within this period the number of persons aged 65 and older will increase by 13,000 or approximately 35% of the entire district's population in 2040. - In household terms the total number of households by age of representation will see an increase of approximately 	<p>The evidence tells us that we need to plan for a growing and ageing population.</p> <p>Plan response:</p> <ul style="list-style-type: none"> - Identifies land for 720 homes a year over a 15 year period - Around 1,300 new homes will be built to higher accessibility standards for people with mobility issues - Contains a permissive policy towards the provision of retirement housing, retirement communities and care Homes - Provision of new health infrastructure to support an increase in population, part

<p>9,000 of those over 65.</p> <p>– In the district over the 20-year period, around 25,500 extra households will be formed by those under 75. However, these extra households are offset by the reduction of 16,600 households aged 85 or over in 2040. This results in a total increase of approximately 8,900.</p> <p>Disability:</p> <p>– In 2020 the total number households including affordable and market where an existing illness or disability affects their housing need and need to move stood at approximately 512.</p> <p>– An additional 11,147 households are projected to be in a similar position in 2040. This figure is, however, lowered to 4,724 when adaptable existing dwellings are considered to meet basic standard (M4(1)). The lower figure represents 33% of the total local housing need.</p> <p>Ref: East Devon, Exeter, Mid Devon and Teignbridge Local Housing Needs Assessment: Report findings for Teignbridge, September 2022 (ORS).</p>	<p>funded by financial contributions from new development</p> <p>- Better access to local services within 800m distances.</p> <p>- District Design Code refers to how layouts must accommodate mobility issues and takes account of British standard neurodiversity guidelines</p> <p>- Primary Residence clause for new homes built in some coastal communities to retain the stock of housing for people living and working in the area.</p> <p>- Rapid Health Impact Assessments required on developments of 500 homes or more.</p>
<p>Protected Characteristic: Race</p> <p>Gypsies and Travellers</p> <p>Gypsy and Traveller Accommodation Assessment 2022</p>	<p>Updated evidence contained within the Gypsy and Traveller Accommodation Assessment 2022 shows that there is a need for at least 51 permanent pitches for Gypsy and Travellers in the period until 2041.</p> <p>Plan response:</p> <p>- Allocates land to meet the evidenced requirement for pitches to 2040.</p> <p>- Enables windfall pitches to be delivered subject to specific criteria which will be assessed at planning application stage. These requirements include taking into consideration the personal circumstances of the applicant. This is because gypsies and travellers have a traditional way of living which is specific to their race and which require a different understanding of which locations are most suitable to them.</p>

<p>Protected characteristics: ethnicity; religion; sexual orientation; gender</p> <p>N/A</p>	<p>Policies in the plan relate to the development and use of land and are in place to manage this in the best interests of the wider public. As such, policies apply to how the land is proposed to be used only, and not to the individual circumstances of the applicant (except in the case of gypsy and traveller pitch provision – see above).</p>
<p>Additional comments:</p>	<p>Reference: ONS, Census 2021</p> <p>Teignbridge Ethnic Group Classification:</p> <ul style="list-style-type: none"> – 97.6% (2021 census) of the district identifies as predominantly white (e.g., English / Welsh / Scottish / Northern Irish / British / Irish or Any other White background). – 0.7% of the district identifies as predominantly Asian (e.g., Asian British / Asian Welsh / Bangladeshi / Chinese / Indian / Pakistani or Any other Asian background). – 0.1% of the district identifies as predominantly Black (e.g., Black British / Black Welsh / Caribbean / African or other Black). – 1.1% of the district identifies as predominantly Mixed of Multiple Ethnic groups (e.g., White and Asian / White and Black African / White and Black Caribbean and Other Mixed or Multiple ethnic groups). – 0.3% of the district identifies as predominantly and other ethnic group (e.g., Arab or any other ethnic group).

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

At a service level we do not annually monitor activity in the district by any of the protected characteristics. Evidence relating to these protected characteristics is used to support the Local Plan, specifically in the case of age, disability and race (relating to gypsies and travellers). This information is sourced via the Office of National Statistics from the Census. Specific policy provisions in the plan have been made to address evidenced needs arising from these groups.

Delivery of the Local Plan is monitored annually. However, annual datasets are not available at the level of detail we would require to properly assess whether the plan was having a positive, negative or neutral impact on groups and individuals which fall into these protected characteristics. Therefore, preparation of the Local Plan relies on up-to-date, detailed, and locally specific evidence which is commissioned as part of the preparation of the Plan. As such, the annual monitoring report will record data on the delivery of specific targets, such as numbers of accessible homes and gypsy and traveller pitches, but further evidence will be required at the time of the next Local Plan review to assess the impact that this provision has had on the affected protected characteristics.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure, please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

Over the past 8 years, the Council has undertaken the following six rounds of public Engagement, which informed the preparation and final content of the Local Plan:

- a. Local Plan Review Issues Paper 2018 – 21 May – 16 July 2018
- b. Part 1 Consultation: Quality as Standard (Development Management policies only) - 23 March – 13 July 2020
- c. Part 2 Consultation: Delivering Quality Development (Site Options only) - 28 June – 9 August 2021
- d. Part 3 Consultation: Delivering Quality Development (Small sites, wind turbine sites, and gypsy and traveller sites only) - 15 November 2021 – 24 January 2022
- e. Proposed Submission Local Plan 2020-2040 – 23 January 2023 – 13 March 2023
- f. Proposed Submission Addendum Local Plan 2020-2040 – 8 November 2023 – 22 December 2023.

The Council received more than 9,500 responses to these Regulation 18 and Regulation 19 consultations, from residents, businesses, interest groups, the development industry, landowners,

and statutory consultees (which include neighbouring authorities, town and parish councils and government agencies).

Historically, consultation on the Local Plan has always attracted most interest from older age groups in the district, and homeowners living close by to proposed developments. To try and widen the scope of engagement, consultation on this Local Plan has used different techniques which appeal to the widest cross section of the community as possible. This has largely been achieved through predominantly virtual consultations, which have used online videos and social media to promote all aspects of the plan.

All respondents are asked to complete an Equality Questionnaire when sending comments to us. This is not compulsory.

Regulation 18

Approximately 42% of Regulation 18 Consultations Part 2&3 respondents completed these. Only information relevant to the plan was requested, such as age, gender and ethnicity, as agreed by the Communications Team and Business Improvement and Development Team. Analysis of the responses to the previous consultations show that:

- Local plan consultation respondents were largely from middle age and older groups. This is reflected in Part 2 submissions with ages 45 – 64 making up 44% and ages 65 and older making up 27%, respectively. A similar trend was reflected in Part 3 with ages 45 – 64 making 42% and ages 65 and older making up 29% respectively. Part 1 did not record ages of respondents.
- Local Plan consultation responses showed a better representation of middle age groups for both Part 2 and Part 3 consultations:
 - o Part 2: Ages 45-64 represented 44% of respondents; ages 65+ represented 27%
 - o Part 3: Ages 45-64 represented 42% of respondents; ages 65+ represented 29%
- 97.6% (2021 census) of the district identifies as predominantly white (e.g., English / Welsh / Scottish / Northern Irish / British / Irish or Any other White background). Both Part 2 and Part 3 consultations attracted wider representation of ethnicity than this, with 89% and 84% of respondents identifying themselves as predominantly white respectively.

Regulation 19

Approximately 65% of respondents to the Regulation 19 Proposed Submission Local Plan completed the Equality Questionnaire. Analysis of the responses to the consultation show that:

- The 2021 Census reported that approximately 28.5% of the District was between the ages of 45 – 64 and ages 65 and older making up 27.1% of the District. 29.5% of the district is aged between 15 – 44 (Census age categories differ to local plan age categories).
- Local plan consultation respondents were largely from middle age and older groups. This is reflected in Proposed Submission responses with ages 45 – 64 making up 37.4% and ages 65 and older making up 30.9%, respectively.
- 16% of responses were from respondents aged between 18 – 44.
- 15.6% of respondents preferred not to state their age. - 97.7% (2021 census) of the district identifies as predominantly white (e.g., English / Welsh / Scottish / Northern Irish / British / Irish or Any other White background).

– The Proposed Submission consultation attracted wider representation of ethnicity than this, with 83.4% of respondents identifying themselves as predominantly white respectively. However, 15.1% respondents indicated a preference to not state their ethnicity.

Throughout the preparation of the plan, we have engaged with the local gypsy and traveller community through the Gypsy and Traveller Forum. This group has informed the drafting of policy and the methodology used for the Gypsy and Traveller Needs Assessment.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

There is no proposed continued engagement on the 2020-2040 Local Plan. Once it is adopted it will represent the Development Plan for the area of Teignbridge outside Dartmoor National Park.

Delivery of the development allocated in the Plan will be through the determination of planning applications, which will involve consultation with the necessary statutory bodies and involvement of local communities in the preparation of Design Codes for large scale development.

However, given the newly introduced plan preparation process and timescale, and the Council's requirement to progress preparation of a new Local Plan (likely to cover the period 2029-2044), engagement with stakeholders and local communities will re-commence later this year. This will be subject to a Consultation and Engagement Strategy, which will need to be agreed prior to passing through "Gateway 1".

The recently formed Strategy and Partnerships team will work closely with external partners to improve the diversity of respondents with protected characteristics in future consultation.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact **all or many groups**)

PROTECTED CHARACTERISTICS

Age: Young People Does your analysis indicate a disproportionate impact? Yes No Neutral

Potential impacts:	<p>Improved access to entry level housing, affordable housing and local connections housing which may align more closely with average incomes of younger households.</p> <p>Improved access to jobs through the provision of more employment land which will provide opportunities for more business start-ups, business expansions and inward investment. Improved access to schools, recreational facilities and play spaces.</p> <p>Improved opportunities for walking, cycling and access to public transport.</p>
Mitigations:	n/a
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	<p>Increased provision of homes and layouts suitable for an ageing population:</p> <ul style="list-style-type: none"> - Around 1,300 new homes will be built to higher accessibility standards for people with mobility issues - Contains a permissive policy towards the provision of retirement housing, retirement communities and care homes - Provision of new health infrastructure to support an increase in population, part funded by financial contributions from new development - Better access to local services within 800m distances. - District Design Code refers to how layouts must accommodate mobility issues and takes account of British standard neurodiversity guidelines - Rapid Health Impact Assessments required on developments of 500 homes or more.
Mitigations:	n/a
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	<p>Increased provision of homes and layouts suitable for people with mobility issues:</p> <ul style="list-style-type: none"> - Around 1,300 new homes will be built to higher accessibility standards for people with mobility issues - Contains a permissive policy towards the provision of retirement housing, retirement communities and care homes - Provision of new health infrastructure to support an increase in population, part funded by financial contributions from new development - Better access to local services within 800m distances. - District Design Code refers to how layouts must accommodate mobility issues and takes account of British standard neurodiversity guidelines - Rapid Health Impact Assessments required on developments of 500 homes or more.
Mitigations:	n/a

Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Improved access to authorised pitches for gypsies and travellers through the allocation of additional land and an updated policy to determine windfall applications.
Mitigations:	n/a
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Positive impacts through improved opportunities for access to employment through: <ul style="list-style-type: none"> - Land identified for 62 hectares of employment land - New homes located close to existing jobs and services and new employment opportunities - Largely permissive policies for new employment uses
Mitigations:	n/a
Other group(s):	
Homelessness	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	An assessment of the number of homeless or concealed households is included within the Local Housing Needs Assessment which informs overall housing supply and policies for the district. The Plan makes provision for its full evidenced housing requirement, and therefore seeks to meet the housing requirements of this group.
Mitigations:	A percentage of affordable housing (between 20-30%) is required on all sites over 10 homes (in urban areas) and 5 homes (in rural areas).

Digital Exclusion	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Better access to high speed digital networks across the district.
Mitigations:	All new residential and commercial development will be required to have access to high speed digital infrastructure.
Asylums/refugees	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Neutral <input type="checkbox"/>
Potential Impacts:	Lack of temporary housing provision for asylums/refugees
Mitigations:	The Plan does not make specific provision for asylums/refugees but through the provision of more housing there should be no net loss of existing provision. Policies in the plan would enable conversion of properties to HMOs subject to specific criteria being met.

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

See sections 1.3, 2.1 and 3.1 for identified impacts which have positive benefits for the stated protected characteristics.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

n/a

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Overall, the plan sets out a framework for future growth which seeks to improve the quality of life for all residents in the district. Whilst there will be individuals who may feel affected by certain development proposals, especially those living close to new allocations, the immediate amenity of existing properties will be protected. By and large, the main protected characteristics affected positively by the plan are age (both younger and older) and disability. Through the policies and allocations of the plan, more opportunities will be available for these groups to access the homes, services and employment that they require. The Plan also specifically addresses the accommodation needs of Gypsies and Travellers.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale

Improvement / action required	Responsible Officer	Timescale

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

- Annual Monitoring Framework
- Ongoing monitoring of relevant equality data on consultation responses to future Local Plan consultations.
- Monitor ONS data releases (e.g., Census, mid-year estimates, etc.)

4.4 Is there an opportunity to promote positive attitudes and good relations between different groups and communities?

The policies and allocated development site within the Local Plan aim to create inclusive communities, promoting social interaction between different groups and helping to promote good relations between different groups and communities.

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

<p>Reviewed by Service Manager: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Instead was reviewed by: Rebecca Hewitt, Strategy and Policy Manager</p>	<p>Strategic Leadership Team Sign-Off:</p>
Date: 12.3.26	Date: