

EQUALITY IMPACT ASSESSMENT

Section 1 - Details

1.1 Service/Department/Team

Development and Regeneration,
Land Planning Policy

1.2 Name of Policy or Practice being assessed:

Local Development Plan

1.3 Is this a new or existing policy?

New	<input checked="" type="checkbox"/>	Existing	<input type="checkbox"/>
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(Please tick)

1.4 List of participants in Equality Impact Assessment Process

Richard Todd (Policy Planner)
Evan Fraser (Policy Planner)
Stewart McNally (Policy Planner)
Ewan Wilson (Land Planning Policy Officer)
Alison Laurence (Team Leader – Land Planning Policy)

1.5 Manager responsible for impact assessment

Name: Heather Holland / Niall Urquhart
Job Title: Land Planning & Development Manager

1.6 Timetable

Date assessment started:

06/05/2014 - Date of initial Local Development Plan Working Party meeting on draft text of Proposed Plan.

Equalities Impact Assessment has been carried out throughout the LDP process

which began in 2011. Assessments have been attached to reports submitted to Development and Regeneration Committee and Council during this time.

Completion date:

05/12/2016 - Report deadline for Council meeting on 22 December 2016.

Section 2 – Aim and Relevance

2.1. What is the purpose of the policy or practice?

Sets out a land use strategy for East Dunbartonshire in order to deliver the Community Planning Partnership's Single Outcome Agreement. In particular it sets the framework for the growth and development of East Dunbartonshire up to 2025 and beyond.

2.2. What are the anticipated outcomes?

The Plan will provide certainty for the public and private sectors in terms of guiding investment decisions and informing the allocation of resources. It will help to guide development and regeneration by clearly illustrating where and how development should and should not take place.

2.3. Who is affected by the policy or practice as an internal or external service user?

As a land use strategy covering the whole of East Dunbartonshire, the Local Development Plan is intended to support the planning system by promoting, facilitating and regulating development in the public interest as a whole. It is therefore relevant to everyone who lives in the area, local businesses and visitors to the area.

2.4. Please indicate the equality groups likely to be affected by the policy:

As residents, visitors or employees within East Dunbartonshire, all equality groups will be affected.

2.5 Which aspects of the policy eliminate unlawful discrimination, harassment and victimisation?

As a land use plan aimed at improving the quality of life within East Dunbartonshire for everyone, the Plan as a whole will eliminate unlawful discrimination, harassment and victimisation.

2.6 Which aspects of the policy advance equality of opportunity between people which share a relevant protected characteristic and those who do not?

As a land use plan aimed at improving the quality of life for everyone, the Plan as a whole aims to advance equality of opportunity. In particular, the following aspects will have a direct impact in terms of advancing equality:

Design and Placemaking - this policy should ensure that the built environment and urban fabric becomes safer and more accessible for those with disabilities and those with young children.

Supporting Regeneration – this policy is aimed at improving access to community facilities for less mobile residents through more sustainable patterns of development.

Sustainable Transport - Sustainable transport is an inclusive policy which enables all social groups to participate in society and not risk exclusion due to non- car ownership.

Creating Inclusive and Sustainable Communities - This policy will help to improve access to high quality and affordable housing. It encourages diversity and inclusivity in the development of new housing to improve access to good quality housing for all demographic groups. The policy also encourages the development of specialist housing to meet particular needs such as those of older persons and sets aside land for the development of housing for gypsy/ travelling persons.

Retail and Commercial Development - This policy will benefit those who do not have access to a car by improving access to retail and commercial uses through encouraging the development of these uses within town centres, villages and other established centres which are more accessible.

Digital Communications – Will have positive benefits for people with a disability and older people by encouraging local service and businesses provision and opportunities to access better communications at home.

2.7 Which aspects of the policy foster good relations between people who share a protected characteristic and those who do not?

The following aspects will contribute towards better relations:

Design and Placemaking – this policy will improve ‘sense of place’ through better design and more effective integration of land uses. This will prevent social isolation and improve the wellbeing and inclusiveness of local communities.

Creative Inclusive and Sustainable Communities – This policy is specifically aimed at improving inclusivity in the development of new housing. This means that proposed developments will consist of a range of house types and tenures, with affordable housing integrated with market housing. This will help to foster better community relations between people with different protected

characteristics.

2.8 Which equality groups and communities have been involved in the development of the policy?

The Equalities Engagement Group has been involved in the development of the policy since the initial 'pre Main Issues Report' stage in late 2011. This has taken the form of specially arranged meetings and targeted consultation at various stages of the plan preparation process. Most recently the Proposed Plan was consulted on in April and May 2015 and information about the consultation was widely disseminated resulting in the Council receiving over 2,000 responses. The Land Planning Policy team has also carried out separate meetings and workshops throughout East Dunbartonshire. During the Examination of the Plan the Reporters, on behalf of Scottish Ministers, made information requests to those organisations and individuals that submitted representations on the Proposed Plan.

2.9 Are there any other groups to be consulted?

The process of producing the LDP has now reached its final stage and therefore the Proposed Plan consultation was the final consultation that the Council is required to organise.

Section 3 – Collecting Information

3.1. What evidence is available about the needs of relevant groups? Source of Evidence

Demographic data, including Census	<ul style="list-style-type: none">• 2011 Census information – Age, Gender• Ageing Population Strategy (EDC) - Age• Sheltered Housing data (EDC) – Age, Disability• Housing Needs and Demand Assessment
Research	<p>Initial research was carried out in the form of a questionnaire at the pre-Main Issues Report stage. The questionnaire was designed to gain views on the key land use issues currently faced by East Dunbartonshire. Taken together, the findings of the questionnaire provided a useful basis for drafting the Main Issues Report, and in particular helped to inform the 'preferred option' and 'alternative options'.</p> <p>Other forms of research included interactive workshops, whereby participants were invited to share their thoughts on a range of land use issues such as town centres, housing, the environment and transport. Again, this helped to inform the content of the MIR document.</p>

	<p>Further research was carried out in producing the Proposed LDP. This was fully documented in the Policy Background Reports and Evidence Reports which accompanied the Plan.</p>
<p>Consultation & survey reports</p>	<p>Following the MIR consultation, the Policy team published a 'Report of Consultation'. This provided a comprehensive summary of all comments received during the consultation exercise, and detailed all consultation activities. The Report of Consultation constituted a key element in terms of drafting the Proposed Plan, with all relevant comments being taken into account by officers.</p> <p>Consultation was then carried out on the Proposed Plan in April and May 2015. The Statement of Conformity sets out the activities that were carried out and the Schedule 4 Forms presented the findings of this consultation and the Council's response.</p> <p>During the Examination of the Plan the Reporters, on behalf of Scottish Ministers, made information requests to those organisations and individuals that submitted representations on the Proposed Plan. These requests are documented on the DPEA website.</p>
<p>Equality Monitoring Data</p>	<p>Not applicable</p>
<p>Inspection & audit reports</p>	<p>Not applicable</p>
<p>Service user feedback & complaints</p>	<p>Evidence and feedback on the content of the Plan has also been taken on board throughout the plan preparation exercise. This has included feedback from community groups, developers, individuals, Government and key agencies, elected members and other Council colleagues during consultation periods and in preparing the Plan.</p> <p>Comments on the consultation process were acted on during consultation periods to ensure that everyone could submit their comments. This is detailed further in section 6.1 below, the Statement of Conformity and Schedule 4 'General Comments'.</p>
<p>Ombudsman reports & case law</p>	<p>Not applicable</p>
<p>Officer knowledge & experience</p>	<p>The Plan has mainly been prepared by the Land Planning Policy team, all of whom have relevant qualifications, namely membership of the Royal Town</p>

	Planning Institute. Together, the team possesses significant experience in local authority policy planning procedures, across a number of disciplines. This includes Development Management, Strategic Development and Regeneration, and private sector experience.
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3.2. Are there any gaps in evidence?

None identified.

Section 4 – Impacts

4.1. Could the proposed policy or practice have an impact on any of the following protected characteristics?

Protected Characteristic	Yes	No	Please explain
Age (Older people, children and young people)	X		There is likely to be a positive impact on older people and people with children in terms of improved design and accessibility. This includes access to affordable housing which will be a key priority of the Plan, in terms of availability and integration with market housing.
Disability	X		There is likely to be a positive impact on disabled people in terms of improved design and access to key services and community facilities.
Gender reassignment (Where a person is living as the opposite gender to their birth)		X	No impacts identified.
Pregnancy and Maternity		X	No impacts identified.
Race, ethnicity, colour, nationality or national origins (including Gypsy/ Travellers, refugees,	X		There is a potential positive impact for Gypsy/ Travellers in that land will be set aside for a Gypsy/ Travellers site that will be developed out should appropriate demand be identified.

asylum seekers)			
Religion or belief (including non-belief)		X	No impacts identified.
Sex/Gender		X	No impacts identified.
Sexual Orientation		X	No impacts identified.
Other (Poverty, homelessness, ex offenders, isolated rural communities, carers, part-time workers, or people in a marriage/civil partnership)	X		There is likely to be a positive impact upon homelessness as improving access to affordable housing for people on modest incomes is a key priority of the Plan.

Section 5 – Assessment

5.1. Is there any evidence that the policy:

- may result in less favourable treatment for particular groups?
- may give rise to direct or indirect discrimination?
- may give rise to unlawful harassment or victimisation?

Yes		No	X	No Evidence	
If yes, give details					

5.2. If you have identified a negative impact, how will you modify this?

N/A

5.3. Is the policy or practice intended to promote equality by permitting positive action or action to remove or minimise disadvantage?

Yes		No	
<p>If yes, please give details</p> <p>The Plan as a whole is intended to promote equality, particular in relation to key community facilities and services such as housing, transport connections and town centres. Access to these key facilities is a core theme running throughout the Plan and will be taken into consideration as part of the development management process.</p>			

Section 6 – Consultation & Recommendations

6.1. Describe the consultation undertaken with equality groups, including details of the groups involved and the methods used.

The policies contained within the Proposed Plan have been prepared following extensive engagement with a wide range of stakeholders, including equalities groups. Following Committee approval on 27 August 2013 of the Main Issues Report, the Council embarked upon an 8 week consultation, commencing 9 September - 4 November 2013. Though the consultation closed on 4 November 2013 the Council continued to accept responses till 18 of November. The Consultation was centred upon 9 'Speed Debating' workshops (8 originally planned, with an additional workshop added at the midway stage) and 4 drop-in events.

Supplementing these sessions, the Land Planning Policy team attended a meeting of the Equalities Engagement Group on the 23rd of September 2013, during which a short presentation was delivered, followed by a Q&A session.

A number of activities were conducted to raise awareness of the consultation:

- Press releases and advertisements published in the all local newspapers from two weeks in advance of the consultation beginning promoting the workshops and drop-in sessions. This was part of a full media campaign including social media marketing and Council webpage advertising used to highlight all aspects of MIR consultation;
- Notifications of consultation included in Local Development Plan e-newsletter, which is sent out regularly to over 750 recipients;
- Notification of consultation sent directly to all statutory partner organisations;
- Notification of consultation and copies of the Main Issues Report sent directly to all Community Councils with a set of background reports being made available on request;
- Copies of the MIR placed in all libraries with posters advertising events in the locality, as defined by the MIR;
- A "bag drop" of leaflets to 1200 Primary 7 pupils and 1400 4th year pupils throughout schools in East Dunbartonshire. The leaflets advertised the MIR consultation while focussing on issues for young people by asking questions like: Where will you be living in 2021?
- Creation of flyers and posters distributed to all Council buildings, Libraries and Leisure Centres advertising full details of the MIR Consultation;
- Reference copies of the Main Issues Report placed in the reception areas of the Council's Broomhill and Headquarters buildings.

A consultation was carried out in April and May 2015 on the Proposed Plan. This was an eight week consultation during which eight drop in sessions were held across East Dunbartonshire and a representation form was available, in paper and electronically, for representations to be submitted. The following activities took place in order to publicise the Proposed Plan:

- Web publicity, downloadable consultation documents and representation forms on the Council’s website;
- Availability of consultation documents, including paper copies of the representation form in public libraries and at the Council’s Planning Office;
- Press releases and advertisements published in the all local newspapers from two weeks in advance of the consultation beginning promoting the workshops and drop-in sessions. This was part of a full media campaign including social media marketing and Council webpage advertising used to highlight all aspects of Proposed Plan consultation;
- Creation of flyers and posters distributed to all Council buildings, Libraries and Leisure Centres advertising full details of the Proposed Plan Consultation;
- Notifications of consultation included in Local Development Plan e-newsletter, which is sent out regularly to over 1000 recipients including previous representors and equalities groups, and other potentially interested parties.;
- Notification of consultation sent directly to all statutory partner organisations:
 - Key Agencies (such as Scottish Natural Heritage etc.)
 - Adjoining Planning Authorities;
 - Community Councils within East Dunbartonshire. Officers attended Community Council meetings to present and discuss consultation documents when requested
- Neighbour notification to all properties within 20 metres of a site within the Plan.

During the Examination of the Plan the Reporters, on behalf of Scottish Ministers, made information requests to those organisations and individuals that submitted representations on the Proposed Plan.

Section 7 - Outcome of Assessment

7.1. Please detail the outcome of the assessment:

No major change	
Adjust the policy	X
Continue the policy	
Stop and remove the policy	

7.2. Please detail recommendations, including any action required to address negative impacts identified

The following changes were suggested to Scottish Ministers, and were recommended as modifications by the Reporter, which have positive impacts on equality groups:

Design and Placemaking – additional references to transport will ensure transport is integrated into design and that all social groups are able to participate in society and not risk exclusion due to non- car ownership.

Kelvindale Nursery, Torrance – potential for development for housing for older people.

Lenzie Hospital – potential development on the site broadened from specialist housing for older people to specialist housing for older people, those with a disability or other forms of assisted living requirements.

No changes have been suggested that will have negative impacts.

In addition, the modifications recommended by the Reporter do not result in a reduction in provision of affordable housing and none of the modifications recommended by the Reporter will have negative impacts.

Section 8 – Monitoring

8.1. Describe how you will monitor the impact of this policy e.g. performance indicators used, other monitoring arrangements, who will monitor progress, criteria used to measure if outcomes are achieved.

The use of each policy within this Plan will be monitored on an on-going basis through an analysis of planning permissions, planning appeal decisions and general development activity throughout the area. The reporting of this monitoring exercise will be through the production of a Monitoring Statement and annual reports such as the Housing Land Audit. This regular monitoring will help to inform a review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.

8.2. Describe how you will publish the results of monitoring arrangements?

We will upload all monitoring data in an accessible, user-friendly format to the Planning Policy section of the Council website. Results will also be publicised via the Land Planning Policy team's regular 'Newsletter', which is distributed to over 1000 stakeholders including the Equalities Engagement Group.

8.3. When is the policy or practice due to be reviewed?

Every 5 years as part of the statutory Development Plan review process.

8.4. Director who has approved impact assessment

Please insert name and title of the Director who has approved this assessment	
Name:	Thomas Glen
Title:	Depute Chief Executive – Place, Neighbourhood and Corporate Assets
Date:	5 December 2016

Section 9 – Publication

9.1 All Equality Impact Assessments must be published on the Council website.

Useful Guidance

Equality and Human Rights Commission: Assessing impact and the public sector duty: A guide for public authorities (Scotland) (2012)

<http://www.equalityhumanrights.com>