NORTHAMPTON LOCAL PLAN PART 2

EQUALITY IMPACT ASSESSMENT (EQIA)

APRIL 2019
INTRODUCTION

Northampton Borough Council is preparing a Local Plan Part 2 that will provide development management and site specific policies for the administrative boundary of Northampton. These policies will deliver the strategic requirements set out in the West Northamptonshire Joint Core Strategy 2014. The Plan will be focusing on addressing the current and future needs of the area, including the amount and location of development requirements for housing, employment and supporting infrastructure for the period up to 2029.

The Local Plan Part 2 has been prepared in compliance with the National Planning Policy Framework and is informed by a wide range of technical evidence base. The Plan has also been released for public consultation at key stages of the plan preparation process. The Council has to date completed the following stages of the local plan preparation:

- Issues Consultation (Regulation 18): April to June 2016
- Options Consultation (Regulation 18): September to October 2016
- Sites Consultation (Regulation 18): October to November 2017

The Council is now looking to consult on the Proposed Submission Draft Local Plan (Regulation 19).

The Equality Act 2010 sets out that local authorities must have a regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act
- Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic.
- Foster good relationships between people who share a characteristic and who do not share a characteristic.

The Act does not specify how the local authority should analyse the effects of their existing or new policies in relation to equality. It is a tool that seeks to improve the work of the Council and ensure that the policies and plans developed do not discriminate and where possible can advance equality opportunities.

The purpose of this Equality Impact Assessment (EqIA) is to assess what impact the Local Plan Part 2 policies will have on different sections of the community referred to as ‘protected characteristics’:

- Age
- Disability
- Gender
- Sexual orientation
- Race
- Religion
- Gender reassignment
Marriage and civil partnership
Pregnancy and maternity

The EqIA systematically assesses and record the actual, potential or likely impact of a service, policy or project on different groups of people. The consequence of policies on particular groups are analysed and as far as possible any negative consequences can be eliminated or minimised and opportunities for ensuring equality can be maximised.

The purpose of completing this screening report is to determine whether the draft Local Plan Part 2 is likely to have a negative effect on protected characteristics or persons identified under the Equality Act 2010 and whether a full EqIA is required.
1 Name of policy
Northampton Local Plan Part 2

This is:
The Local Plan will consist of new development management and site specific policies which be used to determine planning applications and guide developers on the most appropriate locations for development whilst ensuring that the natural and built heritage are protected and/ or enhanced. The Plan will be accompanied by a Policies Map.

2. Screening undertaken

<table>
<thead>
<tr>
<th>Director or Head of Service</th>
<th>Peter Baguley</th>
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<tbody>
<tr>
<td>Lead Officer for developing the policy</td>
<td>Paul Everard / Noreen Banks</td>
</tr>
<tr>
<td>Other people involved in the screening</td>
<td>Amanda Jacobs, Tomomi Negoro, Kelsey Collins</td>
</tr>
</tbody>
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3. Brief description of policy/activity/project/practice: including its main purpose, aims, objectives

The preparation of a local plan is a statutory requirement. The West Northamptonshire Joint Core Strategy (adopted in December 2014) is known as the Local Plan Part 1, which provides strategic policies from which the Part 2 Local Plans are required to comply with. The West Northamptonshire Joint Core Strategy covers the current administrative boundaries for Northampton Borough, South Northamptonshire and Daventry District Councils.

The Northampton Local Plan (which is a Part 2 Local Plan) will provide development management and site specific policies, which will be used in the determination of planning applications and guide development within the borough. It will include policies associated with design and development (incorporating housing, retail and employment) as well as policies which seek to safeguard and/ or enhance the built and natural environment.

The Local Plan is expected to have an impact on everyone who lives, works, visits and travels in the borough.

The Northampton Local Plan Part 2, when adopted, will replace the current saved policies contained in the Northampton Local Plan 1997 and the Central Area Action Plan 2013.
### 4 Does the policy affect service users, employees or the wider community?

The Local Plan will affect a wide number of individuals including Borough residents, visitors, developers, landowners, employees and other key stakeholders.

### 5 Are any other organisations involved in the delivery of the Service?

In line with the duty to co-operate, the Council is required to engage with its partners, such as neighbouring authorities, statutory bodies and organisations. The development plan is the starting point for the determination of all planning applications within the Borough; the Planning Inspectorate will also use the plan for the determination of planning appeals. Parish Councils and Neighbourhood Forums will use the plan to prepare their Neighbourhood Plans.

### 6 How and where will information about the service, policy or procedure be published?

**Is this information available in other languages and formats if requested?**

The Local Plan Part 2 is a statutory document that will be widely available to all. During the preparation of the Plan, the Statement of Community Involvement (SCI) will set out how and where each stage of the plan making process will be consulted on. These include:

**Formulation of the plan**

The Plan will be published at various stages for at least 6 weeks for consultation and at a minimum, it will include:

- Publishing consultation documents on the Northampton Borough Council website
- Making copies available in local libraries and neighbourhood forum centres
- Making copies available at the Borough Council main office
- Inviting representations from statutory consultees and members of the public

**Post adoption**

The Plan will be available on Northampton Borough Council’s website and hard copies will be made available for inspection at the Borough Council’s One Stop Shop, all local libraries and neighbourhood forum centres.

### 7 List the main people, or group of people, that this policy or procedure was designed to reach or benefit, and any other stakeholders

- Residents
- Visitors
- Businesses
- Landowners
- Developers
The Local Plans team also hold a consultation database of those who wish to be consulted in any stage of the production of the Local Plan.

## PART 2
### IMPACT ASSESSMENT

Relevance: High/ Low/ None (neutral)
Impact: High/ Low/ None (neutral)

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<tr>
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<th>Risks (Negative)</th>
<th>Opportunities (Positive)</th>
<th>Relevance</th>
<th>Impact</th>
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<tbody>
<tr>
<td>Race</td>
<td>None identified</td>
<td>The Plan’s policies and site allocations will aim to ensure that there is sufficient houses (including affordable homes), jobs and recreational facilities to meet the needs of all groups within the Borough. Everyone should therefore have access to these provisions irrespective of their race.</td>
<td>Low</td>
<td>Neutral</td>
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<tr>
<td>Disability</td>
<td>None identified</td>
<td>Some of the policies will be beneficial to people with disability. Development and transport related policies seek, in the first instance, to ensure that development takes place in sustainable locations. Accessibility to the public transport network, for example, will reduce reliance on the private cars, allowing more choice in terms of travel.</td>
<td>Low</td>
<td>Neutral</td>
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<tr>
<td>Gender or Gender Identity/Gender Assignment</td>
<td>None identified</td>
<td>The policies in the Plan will have an impact on everyone who lives, work, visits and travels through the Borough. The policies</td>
<td>Low</td>
<td>Neutral</td>
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<tr>
<td>Group</td>
<td>Subgroup</td>
<td>Impact</td>
<td>Low</td>
<td>Neutral</td>
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<td>Pregnancy and Maternity (including breastfeeding)</td>
<td>None identified</td>
<td>The Plan will have an impact upon everyone who lives, works, visits and travels through the Borough. There is no evidence that there will be a negative impact based on pregnancy and maternity. There is a policy for childcare provision which will have a positive impact on existing and expectant parents.</td>
<td>Low</td>
<td>Neutral</td>
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<td>Sexual Orientation</td>
<td>None identified</td>
<td>The Plan will have an impact upon everyone who lives, works, visits and travels through the Borough. There is no evidence that there will be a negative impact based on sexual orientation.</td>
<td>Low</td>
<td>Neutral</td>
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<td>Age (including children, youth, midlife and older people)</td>
<td>None identified</td>
<td>The Local Plan Part 2 will specifically seek to improve the lives of all those within the Borough. It will specifically need to include policies to ensure that a wide range of housing is developed. This will include housing for certain groups whose needs may not be met by the market. These may include older people who need care homes or retirement housing, and younger people who may need affordable housing if they cannot enter the housing market. Transport policies within the plan will seek to ensure that housing is focused in areas with good public transport links, this will generally be more positive</td>
<td>High</td>
<td>Neutral</td>
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for young people who are too young to drive, as these groups are more likely to rely on public transport.

| Religion, Faith and Belief | None identified | The Plan is considered to be considered to be inclusive to all. The Plan has allocated land for cemeteries to meet the future burial area needs. The plan will seek to bring forward space to meet the needs of the whole population so no individual group is disadvantaged. | Low | Neutral |

**Decision**

*We judge that a full impact assessment is not necessary since:*

There are no negative impacts on any of the protected characteristics.

Northampton Borough Council intends that all parts of the community have the opportunity to have their say in how the borough is developed in the future, irrespective of age, sex, ability, ethnicity, background or disability. As part of the Local Plan preparation process, the Council has produced a Statement of Community Involvement, which sets out how the Council will engage with the community in the preparation of the Local Plan. Efforts will be made to ensure that people who traditionally do not participate with the planning system, have the opportunity to have their views heard.

It is concluded that the Local Plan seeks to deliver benefits to all sections of the community, including their housing, leisure and development needs. It is also concluded that the wellbeing of all the sections are taken into account in the plan preparation process through the policies in the plan which seeks to protect and enhance community facilities like public open spaces and heritage assets.