

Equality Impact and Needs Assessment Form

A) Description

Name of service, function, policy (or other) being assessed

Planning Policy – Herefordshire Local Plan - Core Strategy

Directorate or organisation responsible (and service, if it is a policy)

Economies, Communities and Corporate

Date of assessment

October 2015

Names and/or job titles of people carrying out the assessment

Kevin Singleton Team Leader: Strategic Planning

Accountable person

Andrew Ashcroft

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

To provide the statutory Local Plan, a planning strategy and planning policies, for the County up to 2031. Aims and objectives of the Core Strategy can be found in section 4 of the Place Shaping document that can be found on the Planning Policy pages of Herefordshire Council website.

Location or any other relevant information

To cover the whole county

List any key policies or procedures to be reviewed as part of this assessment.

The whole Core Strategy

Who is intended to benefit from the service, function or policy?

All residents of and visitors to the county of Herefordshire, by setting out a clear planning strategy and planning policies for the county.

Who are the stakeholders? What is their interest?

National, regional and local organisations with an interest in planning and residents of the county.

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, ie.

- Eliminates unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups

- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Access to all evidence base data.

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

No

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

The Core Strategy Consultation Statements are published on the Planning Policy section of Herefordshire Council website. They contain all information regarding the publicity of the consultation, the timings of the consultation, who was consulted and all of the findings of the consultation. The information from these statements shows that consultation has aimed to fully allow all sections of the community to participate in the process.

D) Assessment/Analysis

Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
The Core Strategy can affect anyone in any walk of life, including people on low income, Gypsies and Travellers etc	The impacts have been planned to be neutral or positive

E) Consultation

Did you carry out any consultation?

YES ☒ NO ☐

Who was consulted?

It was open to all residents of Herefordshire and key stakeholders, to identify their requirements and inform of their choices for the growth and development of Herefordshire up till 2031. Details of how and where we consulted and what the findings were can be found in the Core Strategy Consultation Statements available on the planning policy section of Herefordshire Council website. - www.herefordshire.gov.uk/planning-and-building-control/planning-policy/corestrategy.

Describe other research, studies or information used to assist with the assessment and your key findings.

Prior to the consultation commencing a new website was established which contained access to all the evidence base supporting the Core Strategy <https://www.herefordshire.gov.uk/planning-and-building-control/planning-policy/local-plan-evidence-base>

Do you use diversity monitoring categories? Yes ☒ No ☐

(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- ☐ Race
- ☒ Sex
- ☐ Sexual Orientation
- ☐ Religion & Belief
- ☒ Disability
- ☒ Age
- ☐ Gender Reassignment
- ☐ Marriage & Civil Partnership
- ☐ Pregnancy & Maternity

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

The results of the diversity monitoring through each stage of the development of the Core Strategy can be seen in the Core strategy's Consultation Statements which can be found on the Planning Policy website. Information gathered throughout the consultation is published within the Consultation Statement that can be viewed at https://beta.herefordshire.gov.uk/media/6846846/cs_consultation_responses.xls

F) Conclusions

	Action/objective/target OR Justification	Resources required	Timescale	I/R/S/J
a)	The Core Strategy has been recommended to Council and its implications are planned to be added to the Service Plans for the Council			R,S
b)				

c)				
d)				

(I) *Taking immediate effect.*

(R) *Recommended to Council/Directors through a Committee or other Report*.*

(S) *Added to the Service Plan.*

(J) *To be brought to the attention of the Herefordshire Equality & Human Rights Group.*