

## Equality Analysis Template

<b>Directorate:</b> Regeneration & Growth <b>Service Area:</b> Strategic Planning	<b>Lead Officer:</b> Ann Biggs, Strategic Planning Manager <b>Date completed:</b> June 2022
<b>Service / Function / Policy / Procedure to be assessed:</b> <b>Draft Local Plan and Staines Development Framework</b>	
<b>Is this:</b> New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/>  (Please tick appropriate box)	<b>Review date:</b>  06/06/2022

### Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

**What are the aims and objectives/purpose of this service, function, policy or procedure?**

The Local Plan sets out the Council's plan for housing, employment and infrastructure for the 15-year period from adoption. contains policies for determining planning applications

**Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?**

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment		<input checked="" type="checkbox"/>
Advancing equality of opportunity	<input checked="" type="checkbox"/>	
Fostering good community relations	<input checked="" type="checkbox"/>	

**If not relevant to any of the three equality duties and this is agreed by your Head of Service**, the Equality Analysis is now complete. **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

## PART B: Full Equality Analysis.

### Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<b>What outcomes are sought and for whom?</b>	Inherent to the production of a Local Plan are the principles of sustainability, which are to balance the environmental, economic and social impacts and benefits of policies. These affect all our residents but also businesses and visitors to the Borough.
<b>Are there any associated policies, functions, services or procedures?</b>	The Local Plan, including supplementary planning guidance such as the Staines Development Framework, which is being produced alongside the Plan, contains policies and guidance used in decision making on planning applications and enforcement action. The production of this document is a statutory requirement for local planning authorities, including the need to review it regularly
<b>If partners (including external partners) are involved in delivering the service, who are they?</b>	There is a long list of statutory consultees involved in the production of the Plan by providing evidence and helping to deliver the policy aims, as well as other external partners. They include Surrey County Council, neighbouring local authorities, the Environment Agency, National Highways, utility companies and community groups. A full list can be obtained on request from the Strategic Planning team.

## Step 2 – What does the information you have collected, or that you have available, tell you?

**What evidence/data already exists about the service and its users?** (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

The production of a Local Plan is governed by regulation and requires Sustainability Appraisal throughout, which includes consideration of social impacts and benefits from emerging policies. Individual assessment of these policies follows below.

**Has there been any consultation with, or input from, customers / service users or other stakeholders?** If so, with whom, how were they consulted and what did they say? If you haven’t consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

On the Local Plan, we have undertaken two public consultations (known as the Regulation 18 stage). These were Issues & Options in May/June 2018 and Preferred Options in November 2019 – January 2020. On the Staines Development Framework, we have undertaken one public consultation on Objectives & Options in May/June 2021. We are commencing the Regulation 19 public consultation from 15 June to 5 September 2022 on the Local Plan and a second stage of public consultation on the Staines Development Framework concurrently. The consultation aims to reach as many groups and individuals in the Borough as possible through a variety of channels. We also consult with statutory consultees and other external partners who have an interest in the Local Plan and delivery of its policies. A full list of those is available on request from the Strategic Planning team. It should also be noted that accessibility has also been taken into account in the production of consultation material (further details available on request).

**Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?**

All feedback received in writing from every public consultation is analysed and included in a consultation response document, which is publicly available on our website. These representations have then been used to inform the next stage of the relevant plan. Past consultation response documents are available on the Local Plan section of Spelthorne’s website and we will also publish a schedule of comments received during this stage of consultation, noting that for Regulation 19 these no longer inform further changes but are sent to the Planning Inspectorate together with the Submission Version of the Local Plan.

### Step 3 – Identifying the negative impact

Individual assessment of Local Plan policies. This also draws on assessment of policies through the Sustainability Appraisal and scoping report, which are available to view at [www.spelthorne.gov.uk](http://www.spelthorne.gov.uk). It should be noted that in terms of positive benefits, policies need to be limited to planning requirements on development, which has a legal definition, and cannot impose additional burdens on developers. There may be other corporate strategies and policies that can deliver further positive benefits on equality themes. Planning policies must also conform with national policy and guidance and be 'sound', which includes that they are deliverable and do not restrict development through rendering schemes financially unviable.

Local Plan Policy	Positive/Neutral/Negative (R/A/G) impact on equality themes <sup>1</sup>	Comments
ST1: Presumption in favour of sustainable development	0	
ST2: Planning for the Borough	0	
PS1: Responding to the climate emergency	0	
PS2: Designing places and spaces	0	
PS3: Heritage, conservation and landscape	0	
SP1: Staines upon Thames	0	
SP2: Ashford, Shepperton and Sunbury Cross	0	
SP3: Stanwell and Stanwell Moor	0	

<sup>1</sup> **Age** (including children, young people and older people), **Disability** (including carers), **Gender** (men and women), **Race** (including Gypsies & Travellers and Asylum Seekers), **Religion or belief** (including people of no religion or belief), **Gender Reassignment** (those that are going through transition: male to female or female to male), **Pregnancy and Maternity**, **Sexual Orientation** (including gay, lesbian, bisexual and heterosexual)

<b>SP4: Green Belt</b>	0	
<b>SP5: Colne Valley Regional Park</b>	0	
<b>SP6: River Thames and its tributaries</b>	0	
<b>SP7: Heathrow Airport</b>	0	
<b>H1: Homes for all</b>	+	Policy aims to deliver accessible homes for the disabled and specialist accommodation for the elderly and those with particular needs
<b>H2: Affordable housing</b>	0	
<b>H3: Meeting the needs of Gypsy, Traveller and Travelling Showpeople</b>	+	Policy aims to deliver additional pitches to meet accommodation needs and safeguard existing sites. Two allocations in the Local Plan also provide designated sites to meet identified need.
<b>E1: Green and blue infrastructure</b>	0	
<b>E2: Biodiversity</b>	0	
<b>E3: Managing flood risk</b>	0	
<b>E4: Environmental protection</b>	0	
<b>E5: Open space and recreation</b>	0	
<b>EC1: Meeting employment needs</b>	0	

<b>EC2: Retail</b>	0	
<b>EC3: Local centres, shopping parades and isolated retail units</b>	0	
<b>EC4: Leisure and culture</b>	0	
<b>ID1: Infrastructure and delivery</b>	0	
<b>ID2: Sustainable transport for new developments</b>	0	

#### Step 4 – Changes or mitigating actions proposed or adopted

**Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?**

The above assessment demonstrates that none of the Local Plan policies will have a negative impact on policy themes. The Staines Development Framework (SDF) will be supplementary planning document to provide guidance that relies on the Local Plan policies as the 'hook' so there are no negative impacts identified for the SDF either. It is noted that two policies have a direct and tangibly positive benefit on equality themes through requirements of development. All other impacts and benefits have been identified as neutral. Whilst there are overall benefits to Spelthorne's residents through the Local Plan policies, there are no others where a direct benefit to an equalities group can be identified over and above the rest of the community. For further more detailed assessment on the social impact of the Local Plan, please see the Sustainability Appraisal of the individual policies: [www.spelthorne.gov.uk/localplan](http://www.spelthorne.gov.uk/localplan).

## Step 5 – Monitoring

**How are you going to monitor the existing service, function, policy or procedure ?**

Once the Local Plan has been adopted, it will be monitored on an annual basis through the Authority Monitoring Report. This is published every year on our website: [www.spelthorne.gov.uk/amr](http://www.spelthorne.gov.uk/amr) and currently monitors the existing Core Strategy and Policies DPD 2009 policies.

**Equality Analysis approved by:**

Group Head:



Date: 16/11/22

(Approved via email June 2022)