

Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)
Part One Screening Record 2020

A. Summary Sheet on Accountability and Actions

Name of proposed service change
Shropshire Local Plan Partial Review: Fifth Stage: Regulation 18 Pre-Submission Draft of the Local Plan, August 2020

Name of lead officer carrying out the screening
Edward West, Planning Policy and Strategy Manager

Decision, review and monitoring
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Decision	Yes	No
Part One ESIIA Only?	✓	
Proceed to Part Two Full Report?		✓

If completion of a Part One assessment is an appropriate and proportionate action at this stage, please use the boxes below and sign off as indicated. If a Part Two report is required, please move on to full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations
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The Local Plan Review is likely to have a positive effect on all groups in society and is intended to do so, given its aim of driving Shropshire's sustainable development, economic growth and proactive responses to clean growth, climate change and other environmental considerations, consistent with the Council's strategic vision and objectives.

The Plan is anticipated to generate a positive impact for the following groups in particular:

- Hard to reach in rural areas such as families, children and young people, older people, rural businesses, gypsies and travellers, and low income households;
- Vulnerable households in market towns, including families, older people and people on low incomes.

It is not possible at this stage to say with certainty what the likely impacts of the service change will be upon the community and upon groupings within the community.

There will be ongoing efforts to engage with people in the Protected Characteristic groupings, particularly where low levels of responses to public consultation have been received to date.

Officers will also need to work with the intended audiences for the service change, on the basis that this is all who live, work in and visit Shropshire.

From a specific engagement angle, therefore, officers will need to work with elected Members in their community leadership role to communicate the rationale for the proposed policy, and to seek to mitigate or enhance potential impacts on groupings in Shropshire.

Actions to review and monitor the impact of the service change in terms of equality and social inclusion considerations

The further development of the Local Plan, including this further revised ESIIA to complement the Regulation 18: Pre-Submission stage, will be informed by consultation and engagement with stakeholders throughout the review process, and by further use of evidence sources about likely negative or positive impact upon groupings within the community. The implementation of the Local Plan is monitored annually and published through the annual 'Authority Monitoring Report (AMR)'.

From an ongoing engagement angle, the service area consults formally with local communities via town and parish councils on an annual basis as well as with regard to specific proposed developments. The service area also receives feedback via customer comments, liaison with Local Joint Committees (LJCs), meetings with developers, and use of other forums where opportunities for engagement may arise, such as via the Marches Local Enterprise Partnership (LEP) covering Herefordshire and Telford and Wrekin local authority areas as well as Shropshire.

From an outcomes angle for communities, engagement with all Members as community leaders, and through Cabinet and Portfolio Holder, will help the service area and therefore the Council to ensure that information, feedback and concerns are raised through a variety of channels and that actions may then be identified as necessary to seek to mitigate any negative impacts

The Review of the Local Plan is designed to ensure that local policies respond to and are in general conformity with current national policy. Shropshire Council will continue to carefully monitor the impact of changes in national policy on the Local Plan in order to assess which changes may have a differential or adverse impact on the county and seek to take any appropriate mitigatory action or enhance positive impacts accordingly.

The Council is an active contributor to national policy consultations through channels including Government departments and agencies, parliamentary committee inquiries, the Rural Services Network (RSN) and the County Councils Network (CCN), as well as through ongoing engagement with local MPs.

Associated ESIIAs

- Local Plan Partial Review Stage One: Issues and Strategic Options; January 2017;
- Local Plan Partial Review Stage Two: Preferred Scale and Distribution of Development; October 2017;
- Shropshire Local Plan Partial Review: Third Stage: Preferred Sites, November 2018
- Shropshire Local Plan Partial Review: Fourth Stage: Strategic Sites, July 2019

These screening assessments accompanied reports to Cabinet and are published on the website at www.shropshire.gov.uk

Actions to mitigate negative impact, enhance positive impact, and review and monitor overall impacts in terms of any other considerations. This includes climate change and health and wellbeing considerations

As referred to above, the Local Plan Review is likely to have a positive effect on all groups in society and is intended to do so, given its aim of driving Shropshire's sustainable development, economic growth and proactive responses to clean growth, climate change and other environmental considerations, consistent with the Council's strategic vision and objectives.

The Local Plan Review will provide a vision and framework for the future development of Shropshire to 2038, addressing such issues as the needs and opportunities in relation to housing, the local economy, community facilities and infrastructure; and seeks to safeguard the environment, enable adaptation to climate change and helps to secure high-quality and accessible design. In this way it offers an opportunity to improve social, environmental and economic sustainability.

The Local Plan Review presents an opportunity to influence the distribution, type and quality of development in order to positively contribute to reducing carbon emissions and increasing health and wellbeing.

With regard to the Regulation 18 Pre-Submission Draft of the Local Plan, the proposed strategic approach which underpins it includes the principle of 'urban focus'. Urban focus' involves directing the majority of new development towards those settlements with the most extensive range of services, facilities and infrastructure to support it. Specifically, settlements identified as Strategic, Principal and Key Centres and the newly identified Strategic Settlements. This is considered a significant positive with regard to minimising impact of and on climate change.

Furthermore, the Regulation 18 Pre-Submission Draft of the Local Plan includes a number of draft Policies which seek to positively respond to our changing climate, including a strategic climate change policy which identifies a range of measures which seek to support the transition to a zero-carbon economy and more detailed draft policies relating to reducing carbon emissions, flood risk, water efficiency and green infrastructure.

The Regulation 18 Pre-Submission Draft of the Local Plan also includes a draft policy specifically about health and wellbeing and the ways in which development can positively contribute to the health and well-being of individuals, communities and places. There are also draft policies relating to such issues as high-quality design, residential mix, affordable housing, the natural and built environment which also provide an opportunity to manage the contribution of new development to the health and wellbeing of communities.

Scrutiny at Part One screening stage

People involved	Signatures	Date
<i>Lead officer carrying out the screening</i> Edward West, Interim Planning Policy and Strategy Manager	Signed	29 th July 2020
<i>Any internal support*</i> Daniel Corden	<i>Signed</i>	29 th July 2020
<i>Any external support**</i> Mrs Lois Dale, Rurality and Equalities Specialist	Signed	28 th July 2020
<i>Head of service</i> Gemma Davies	Signed	30 th July 2020

**This refers to other officers within the service area*

***This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

Sign off at Part One screening stage

Name	Signatures	Date
<i>Lead officer's name</i> Edward West	Signed	29 th July 2020
<i>Accountable officer's name</i> Gemma Davies	Signed	30 th July 2020

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description

The existing Shropshire Local Plan currently comprises the Core Strategy (adopted 2011), the Site Allocations and Management of Development (SAMDev) Plan (adopted 2015) and any adopted formal Neighbourhood Plans. These documents set out proposals for the use of land and policies to guide future development in order to help to deliver the sustainable growth in Shropshire for the period up to 2026.

Local Planning Authorities are required to keep under review any matters that may affect the development of its area or the planning of its development. There is a requirement to objectively assess the development needs of the County and this also permits a longer term view to be taken for the period to 2038. In addition, there continues to be significant national policy and procedural changes along with opportunities and challenges at the national and regional level which will impact, to varying degrees, on Shropshire.

These matters are being addressed through a review of the Local Plan to help to ensure the continuing conformity of the Local Plan with national policy. The Council is keen to maintain a robust and defensible Local Plan for Shropshire and the review will help to ensure that there is an up to date and deliverable Plan which will help to ensure that local, rather than national

policies act as the principal benchmark for planning decisions.

Maintaining an up to date Local Plan will support local growth by generating certainty for investment in local development and infrastructure through a policy framework that establishes an up to date and objective assessment of our development needs and supports.

The stages completed to date in relation to the Local Plan Partial Review have previously been reported to Cabinet. Screening ESIIAs have been carried out in each case. The Regulation 18: Pre-Submission Draft of the Local Plan stage was considered at Cabinet on 20th July 2020. The desired outcomes remain unchanged.

Intended audiences and target groups for the service change

- Communities across Shropshire and the organisations which represent them, including town and parish councils and the voluntary and community sector;
- Organisations with strategic and cross boundary economic and environmental interests, including neighbouring local authorities, and the Marches Local Enterprise Partnership (LEP);
- A range of stakeholders, including the development industry, local businesses, housing associations, utilities companies, and the land based sector;
- Government Departments and Agencies;
- Local MPs and All Party Parliamentary Group on Rural Services;
- Parliamentary committees, County Councils Network, and Rural Services Network.

Evidence used for screening of the service change

Many of the existing policies in the Core Strategy & SAMDev Plan do not need to be extensively amended. Key aspects of them are to be carried forward as part of the new Plan.

The Partial Review focusses on key areas of change, including options for the level and distribution of new housing and strategies for employment growth during the period to 2038, together with more extensively amended or new policies and new site allocations which are needed to demonstrate that these requirements can be delivered.

The partial review of the Local Plan is being informed by an extensive evidence base made available through the Council's Planning Policy webpages here:

<https://shropshire.gov.uk/planning-policy/local-planning/>

The Regulation 18: Pre-Submission Draft of the Local Plan (August 2020) stage is the fifth stage of the review process and takes into account feedback from each of the previous stages of consultation.

The wider policy context for the review includes the Council's Corporate Plan and other key corporate documents, including the Shropshire Economic Growth Strategy 2017-2021, together with existing Place Plans and Neighbourhood Plans

Additional contextual information about Shropshire is also published on the website through the Performance Feedback and Insight team, with analyses of demographical information, area profiles, Shropshire Snapshots of population, etc. This is in the section on Facts and Figures at www.shropshire.gov.uk

Specific consultation and engagement with intended audiences and target groups for the service change

The 'Regulation 18: Pre-Submission Draft of the Local Plan (August 2020) stage is the fifth stage of the review process. Subsequent stages will also be informed by the responses received. Consultation is being undertaken in line with the standards set out in the Council's published Statement of Community Involvement (SCI) and national guidance, along with support from the in-house feedback and insight team.

This involves making consultation documents available on the Shropshire Council website, and paper copies of the main consultation document at appropriate locations. A significant number of organisations and individuals will continue to be notified directly of the publication of the consultation documents in accordance with the SCI. The Plan Review process provides for active and ongoing liaison and dialogue, such as with town and parish councils. Electronic responses are encouraged using an online survey form.

The Council will issue a Press Release shortly before the start of the consultation, providing an overview of the consultation and how to get involved. There may be a further opportunity to issue a subsequent press release towards the end of the consultation period to ensure people are aware of the end date.

An Equality and Social Inclusion Impact Assessment (ESIIA) was carried out ahead of the start of the Local Plan Partial Review, in order to seek to identify likely equality impacts of the service change on all communities in Shropshire and on people in Protected Characteristics groupings. This indicated that once the likely impact on particular geographical areas or communities was better understood, a separate communication and consultation exercise with a range of stakeholders and with the general public would be beneficial. It was also anticipated that further Stage One screening equality impact assessments would need to be carried out, to support subsequent stages in the process and to accompany reports to Cabinet.

The next timely ESIIA has been undertaken and the likely equality impacts of the Local Plan Partial Review are set out below. The aspiration remains for a low to medium positive impact on all groupings within the community as a result of the intended service change, and a positive impact for groupings of Age, Disability, and Social Inclusion. Further consultation will enable more information to be collected in this regard, with consequent opportunity to take any necessary actions to mitigate negative impact or enhance positive impact of the intended service change.

Initial assessment for each group

Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg			✓+	

older person with disability)				
Disability (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)			✓+	
Gender re-assignment (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓+
Marriage and Civil Partnership (please include associated aspects: caring responsibility, potential for bullying and harassment)				✓+
Pregnancy & Maternity (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓+
Race (please include: ethnicity, nationality, culture, language, gypsy, traveller)				✓+
Religion and belief (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				✓+
Sex (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓+
Sexual Orientation (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				✓+
Other: Social Inclusion (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)			✓+	

Identification of likely impact of the service change in terms of other considerations including climate change and health and well being

As referred to above, the Local Plan Review is likely to have a positive effect on all groups in society and is intended to do so, given its aim of driving Shropshire's sustainable development, economic growth and proactive responses to clean growth, climate change and other environmental considerations, consistent with the Council's strategic vision and objectives.

The Local Plan Review presents an opportunity to influence the distribution, type and quality of development in order to positively contribute to social, environmental and economic sustainability.

The Local Plan Review will provide a vision and framework for the future development of Shropshire to 2038, addressing such issues as the needs and opportunities in relation to housing, the local economy, community facilities and infrastructure; and seeks to safeguard the environment, enable adaptation to climate change and helps to secure high-quality and accessible design. In this way it offers an opportunity to improve social, environmental and economic sustainability.

With regard to the Regulation 18 Pre-Submission Draft of the Local Plan, the proposed strategic approach which underpins it includes the principle of 'urban focus'. Urban focus' involves directing the majority of new development towards those settlements with the most extensive range of services, facilities and infrastructure to support it. Specifically, settlements identified as Strategic, Principal and Key Centres and the newly identified Strategic Settlements. This is considered a significant positive with regard to maximising access to services and facilities and minimising impact of and on climate change.

The Regulation 18 Pre-Submission Draft of the Local Plan includes site allocations for residential and employment development which could positively contribute to the provision of housing and employment opportunities.

The Regulation 18 Pre-Submission Draft of the Local Plan includes policies which consider such issues as residential mix, seeking to ensure the right size and type of housing is provided including housing specifically for the elderly and disabled. This will positively contribute to promoting independence and social inclusion.

The Regulation 18 Pre-Submission Draft of the Local Plan includes a number of draft Policies which seek to positively respond to our changing climate, including a strategic climate change policy which identifies a range of measures which seek to support the transition to a zero-carbon economy and more detailed draft policies relating to reducing carbon emissions, flood risk, water efficiency and green infrastructure.

The Regulation 18 Pre-Submission Draft of the Local Plan also includes a draft policy specifically about health and wellbeing and the ways in which development can positively contribute to the health and well-being of individuals, communities and places. There are also draft policies relating to such issues as high-quality design, residential mix, affordable housing, the natural and built environment which also provide an opportunity to manage the contribution of new development to the health and wellbeing of communities.

The Regulation 18 Pre-Submission Draft of the Local Plan also includes draft policies relating to infrastructure provision, to ensure that the infrastructure necessary to support new development (physical, social, environmental and digital) and the associated communities is provided. This also specifically includes Green Infrastructure and Open Space which could improve opportunities for exercise, safe cycling and walking routes.

Guidance Notes

1. Corporate and Service Area Policy and Practice on Equality and Social inclusion

This involves taking an equality and social inclusion approach in planning changes to services, policies or procedures, including those that may be required by Government.

The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision making processes.

This is where Equality and Social Inclusion Impact Assessments (ESIAs) come in. Where you carry out an ESIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet;
- What target groups and audiences you have worked with to date;
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any positive effects for a group or groupings; and
- What actions you are planning to review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand alone for a member of the public to read.

The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

When you are not carrying out an ESIA, you still need to demonstrate that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council. Help and guidance is also available via the Commissioning Support Team, either for data, or for policy advice from the Rurality and Equalities Specialist. Here are some examples to get you thinking.

Carry out an ESIIA:

- If you are building or reconfiguring a building;
- If you are planning to reduce or remove a service;
- If you are consulting on a policy or a strategy;
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

For example, there may be a planned change to a leisure facility. This gives you the chance to look at things like flexible changing room provision, which will maximise positive impacts for everyone. A specific grouping that would benefit would be people undergoing gender reassignment

Carry out an equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them;
- If you are setting out the standards of behaviour we expect from people who work with vulnerable groupings, such as taxi drivers that we license;
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself;
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

For example, you may be involved in commissioning a production to tour schools or appear at a local venue, whether a community hall or somewhere like Theatre Severn. The production company should be made aware of our equality policies and our expectation that they will seek to avoid promotion of potentially negative stereotypes. Specific groupings that could be affected include: Disability, Race, Religion and Belief, and Sexual Orientation. There is positive impact to be gained from positive portrayals and use of appropriate and respectful language in regard to these groupings in particular.

2. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

Service areas would ordinarily carry out a screening assessment, or Part One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

If the screening indicates that there are likely to be significant negative impacts for groupings within the community, the service area would need to carry out a full report, or Part Two assessment. This will enable more evidence to be collected that will help the service area to reach an informed opinion. Please contact the equality policy lead within the Council for more advice and guidance in this regard, as per details below.

For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 258528, or email lois.dale@shropshire.gov.uk.