Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)

Name of service change:
Shropshire Local Plan Partial Review: Issues and Strategic Options January 2017

Contextual Notes 2016

The What and the Why:

The Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA) 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.

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. 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.

The How:

The guidance and the evidence template are combined into one document for ease of access and usage, including questions that set out to act as useful prompts to service areas at each stage. The assessment comprises two parts: a screening part, and a full report part.

Screening (Part One) enables energies to be focussed on the service changes for which there are potentially important equalities and human rights implications. If screening indicates that the impact is likely to be positive overall, or is likely to have a medium or low negative or positive impact on certain groups of people, a full report is not required. Energies should instead focus on review and monitoring and ongoing evidence collection, enabling incremental improvements and adjustments that will lead to overall positive impacts for all groups in Shropshire.

A *full report (Part Two)* needs to be carried out where screening indicates that there are considered to be or likely to be significant negative impacts for certain groups of people, and/or where there are human rights implications. Where there is some uncertainty as to what decision to reach based on the evidence available, a full report is recommended, as it enables more evidence to be collected that will help the service area to reach an informed opinion.

Shropshire Council Part 1 ESIIA: initial screening and assessment

Please note: prompt questions and guidance within boxes are in italics. You are welcome to type over them when completing this form. Please extend the boxes if you need more space for your commentary.

Name of service change
Shropshire Local Plan Partial Review: Issues and Strategic Options January 2017

Aims of the service change and description
The existing Shropshire Local Plan currently comprises the Core Strategy (adopted 2011) and the Site Allocations and Management of Development (SAMDev) Plan (adopted 2015). 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 2036. In addition, there continue 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 to be addressed through a partial 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 partial 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

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

Evidence used for screening of the service change
Many of the existing policies in the Core Strategy & SAMDev do not need to be amended and will be carried forward as part of the new Plan. The partial review will therefore focus on key areas of change, including options for the level and distribution of new housing and strategies for employment growth during the period to 2036, together with any amended policies and new site allocations which are needed to demonstrate that these requirements can be

delivered.

The partial review of the Local Plan will be informed by an extensive evidence base which will be made available through the Council's web pages here: http://shropshire.gov.uk/planning-policy/local-plan/local-plan-partial-review-2016-2036/ The 'Issues & Strategic Options' stage is the first stage of the partial review process and is based on evidence from the published Full Objectively Assessed Housing Need Report (FOAHN) and Rural Settlement Assessment.

The wider policy context for the review includes the Council's Corporate Plan and other key corporate documents, including the developing economic vision for the Council, together with existing Place Plans and Neighbourhood Plans.

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

The 'Issues & Strategic Options' stage is the first stage of the partial review process. Subsequent stages will be informed by the responses received. Consultation will be undertaken in line with the standards set out in the Council's published Statement of Community Involvement (SCI) and national guidance. Consultation documents will be made available on the Shropshire Council web-site, and paper copies will be provided at libraries and council offices in the main towns. 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.

Potential impact on Protected Characteristic groups and on social inclusion

Using the results of evidence gathering and specific consultation and engagement, please consider how the service change as proposed may affect people within the nine Protected Characteristic groups and people at risk of social exclusion.

1. Have the intended audiences and target groups been consulted about:
    - their current needs and aspirations and what is important to them;
    - the potential impact of this service change on them, whether positive or negative, intended or unintended;
    - the potential barriers they may face.
2. If the intended audience and target groups have not been consulted directly, have their representatives or people with specialist knowledge been consulted, or has research been explored?
3. Have other stakeholder groups and secondary groups, for example carers of service users, been explored in terms of potential unintended impacts?
4. Are there systems set up to:
    - monitor the impact, positive or negative, intended or intended, for different groups;
    - enable open feedback and suggestions from a variety of audiences through a variety of methods.
5. Are there any Human Rights implications? For example, is there a breach of one or more of the human rights of an individual or group?
6. Will the service change as proposed have a positive or negative impact on:
    - fostering good relations?
    - social inclusion?

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 *Part Two ESIIA required*	High positive impact *Part One ESIIA required*	Medium positive or negative impact *Part One ESIIA required*	Low positive or negative impact *Part One ESIIA required*
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)			✓+	

Guidance on what a negative impact might look like

High Negative	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available: urgent need for consultation with customers, general public, workforce
Medium Negative	Some potential impact, some mitigating measures in place but no evidence available how effective they are: would be beneficial to consult with customers, general public, workforce
Low Negative	Almost bordering on non-relevance to the ESIIA process (heavily legislation led, very little discretion can be exercised, limited public facing aspect, national policy affecting degree of local impact possible)

Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	✓	
Proceed to Part Two Full Report?		✓

If Part One, please now use the boxes below and sign off at the foot of the page. If Part Two, please move on to the full report stage.

Actions to mitigate negative impact or enhance positive impact of the service change
The Local Plan Partial 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 recovery and proactive responses to 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.

Actions to review and monitor the impact of the service change
The 'Issues & Strategic Options' stage is the first stage of the partial review process. The further development of the Plan, including a revised ESIIA, 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)'.

Scrutiny at Part One screening stage

People involved	Signatures	Date
Lead officer carrying out the screening Adrian Cooper, Planning Policy & Strategy Manager	A Cooper	4th January 2017
Any internal support*		
Any external support** Mrs Lois Dale Rurality and Equalities Specialist	L Dale	5th January 2017
Head of service Gemma Davies	G Davies	9th January 2017

*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
Lead officer's name Adrian Cooper	A Cooper	4th January 2017
Head of service's name Gemma Davies	G Davies	9th January 2017