



## Cotswold District Council

### Local Plan Equality Impact Assessment

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## Introduction

The Council, as part of its duties under the Equality Act 2010, analyses the impact that its proposed policies are likely to have on particular groups in the community. It does this in order that the likely effects of the proposals can be considered before a final decision is made.

Primarily, the groups under consideration are those defined in the Equality Act as 'protected groups', as set out below, though the needs of other groups may be taken into account if appropriate. The 'protected groups' are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual Orientation

The aim of considering the impact of the proposals is so that the different needs of protected groups can be taken into account and any adverse effect or disadvantage minimised. The analysis should also highlight where the proposals may be used to advance equality of opportunity and foster good relations between different groups.

## Cotswold District Council Draft Local Plan

### Background to the Local Plan

The draft Local Plan covers the period 2011 to 2031. It sets out the planning strategy for the District for that period, dealing with the development and infrastructure required in the area. The Local Plan sets out the housing and employment land requirements and allocates land to meet them, as well as providing a policy framework which encourages economic development, enables

affordable housing and necessary infrastructure and protects the local environment and general distinctive character of the area.

## **Vision of the Local Plan**

The Local Plan's Vision is as follows:

*By delivering clear objectives, by 2031, Cotswold District will have:*

- *contributed to enabling a strong, competitive and innovative local economy;*
- *supported the delivery of a range of housing that helps meet the requirements of all sections of the community;*
- *further capitalised on its key strengths, notably its high quality historic and natural environment; and*
- *helped to create more sustainable, mixed communities.*

*Cirencester will continue to be the main focus for additional housing and employment growth, while its function as the dominant business location, service and cultural centre for much of the District will have been enhanced.*

*Beyond Cirencester, much of the planned, positive change will have occurred in the most sustainable towns and larger villages so that the provision of the majority of services and facilities is met from within those settlements, serving the surrounding rural areas.*

*The development needs of communities, businesses, and visitors will have been enabled taking particular account of:*

- *climate change and flood risk;*
- *the area's internationally recognised natural, built and historic environment; and*
- *the provision of adequate supporting infrastructure.*

## **Objectives**

The following Strategic Objectives are contained in the Local Plan:

### **1. Natural and Historic Environment**

Through application of appropriate planning policies in the development management process:

- a. Conserve and enhance the high quality, local distinctiveness, and diversity of the natural and historic environment
- b. Ensure new development is of high quality and sustainable design, which reflects local character and distinctiveness, is appropriately sited, and provides attractive and inclusive environments.
- c. Protect the open countryside against sporadic development, while also avoiding coalescence of settlements, particularly around Cirencester.
- d. Support the creation of new green infrastructure to enhance environmental quality and provide health benefits.

### **2. Population and Housing**

Through establishment and implementation of the OAN and allocation of land:



- a. Provide an adequate supply of quality housing, of appropriate types and tenures, to meet objectively assessed needs.
- b. Identify suitable land in appropriate locations to provide sufficient pitches for gypsy and traveller accommodation, to meet the needs established through the GTAA.

### **3. Local Economy**

Through implementation of the OAN, Economic Strategy and allocation of land:

- a. Support the local economy and enable the creation of more high quality jobs in the District, which meet local employment needs.
- b. Encourage vitality and viability of town and village centres as places for shopping, leisure, cultural and community activities, including maintaining Cirencester's key employment and service role.
- c. Support sustainable tourism in ways that enable the District to act as a tourist destination which attracts higher numbers of longer-stay visitors.

### **4. Infrastructure and Service Provision**

Through implementation of the IDP:

Maximise the quality of life by maintaining and supporting the delivery of infrastructure, services and facilities needed to support local communities and businesses.

### **5. Sustainable Travel**

Reduce car use by:

- a. Locating most developments in sustainable locations where there is good access to jobs, services and facilities; and
- b. Supporting improvements in public transport and walking/ cycling networks.

### **6. Climate Change and Flood Risk**

Reduce the environmental impact of development and vulnerability to the impacts of climate change by:

- a. Maximising water and energy efficiency, promoting the use of renewable energy sources and sustainable construction methods and reducing pollution and waste;
- b. Supporting the principle of waste minimisation; and
- c. Locating development away from areas identified as being at high risk from any form of flooding.

## **Beneficiaries and Expected Outcomes of the Local Plan**

The Local Plan deals with a range of local issues and will impact on all those who live or work in the District, and also those who visit it. The Local Plan has been developed following extensive consultation which has allowed communities, both of place and of interest, to express their views about the future of the District and explain their particular needs and aspirations.

The aims and objectives of the Local Plan are set out above. It is recognised that the objectives may affect different groups in different ways and it is recognised that these issues need to be considered to ensure that any adverse effects are mitigated where appropriate.

## Evidence

In carrying out this Equality Impact Assessment, a wide variety of evidence has been used.

The 2011 Census provided a range of information about the demographics and make up of the District, which we have used to understand where particular needs may arise and so that we may consider whether the Local Plan may cause an adverse effect which will need to be addressed.

We have also drawn on information provided by Inform Gloucestershire about equalities and diversity issues in the County and this District in particular.

## Issues for Protected Groups

### Race

The 2011 Census showed that 94.5% of the Cotswold District population is White British, a higher proportion than the County as a whole and England. This has, however, decreased from 96% in 2001. A table giving a breakdown of the population by ethnicity is attached at Appendix A.

The 2011 Census also provided information about the languages spoken in Cotswold District. The main language spoken in the District, after English, is Polish. We are also aware of the numbers of households where not everyone has English as their main language (2.6%).

The District has attracted economic migrants over the past decade, many from Eastern Europe. The number of migrant workers who registered to work in the District between 2003 and September 2009 was 3,144. The majority of these in 2008/09 were from Eastern Europe (Gloucester County Council Migrant Worker Update Spring 2010). More recent data has not been published.

The main issues relating to race in the District are connected with Gypsies and Travellers. It will be noted that for the first time, the 2011 Census gave an indication of the numbers of Gypsies and Travellers in the District (87 (0.1% of District population)). Also, a count of gypsy and travellers caravans in Cotswold District was undertaken in early 2012 which showed a total of 49 caravans on socially rented and privately owned sites. The Local Plan will impact on this group by including a Policy relating to Gypsy, Traveller and Travelling Show People sites which has regard to the County wide needs assessment of October 2013.

### Housing

We are aware that accommodation, including sufficient authorised sites, is a fundamental issue for Gypsies and Travellers. Those without a legal place to park their home are, legally, homeless and this may give rise to other issues such as their access to services like health care and education. Authorised sites allow access to clean water and sanitation and also assist with getting health care and children's education. It should also be noted that much of the friction with the wider community is due to the establishment of unauthorised encampments, which the provision of authorised sites will lessen.



## Health and wellbeing

Life expectancy for Gypsies and Travellers is lower than the national average. It has also been found that there are health inequalities between them and the general population. The reasons for this may be related to a reluctance to make use of health care facilities, possibly linked to a nomadic lifestyle and accommodation issues referred to above. Other factors such as poor education, diet and exercise may contribute.

## Employment

There are also issues for Gypsies and Travellers relating to economic inclusion and access to employment, with them being more likely to be self employed or in family businesses undertaking manual and seasonal work. This may be due to issues around education, and skills training.

This may also be affected by authorised Travellers sites imposing restrictions preventing business operations and storage of materials. Difficulties in accessing paid work may also be the result of racial discrimination amongst employers or members of the local community.

## Social Integration

Gypsies and Travellers face a range of barriers to social inclusion. Nationally, much of the conflict that exists between Gypsies and Travellers and the wider community arises due to the establishment of unauthorised encampments. The presence of unauthorised Gypsy and Traveller camps may lead to high levels of friction between different parts of the community and there can be discriminatory behaviour from parts of the settled community.

## Disability

In the 2011 Census the numbers of people indicating that their day to day activities were limited were as follows:

Activities limited a lot – 5417 (6.5% of population)

Activities limited a little – 7952 (9.6% of population)

Additionally, 8750 (10.5%) people said that they were providing unpaid care.

We are aware that disability and long term health issues create a number of barriers, for instance in finding employment and social exclusion. The Council is mindful that such barriers could be created or exacerbated by the Local Plan policies and it is our intention that any policy does not result in an adverse effect on people with disability.

## Transport

Availability of transport is important in being able to access employment and education, as well as healthcare and things such as shopping. A lack of suitable transport may result in social exclusion. The national Index of Multiple Deprivation, updated in 2010, showed that large parts of the District are in the 10% most 'deprived' nationally in terms of access to housing and services (eg GPs' surgeries, post offices etc) (with other areas in the top 20%) due to the rural nature of the area. This is likely to have a greater effect on disabled people than on many others.

## Housing and Social/Leisure Issues

The provision of appropriate housing is a key element in being able to live independently. A lot of housing is not accessible for people with disabilities because of its design, which is likely to be a particular issue in an area with a lot of Listed Buildings. Demand for suitable housing will increase with an aging population. The Council is also aware of the difficulties which people with disabilities may have in using leisure and recreational facilities.

## Employment

People with disabilities often find it hard to obtain employment. Good access and facilities to assist people with disabilities within work places is important in enabling them to work.

## Age

Various elements of the Local Plan may impact differentially on people because of their age. In particular, some issues will affect older people and other aspects will affect mainly young people. It will be noted from the table below that the over 60 population is increasing, with a decrease in those 30 -59 and the under 9's.

Age	2001 census	2011 Census	Change	% Change
0 - 9	9163	8055	- 1108	- 13.8
10 - 19	9089	9547	458	4.8
20 - 29	7200	7253	53	0.7
30 - 59	34571	33158	- 1413	- 4.3
60+	20353	24868	4515	18.2

All people	80376	82881	2505	3.0
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**District Population – Source Census 2001 and 2011**

**Older People**

**Housing**

This is a particular issue for older people and likely to become more significant with an aging population. There will be a demand for housing which is suitable for older people or which can be adapted for their needs, for instance accessibility and features such as wider doorways to allow easier movement within the house.

The needs will, however, vary and may be influenced by lifestyle choices as well as health reasons and general frailty. Some people will require institutional care at some point in their later lives, but others will continue to, and want to remain in the community if adaptations or suitable homes are available. An improved supply of housing types and tenures is therefore needed to meet the needs of older people.

**Services and Facilities**

Older people generally use services such as doctors surgeries and post offices more than other people. Health care is especially important with typically more care and treatment being needed as people age. This is a particular issue in the Cotswolds as the national Index of Multiple Deprivation (2010), showed that large parts of the District are in the 10% most 'deprived' nationally in terms of access to housing and services (eg GPs' surgeries, post offices etc) (with other areas in the top 20%) due to the rural nature of the area. Other facilities are also of importance, for instance, education and training to enable lifelong learning and also access to leisure facilities offering appropriate activities to reduce social isolation and exclusion.

**Transport**

Many older people live alone and are less likely to be able to use private transport. Therefore the availability of public transport is important to assist with using facilities such as GPs surgeries, shops and leisure activities to help with social inclusion. Opportunities for physical activity are also important, so safe walking and cycling may help their lives in many ways.

**Crime**

For older people the need to feel safe is particularly important. Although the fear of crime may exceed the actual amount of crime in the District, the design of developments and open spaces in the community should have regard to the need to reduce crime and the fear of it.



## **Young People**

There are a number of issues which should be considered in relation to children and young people.

## **Social Integration**

Social exclusion occurs when people or areas suffer from a combination of linked problems such as unemployment, poor skills, low incomes, poor housing, high crime, bad health and family breakdown. Such problems are linked and are likely to be mutually reinforcing. Where such problems exist young people are at particular risk of social exclusion.

## **Safety and freedom of movement**

Safety, and feelings of safety, are important for everyone, but particularly so for children and young people. Risks to safety, whether real or perceived, can limit the development of children and young people and run down areas and anti-social behaviour are particular concerns for this group. As for older people there is a need to have regard to crime and anti-social behaviour (and the fear of them) when designing developments.

## **Quality recreation spaces**

Good quality parks and open spaces are important for the development of children and young people and their integration into society. They provide opportunities for play and social interaction and can give a sense of pride and belonging to an area. They may also divert young people from antisocial behaviour by providing opportunities for sports and active lifestyles and venues for youth clubs and other club based activities.

## **Health**

Obesity amongst young people has become a concern nationally in recent years. It is recognised that this can lead to a wide variety of health issues in later life. Health problems, especially obesity, amongst young people are often attributed to low levels of exercise and physical activity. This links with feelings of safety and the quality of public spaces and access to leisure facilities.

## **Gender**

The issue of gender needs to be considered to recognise the different needs, aspirations, perceptions and priorities of men and women. Differences continue to be found in relation to the labour market, living conditions and health, access to facilities and transport and crime and the fear of crime. Planning can affect gender issues by its role in influencing the location of facilities and employment, the ease of access to community services and facilities, the quality of places and providing sustainable development.

The complexity of gender inequalities is recognised and these can cut across other issues such as those of race, disability and age.

## **Employment**

In Planning terms, the main issue for gender equality is access. Being able to access employment to be able to have care facilities and shopping facilities conveniently located in relation to that employment are key factors, particularly for women who often have the more complex responsibilities relating to work and childcare. Locating residential areas in close proximity to employment locations is key to ensuring that both males and females are not isolated from employment opportunities.

## **Transport and access to services and facilities**

Generally speaking, women are required to make more complex journeys than men by having to take account of childcare, the school run, work and shopping. The responsibility for escorting children to school is predominantly undertaken by women. Ideally safe and accessible public transport that linking residential development with community services and facilities, as well as employment opportunities, should be provided. Safe and convenient access to community services and facilities is a key element of reducing social isolation and exclusion.

## **Crime and Fear of Crime**

The Council is mindful of the different experiences men and women may have as victims of crime, and the different levels of fear of crime that they have. This needs to be taken into account in relation to the way in which public spaces are designed

## **Other Protected Groups**

The Local Plan objectives and issues such as access to community services and facilities, housing, transport, crime and social integration will affect everyone in the District. There is limited evidence to suggest that the Local Plan will have a negative impact on the following protected groups:

- Pregnancy and maternity
- Religion
- Sexual orientation
- Transgender

The table below therefore assesses the impact of the Local Plan on the protected groups of Race, Disability, Age and Gender.

**Effect on Different Protected Groups**

Local Plan Objective	Relevant Policy ref	Race	Disability	Age	Gender
<b>Natural and Historic Environment</b>					
Conserve and enhance the high quality, local distinctiveness, and diversity of the natural and historic environment	Relevant Policy ref	Positive/Negative/ Neutral	Positive/Negative/ Neutral	Positive/Negative/ Neutral	Positive/Negative/ Neutral
		Neutral	Neutral	Neutral	Neutral
Ensure new development is of high quality and sustainable design, which reflects local character and distinctiveness, is appropriately sited, and provides attractive and inclusive environments		Positive for all groups	Positive for all groups	Positive for all groups	Positive for all groups
Protect the open countryside against sporadic development, while also avoiding coalescence of settlements, particularly around Cirencester		Neutral	Neutral	Neutral	Neutral



Local Plan Objective		Race	Disability	Age	Gender
Support the creation of new green infrastructure to enhance environmental quality and provide health benefits		Positive for all groups	Positive for all groups	Positive for all groups	Positive for all groups
<p><b>Population and Housing</b></p> <p>Provide an adequate supply of quality housing, of appropriate types and tenures, to meet objectively assessed needs.</p>		Positive for all groups	Positive for all groups – Housing suitable for those with disabilities will be provided under the Local Plan	Positive for all groups – The Local Plan supports the development of accommodation which caters for the needs of older people eg level access homes, residential care etc. It also addresses the needs of young people entering the housing market eg affordable / starter homes, self build etc.	Positive for all groups

Local Plan Objective		Race	Disability	Age	Gender
Identify suitable land in appropriate locations to provide sufficient pitches for gypsy and traveller accommodation, to meet the needs established through the GTAA.		Positive – The Local Plan will specifically address the issue of Gypsy, Traveller and Travelling Show people sites	Neutral	Neutral	Neutral
<b>Local Economy</b> Support the local economy and enable the creation of more high quality jobs in the District, which meet local employment needs.		Positive for all groups	Positive for all groups – the lack of employment is a particular problem for disabled people and the provision of more jobs locally may help this situation.	Positive for all groups – a strong local economy providing jobs for younger people will reduce the need for them to leave the area and help provide a more balanced community in terms of age.	Positive for all groups
Encourage vitality and viability of town and village centres as places for shopping, leisure, cultural and community activities, including maintaining Cirencester's key employment and service role.		Positive for all groups	Positive for all groups	Positive for all groups	Positive for all groups

Local Plan Objective	Race	Disability	Age	Gender
Support sustainable tourism in ways that enable the District to act as a tourist destination which attracts higher numbers of longer-stay visitors.	Neutral	Neutral	Neutral	Neutral
<b>Infrastructure and Service Provision</b>				
Maximise the quality of life by maintaining and supporting the delivery of infrastructure, services and facilities needed to support local communities and businesses	Positive for all groups	Positive for all groups	Positive for all groups	Positive for all groups
<b>Sustainable Travel</b>				
Locating most developments in sustainable locations where there is good access to jobs, services and facilities;	Positive for all groups	Positive for all groups	Positive for all groups	Positive for all groups
Supporting improvements in public transport and walking/ cycling networks.	Positive for all groups	Positive for all groups - improvements in public transport will be of particular benefit to this protected group in accessing services	Positive for all groups - improvements in public transport will be of particular benefit to this protected group in accessing services	Positive for all groups
<b>Climate Change and Flood Risk</b>				



Local Plan Objective	Race	Disability	Age	Gender
Maximising water and energy efficiency, promoting the use of renewable energy sources and sustainable construction methods and reducing pollution and waste;	Neutral	Neutral	Neutral	Neutral
Supporting the principle of waste minimisation;	Neutral	Neutral	Neutral	Neutral
Locating development away from areas identified as being at high risk from any form of flooding.	Positive for all groups	Positive for all groups	Positive for all groups	Positive for all groups



## Appendix A – Population of District by Ethnicity

	Cotswold			South – West		England & Wales	
	No	%	% change from 2001	%	% change from 2001	%	% change from 2001
<b>All Groups</b>	82,881	100		100		100	
<b>White</b>							
- English/Welsh/ Scottish/N Irish/ British	78284	94.5	- 1.5	91.8	- 3.6	80.5	- 7
- Irish	503	0.6	0	0.5	- 0.2	0.9	- 0.3
- Gypsy and Irish Traveller	87	0.1	-	0.1	-	0.1	-
- Other White	2201	2.7	0.6	3.0	1.5	4.4	1.9
<b>Mixed/ Multiple</b>							
- White and Black Caribbean	167	0.2	0.1	0.5	0.2	0.8	0.3
- White and Black African	86	0.1	0.1	0.2	0.1	0.3	0.1
- White and Asian	274	0.3	0.1	0.4	0.2	0.6	0.2
- Other Mixed	171	0.2	0.1	0.3	0.1	0.5	0.2
<b>Asian or Asian British</b>							
- Indian	218	0.3	0.2	0.6	0.3	2.5	0.5

	Cotswold			South – West		England & Wales	
	No	%	% change from 2001	%	% change from 2001	%	% change from 2001
- Pakistani	16	0	0	0.2	0.1	2.0	0.6
- Bangladeshi	38	0	0	0.2	0.1	0.8	0.3
- Chinese	223	0.3	0.1	0.4	0.1	0.7	0.3
- Other Asian	299	0.4	0.4	0.5	0.4	1.5	1.0
<b>Black /African /Caribbean or Black British</b>							
- Black African	136	0.2	0.2	0.5	0.4	1.8	0.9
- Black Caribbean	47	0.1	0.1	0.3	0	1.1	0
- Other Black	46	0.1	0.1	0.2	0.2	0.5	0.3
<b>Other Ethnic Group</b>							
- Arab	4	0	-	0.1	-	0.4	-
- Any Other	81	0.1	-0.1	0.2	0.1	0.6	0.6

Source: 2011 Census

Note: In the 2001 Census, Gypsy and Irish Traveller was included in White Other, and Arab was included in Any Other Ethnic Group.