

Updated Full Equality Impact Assessment- EIA

An EIA is a way of finding out if:

- Our services are accessible to service users and employees.

An EIA helps us to make sure that:

- Our functions and policies do not have a negative impact or discriminate in any way against any members of our local community.

A Full EIA needs to work through the following stages:

- ⇓ **Establish clear aims & objectives-** What is the purpose? Who will benefit? What are the intended outcomes?
- ⇓ **Consideration of data & information-** National & local data; service data; satisfaction/feedback data; complaints; research
- ⇓ **Assessing the impact-** Who does/does not use service? Have you consulted? Does it reflect varied needs of community?
- ⇓ **Reviewing/Scrutinising the impact-** Is there a differential impact on different groups? Is it adverse? Is it directly or indirectly discriminatory? *Show justification if applicable*
- ⇓ **Addressing the issues-** Measures to alleviate impact; alteration to policy; action plans
- ⇓ **Formal consultation-** Use appropriate methods; consult those affected or with legitimate interest; consult widely; ensure consultation is open, inclusive & accessible
- ⇓ **Making a decision-** Explain decision & intended effects/benefits; monitor any actions
- ⇒ **Publication of results-** Accessible & user friendly; add website & intranet; notify consultees

Name of service or policy being assessed	Wyre Forest District Local Plan 2016-2036 Submission document		
Directorate	Economic Prosperity and Place	Is this a new or existing service or policy?	New
Officers completing the assessment	Kate Bailey	Director	Corporate Director: Economic Prosperity & Place
Date	03/02/2020 14/01/2021	Relevant Cabinet Member	Cabinet Member for Economic

What is the purpose? What are the outcomes?	The Local Plan determines a spatial strategy for new development and how much development, its location and of what type is required up until 2036. The document also considers what infrastructure will be needed to support the proposed development. The proposals in the document have already been subject to statutory public consultation and will be subject to a full program of public examination as part of the adoption process once it has been submitted to the Secretary of State.		
Are there any statutory requirements?	YES. The Council has a statutory duty to develop a Local Plan and conduct a regular review. This Local Plan has gone out to full public consultation throughout the various stages of the plan under Regulation 18, 19 and in line with the Council's Statement of Community Involvement.		
Who are the main customer groups / stakeholders?	All residents and organisations have had an opportunity to comment on the proposals at the various consultation events or in writing.		
Who is intended to benefit from this service/policy? How will they benefit?	All residents, businesses, stakeholders and visitors.		
What information are you using? What does the evidence show you?	Research has been undertaken to inform the Plan including an Objective Assessment of Housing Need, Green Belt review, Viability Study, Sustainability Appraisal etc. This forms part of an extensive evidence base which also includes the identification of housing needs and requirements for both housing and employment sites.		
What impact does the service / policy / project have on the protected characteristics as defined by the Public Sector Equality Duty 2010			
Age Impact on people of all ages, inc younger and older people	Y	N	<u>Evidence</u> The Councils Housing Needs Assessment 2018 / Census 2011 JSNA Annual Summary. This evidence base identifies the county is ageing and countywide by 2035 there will be a 91% increase in those aged 85+. There will also be a 56% increase in those with dementia. The number of people across the Wyre Forest aged 65 or over is projected to increase significantly during the Plan Period, from 24,200 in 2016 to 31,800 by 2036 (31.4% increase). The increase in the population aged 80

			<p>or over is considerable, rising from 5,900 to 11,200 persons during the period 2016-2036 (89.8% increase)</p> <p><u>Impact</u> Positive. The policy aims will include provision of specialist housing including residential care and Extra Care that is suitable for older people.</p>
<p>Disability Impact on people with disabilities, inc physical, sensory and learning disabilities, mental health issues and long-term limiting illnesses</p>	Y	N	<p><u>Evidence</u> The Councils Housing Needs Assessment 2018 identifies that across Wyre Forest, 5.8% of residents stated they were in bad or very bad health (and particularly associated with older age groups) and a further 15% were in 'fair' health. The 2011 census estimated that around 20,100 residents were in fair or bad/very bad health. There were over 2000 households claiming Disability Living Allowance at the time of the HNA. In 2018 WF had the highest rate of claimants for Personal Independence Payments, Disability Living Allowance and Employment Support Allowance in the County.</p> <p><u>Impact</u> Positive. The policy aims to assist all households through meeting housing and economic growth but will include provision of specialist housing for those with mobility issues in particular.</p>
<p>Gender Impact on people of different genders, inc transgender / gender reassignment</p>	Y	N	<p><u>Evidence</u> Census 2011. There is no data available on transgender or gender reassignment at WFDC level but it is hoped this will be included in the 2021 census questions and so it may be possible to review at this stage.</p> <p><u>Impact</u> Assumed no adverse differential impact.</p>
<p>Sexual orientation Impact on people who are gay, lesbian or bisexual</p>	Y	N	<p><u>Evidence</u> Office of National Statistics has data at a national level in 2017 from a test in advance of the 2021 census. This showed 88.7% as heterosexual, 1.8% identifying as gay or lesbian, 0.6% as bi-sexual and 0.5 as other.</p> <p><u>Impact</u> Assumed no adverse differential impact.</p>
<p>Religion or belief</p>	Y	N	<p><u>Evidence</u></p>

Impact on people who practise different religions or have different beliefs (inc non-belief)			<p>Housing Register data identifies 58% of applicants either had no religion or didn't complete this section, 30% were Christian and less than 1% were Muslim.</p> <p><u>Impact</u> No adverse differential impact.</p>
<p>Race Impact on different ethnic groups, inc migrant communities and Gypsies/Roma/Travellers</p>	Y	N	<p><u>Evidence</u> Census 2011 and Housing Register data. The Census identifies the following; 95,273 white British (97%), 375 gypsies and travellers and 1617 other white. Just over 2% of the population are non white with the largest group identifying as Asian. Within the Housing Register data set the four largest groups are 91% White British, 2% other white, 0.06% Asian / Asian British Bangladeshi and 0.6% Mixed White and Black Caribbean.</p> <p><u>Impact</u> Potential adverse differential impact for G&T who may wish to live on G&T sites as opposed to bricks and mortar. A GTAA was undertaken in 2014 and again in 2020. Currently there are not any sites allocated in the emerging Local Plan but a site is included as a main modification.</p>
<p>Other e.g. Deprivation, health inequalities, urban/rural divide, community safety, marriage & civil partnership, pregnancy & maternity.</p>	Y	N	<p><u>Evidence</u> Deprivation data – Health Profile 2018, Indices of Multiple Deprivation / Joint Strategic Needs Assessments undertaken by Public Health at Worcestershire County Council.</p> <p>The Health Profile identifies that we have more residents living in the most deprived wards than the England average. There are differences in life expectancy between the most and least deprived wards in WF, with those from the most deprived wards having shorter life expectancies and living longer in poor health. Life expectancy is 8.2 years lower for men and 7.6 years lower for women in the most deprived areas of Wyre Forest than in the least deprived areas.</p>

		<p>Health Inequalities data – Open spaces / Green Belt Study / Chapter 9 of the Local Plan / Health Profile 2018 and Joint Strategic Needs Assessments (Public Health).</p> <p>Wyre Forest has significantly higher percentages of children with excess weight for Reception year than the Worcestershire average in the 3 years pooled data 2015/16–2017/18 and in the same time period, Wyre Forest District had the highest percentage of Year 6 combined overweight or obese children.</p> <p>The life expectancy for males is 78.8 years which is worse than the national average and 83.6 for females.</p> <p>Homelessness data – Housing and Health JSNA 2019 / H-CLIC data. Homelessness continues to increase year on year with over 700 households (on average) approaching the Council for housing advice in every month 2020 and initial homeless assessments in excess of 450 in 2019.</p> <p><u>Impact</u></p> <p>Positive impact on areas of deprivation through a broad range of policies including increasing employment opportunities in the District, provision of affordable housing, provision of green spaces and leisure opportunities.</p> <p>Pregnancy and maternity – pregnant women can be more susceptible to experience negative effects from issues such as poor air quality to policies to increase sustainable travel and open spaces / leisure are positive. In addition, pregnant women need good access to health care and developer contributions are considered in the Infrastructure Delivery Plan. The potential damaging effects of new developments will be considered in Health Impact Assessments.</p>
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Review			
Can any differential impact be justified? (e.g. promoting equality of opportunity)	Y	N	<p><u>Evidence</u> The GTAA and Housing Needs Assessment identify a need from the gypsy and traveller community for housing solutions outside of the traditional bricks and mortar solution.</p> <p>The gypsy and traveller do have the opportunity to bring forward sites through the usual Development Management Process. Over the last 3 years 8 pitches have been brought forward utilising this mechanism.</p>
Does any adverse impact amount to unlawful discrimination?	Y	N	<p><u>Evidence</u> No</p>
What alternative actions could be taken to mitigate any adverse impact?	<p>A new Gypsy and Traveller Accommodation Assessment has been undertaken in 2020. This has identified unmet needs during the plan period and will enable the Council to provide the Inspector with an updated position.</p> <p>Further work will be undertaken to assess a range of different needs including for those with protected characteristics through research for developing a Supported Housing Strategy and nationally through the Census 2021. This research may identify adverse impacts and additional actions to be undertaken.</p>		
Consultation			
Detail any specific consultation on this service/policy <i>(if there is insufficient data, further consultation will need to be undertaken and included in the action plan)</i>	<p>Consultation was undertaken during the development of the plan and Issues and Options stage and then again under Regulation 18 and 19 duties. The lack of an allocated site for G&T was not raised by any responders. Further work directly involving G&T communities will be undertaken as part of the G&T assessment.</p>		
Conclusion			

Can the service/policy proceed?	Yes the Plan is considered 'sound'	
How will the service/policy be monitored and reviewed? <i>(please give timescale)</i>	The Local Plan policies will be reviewed at examination stage.	
Signed 	Date	15/01/2021
Agreed 	Date	15/01/2021

Action Plan

Impact	Action required	Lead Officer	Timescale	Comments
To review whether there are any adverse affects as a consequence of the Local Plan on any group with protected characteristics	<p>Review Census material around gender reassignment</p> <p>Review supported housing needs material developed as part of developing a strategy to meet housing need</p>	Kate Bailey	<p>To be confirmed once Census completed in 2021.</p> <p>2021/22</p>	<p>Anticipate the data to become available in 2022-23.</p> <p>Led by Worcestershire County Council.</p>

Action Plan to be reviewed:	Date: January 2021
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