

The West of England Joint Spatial Plan: Publication Draft

Equality Impact Assessment

October 2017

Equality Impact Assessment: Summary Statement

Name of the plan being assessed:

West of England Joint Spatial Plan: Publication version (November 2017)

Date of assessment

October 2017

Lead contact details

Laura Ambler, Head of Housing and Planning, West of England Combined Authority and Local Enterprise Partnership

Others involved in the assessment, including members of staff, the community, stakeholders or elected members

Michael Reep, Planning Policy Manager, North Somerset
Simon de Beer, Bath and North East Somerset
Sarah O'Driscoll, Strategic City Planning Manager, Bristol City Council
Patrick Conroy, Strategic Planning Policy and Specialist Advice Manager, South Gloucestershire Council

What are the intended aims of the Plan?

The local authorities of Bath and North East Somerset Council, Bristol City Council, North Somerset Council and South Gloucestershire Council are jointly preparing the Joint Spatial Plan (JSP). The JSP is a statutory Development Plan Document that will provide the strategic overarching development framework for the West of England to 2036.

Who is intended to benefit from the Plan?

The communities living and working in and visiting the West of England

Service head sign off

Name: Louise Fradd

Date: October 2017

1. Assessing relevance

Please assess the relevance of your plan on the following areas of equality. You should consider:

- Both positive and negative impacts
- Any barriers people may experience in accessing services
- How the plan is likely to affect the promotion of equality
- Knowledge of customer experiences to date
- It is not enough to state 'N/A' in this section, a more in-depth explanation is required to demonstrate if/how each area is relevant.

Equality area	Relevant? Yes/No	Reason
Race - Including Gypsies and Travellers	No	No. Policies relating to Gypsies and Travellers will be addressed in more detailed local plans.
Disability	Yes	Access to housing, jobs, infrastructure, services and facilities.
Sex	No	The JSP is a strategic land use plan and there is no relevance to this group.
Age - Old and young	Yes	Access to housing, jobs, infrastructure, services and facilities.
Religion and Belief	Yes	Access to services and facilities.
Sexual Orientation	No	The JSP is a strategic land use plan and there is no relevance to this group.
Gender Reassignment	No	The JSP is a strategic land use plan and there is no relevance to this group.
Marriage or Civil Partnership	No	The JSP is a strategic land use plan and there is no relevance to this group.
Pregnancy or women on Maternity Leave	Yes	Access to infrastructure, services and facilities.
Income and deprivation	Yes	Access to housing, jobs, infrastructure, services and facilities.
Other areas, if relevant consider: - Carers - Socio-economic disadvantage - Parents - Location - People living in rural areas - Ex-offenders - Service or Ex-service personnel and their	Yes	The plan seeks to address factors affecting socio-economic disadvantage. The plan identifies housing needs and sets the context for the delivery of affordable housing and the creation of a mix of housing types and tenures to be implemented through more detailed local plans. This will include meeting the needs of different groups such as the elderly or vulnerable, and needs in different parts of the plan area.

families		
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The remainder of your assessment should focus only on the areas that you have answered 'yes' to in the table above.

2. Information and Evidence

Under the Equality Act 2010 we are required to carry out an 'analysis of the effects on equality' of all of our policies. To enable this analysis it is important that each area has relevant equality information. This can be national, local or service specific information.

a. Which equality areas do you routinely monitor?

The collection of equality information across our services is essential to enable us to understand the effect of our policies on equality groups. Please indicate the information collected in this policy area:

Age	Yes	Carers	Yes	Disability	Yes
Location	Yes	Marriage or Civil Partnership	Yes	Parents	Yes
Pregnancy/Maternity Leave	No	Race	Yes	Religion or belief	Yes
Sex	Yes	Sexual Orientation	No	Socio Economic	Yes
Gender reassignment	No	Other area, please specify:			

b. What data, research and other evidence or information is available which is relevant to this EqIA?

If relevant you can include: quantitative/qualitative research, national reports, results from recent consultations, information from stakeholders, findings of recent inspections etc.

The main data source used is the 2011 Census.

c. What further data or information do you need to gather during the course of the policy development?

None in respect of the Joint Spatial Plan. Further information will be gathered as more detailed policies and proposals are developed through local plans and other more detailed policy documents.

3. Engagement

When completing an EqlA you should be mindful of the obligation to publish the results of its engagement activity. It is a statutory requirement and therefore a core element of the EqlA. Engagement may be one-off or repeated over a longer period of time. It may be formal or informal. It may be focused on a specific issue or on service delivery or workforce issues. This section can reference previous engagement activity or any work done specifically during the policy development.

a. Have those affected by this policy been consulted?

Briefly describe what you did, with whom, when and where. You should list the methods of consultation used. Please outline a brief summary of the responses gained and links to relevant documents, as well as any actions.

The Joint Spatial Plan Issues and Options was consulted upon between 9th November 2015 and 29th January 2016. A consultation draft of the Joint Spatial Plan Towards the Emerging Spatial Strategy was consulted on between 7 November and 19 December 2016. The responses to this consultation can be view at: www.jointplanningwofe.org.uk

4. Conclusions and mitigating action

Please review the information you have identified or collected through this assessment and indicate if any differential impacts exist. Importantly you should also consider what changes or actions you need to take to mitigate any negative impacts that have been identified.

a. What does the information you have gathered through monitoring and engagement tell you?

The Joint Spatial Plan will have an overall positive impact on the groups considered through the identification of overall housing needs, including affordable housing, the identification of employment opportunities and strategic infrastructure including transport.

b. What course of action will you take as a result of this EqlA?

When considering your actions please be mindful of the council's general duties under the Equality Act 2010.

- To eliminate unlawful discrimination, harassment, victimisation
- Advance equality of opportunity between persons who share a protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and persons who do not

The information in this section should focus on practical actions that can be taken to improve the outcomes for equality groups.

The Joint Spatial Plan is considered to have an overall positive impact on the groups considered. It will set the overall strategic framework for the delivery of more specific actions that can be taken to improve the outcomes for equality groups.

c. Final assessment of impact

Following this assessment please assess the likely level of impact of the policy/or proposals in the Plan on the equality groups included within this assessment.

High		Medium		Low	X
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5. Monitoring

To demonstrate achievements and to avoid challenge you need to identify what mechanisms are in place to review actual impacts or to monitor progress against the actions set within this assessment. Please indicate how you will monitor the results of this assessment.

Please tick as appropriate

Action	Yes/No	If yes, date:
Review of this EqIA	Yes	Five year review of the JSP in 2023.
Incorporated into project reviews/reports	Yes	Production of individual UA local plans from 2017/2018 onwards.
Service/Team plan reviews	No	
Analysis of customer feedback	No	
Citizens Panel	No	
Staff survey	No	
Inspection reports	No	
Regular reports to Corporate Management Team	No	
Regular reports to elected members	No	
Other, please specify:		

6. Publishing this assessment

In order to demonstrate transparency in our policy development this assessment should be made available to the public and stakeholders through the most appropriate means. For example through the website, a section within the policy document, and through committee reports.

Procurement and partnerships

Consideration of external contractor obligations and partnership working

Is the work associated with this policy due to be carried out wholly or partly by contractors? If yes, you need to include equality considerations into the contract.

Specifically you should set out how you will make sure that any partner you work with complies with the Equality Act 2010, the integral public sector duties and how you will monitor this. A reminder of the public sector duties:

- To eliminate unlawful discrimination, harassment, victimisation
- Advance equality of opportunity between persons who share a protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and persons who do not

The Equality Act 2010 also states:

A person who is not a public authority but who exercises public functions must, in the exercise of those functions have due regard to the public sector duties'.

You will need to think about:

- pre-qualification and approval of preferred suppliers
- tendering and specifications
- awards process
- contract clauses
- monitoring and performance measures

Please set out what steps you will take to build into all stages of the procurement process the requirement to consider equality.

N/A

CHAPTER 1: Introduction

Background to the Equality Impact Assessment

This report sets out the results of the Equality Impact Assessment (EqIA) of the West of England Joint Spatial Plan (JSP) Publication version November 2017.

The key challenges facing the West of England (WoE) are how to accommodate and deliver much needed new homes, jobs and infrastructure whilst protecting and enhancing its unique and high quality built and natural environment. It is this combination that will create viable, healthy and attractive places. This is key to the ongoing success of the West of England and which contributes to its appeal and its high quality of life.

The local authorities of Bath and North East Somerset Council, Bristol City Council, North Somerset Council and South Gloucestershire Council have joined forces to prepare the Joint Spatial Plan (JSP). The JSP is a strategic Development Plan Document that will provide the overarching development framework for to guide housing, employment and infrastructure requirements to 2036.

The purpose of the EqIA is to highlight the likely impact of the policies and proposals in the JSP on different community groups, and how the needs of such groups have been taken into account in relation to the development of the policies.

EqIAs are carried out as part of councils' Public Sector Equality Duty under the Equality Act 2010. The Act has harmonised and replaced previous anti-discrimination legislation and includes the introduction of 'protected characteristics' and new forms of discrimination. The process of undertaking an EqIA provides the evidence that councils have complied with the Public Sector Equality Duty under the Equality Act.

The Public Sector Equality Duty requires Councils to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity;
- foster good relations between different people when carrying out their activities.

The Public Sector Equality Duty also requires Councils to consider the effect or impact of their policies and practices on people who share the following 'protected characteristics', also known as equalities communities:

- Age;
- Disability;
- Gender reassignment;
- Marriage and Civil Partnership;
- Pregnancy and maternity;
- Race;
- Religion and belief;
- Sex;
- Sexual Orientation.

West of England Joint Spatial Plan

The JSP is a strategic planning document being prepared jointly by the four authorities in the West of England. It will identify the overall housing needs for the plan area, including affordable housing, the employment requirements and strategic infrastructure required 2016-2036. It will set out the spatial strategy and identify strategic development locations.

The structure of this report

Following this Introduction, Chapter 2 sets out the approach that has been taken in preparing this report. This chapter outlines which key equality groups have been focused upon when considering the impacts that the objectives and policies within the Joint Spatial Plan may have.

Chapter 3 sets out the screening matrix of the objectives and policies within the Joint Spatial Plan to ascertain whether they are likely to have an adverse impact on any of the equality groups which are being considered.

Chapter 4 analyses the outcomes of the screening matrix and whether any of the policies need to be assessed further.

Chapter 5 sets out the consultation process involved in preparing the Joint Spatial Plan.

Within the final chapter (Chapter 6), recommendations have been made for monitoring the impacts of the JSP policies on different equality groups. This chapter also identifies lessons learnt from developing the JSP which should be carried forward when preparing other Development Plan Documents to ensure that unlawful discrimination is eliminated and equality is promoted.

CHAPTER 2: The Approach to the Equality Impact Assessment

This EqIA follows guidance from the Improvement and Development Agency for Local Government (IDeA).

Consideration has also been given to guidance from the Planning Advisory Service (PAS), *Equality and Diversity: Improving planning outcomes for the whole of the community* (September 2008).

Initial Screening

IDeA recommends that initial screening needs to take place for all policies, strategies, procedures and functions. This will determine whether or not it is necessary to carry out a full Equality Impact Assessment for this area of work with the key question being '*does the West of England Plan have the potential to cause adverse impact or discriminate against different groups in the community?*'

Due to the broad scope of the Joint Spatial Plan, there may be potential for it to cause adverse impact or discriminate against different groups in the community. It is therefore considered appropriate for an EqIA of the policies in the plan to be carried out.

Scoping and Defining

IDeA recommend that different perspectives and experiences are used in undertaking the EqIA. The ideal is that those responsible for delivering the strategy are involved and others with technical expertise or with specialist knowledge are involved where appropriate.

This EqIA and report has therefore been led by officers from the planning policy teams who are responsible for preparing the JSP. The specialist knowledge of the Equality and Diversity Teams has also been utilised where appropriate.

Information Gathering

What information do you have that demonstrates this impact?

It is necessary to identify sources of information which will be used to assist in the determination of whether the Joint Spatial Plan is likely to have an adverse impact or discriminate against different groups in the community. IDeA identifies that sources of information could include Census data and national and local statistics. Guidance from the PAS however, recognises that local authorities need to go beyond Census data as it does not capture recent demographic changes and sheds little light on the needs, experiences and aspirations of local groups in relation to the built environment.

In aiding the development of this report and undertaking of the assessment the following sources of information have therefore been used and are referred to where appropriate (see Appendix B for links to these sources of information):

- Census data (2011)
- National and Local Statistics
- Mosaic data
- West of England Strategic Green Infrastructure (GI) Framework
- Customer Insight: A portrait of diversity in North Somerset 2010
- Indices of Multiple Deprivation 2010
- West of England Gypsy and Traveller Accommodation assessment (2007)
- South Gloucestershire and city of Bristol Gypsy and Traveller Accommodation Assessment (2013)
- North Somerset Gypsy and Traveller Accommodation Consultation 2011

- North Somerset Sustainable Community Strategy 2008 – 2026
- South Gloucestershire Sustainable community Strategy (2016)
- South Gloucestershire Community Profiles
- Strategic Housing Market Assessments
- UA Strategic Flood Risk Assessments
- UA Annual Monitoring Reports including Employment Land Review/Survey, Housing and Retail.
- South Gloucestershire economic viability assessment affordable housing policy study (2013)
- Bristol City Council Ward Profiles 2017
- The Population of Bristol 2017
- Bristol's Quality of Life Survey 2016

Using the information gathered from the sources listed above, Table 1 provides some base-line information on the different groups focused upon in this assessment. These groups are identified in the Equality Act 2010. The groups and target areas include:

- Race
- Disability
- Sex
- Age
- Religion and belief
- Sexual orientation
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity

The following section of this report (Chapter 3) screens each of the Joint Spatial Plan policies against the groups identified in Table 1. If it is identified through the screening exercise that a policy may adversely impact upon a particular equality group a full assessment would be required. This has been considered in Chapter 4 of this report.

Table 1: Baseline data for each equality group

Equality Group	West of England Summary
Race	The proportion of people from black and other minority ethnic groups in the West of England at the 2011 Census was 9.1% which is below the England and Wales figures of 14%. The proportion within the four districts varies significantly from Bristol 16.0%, B&NES 5.4%, South Gloucestershire 5.0% and North Somerset 2.7%. The proportion of Gypsy or Irish Travellers was 0.1%, the same as for England and Wales.
Disability	The 2011 Census identified 16.8% of people in the West of England whose day-to-day activities are limited, lower than the England and Wales average of 17.9%. In North Somerset, 19.1% of its population has day-to-day activities which are limited, reflecting the older age profile of the population.
Sex	ONS Mid-2016 Population Estimates show that within the West of England there were slightly more females (50.4%) than males (49.6%). This reflects the figures for England and Wales of 50.6% females and 49.4% males.
Age	The population of the West of England mid-2016 was 1,131,300 comprised of Bristol 454,200, B&NES 187,800, South Gloucestershire 277,600 and North Somerset 211,700. 18% of the population are children (aged 0-15), 64% of working age (aged 16-64) and 17% older people (aged 65 and over), these proportions are very similar to the England and Wales averages. The four local authorities have similar proportions of children. Bristol has the highest proportion of working age population at 68% and North Somerset the lowest at 58%. Bristol has the lowest proportion of older people at 13% and North Somerset the highest at 23%.
Religion and Belief	The 2011 Census identified that in the West of England 54.2% of people identified as Christian (59.3% in England and Wales). The second largest religion was Muslim at 2.5% - this is lower than the England and Wales average of 4.8%, although in Bristol 5.1% of people identified as Muslim and so higher than the national average. 41.5% of people had no religion/religion not stated, a much higher proportion than the England and Wales average 32.3%.
Sexual Orientation	There are no local estimates of the proportion of the population by sexual orientation.
Gender reassignment	There are no local estimates relating to gender reassignment.
Marriage and civil partnership	The 2011 Census showed that 44.7% of people were married (46.6% in England and Wales) and 0.2% in a registered same-sex civil partnership (0.2% in England and Wales). The proportion of people either married or in a registered same-sex civil partnership varies between the four districts - Bristol 36.6%, B&NES 45.9%, South Gloucestershire 52.0% and North Somerset 52.5%.
Pregnancy and maternity	ONS data for 2016 recorded 1,799 live births in B&NES, 6,400 in Bristol, 2188 in North Somerset and 3,090 in South Gloucestershire.
Income and deprivation	The 2015 English Indices of Deprivation shows that there were a total of 97 Lower Layer Super Output Areas (LSOA11s) in the West of England area falling within the most deprived 20% of areas in England – 77 areas in Bristol, 14 areas in North Somerset, 5 areas in B&NES and one area in South Gloucestershire. In the West of England 13% of the population are income deprived – ranging from 17% in Bristol, 12% in North Somerset and 9% in both B&NES and South Gloucestershire.

CHAPTER 3: Screening the Joint Spatial Plan

What is the potential impact on diverse groups?

The Joint Spatial Plan contains, 7 policies including 12 specific sub policies for the Strategic Development Locations across the region. To understand the specific impact of the Joint Spatial Plan it is necessary to examine the individual policies.

Table 2 outlines the key characteristics of each priority and policy within the Joint Spatial Plan and considers whether there is the potential for the policy to have an impact on each of the groups identified in Chapter 2.

The key below identifies the symbols used to summarise the impact on a group it is considered each policy will have.

Symbol	Likely Impact
+	Positive
0	Neutral
-	Negative
N/I	Not Identifiable

Table 2: Initial Screening Matrix

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
Policy 1: The Housing Requirement Provision will be made for the delivery of a minimum of 105,500 additional dwellings across the West of England 2016-2036.	N/I	+	N/I	+	N/I	N/I	N/I	N/I	N/I	+	High level housing requirement will have a positive impact in terms of additional provision over the plan period.
Policy 2: The Affordable Housing Target The Affordable Housing Target for the West of England for 2016-2036 is 24,500 net new affordable dwellings. Delivery of affordable housing, in a range of tenure and unit types, is a significant priority in all residential development.	N/I	+	N/I	+	N/I	N/I	N/I	N/I	N/I	+	Affordable housing target will have a positive impact on future delivery.
Policy 3: The Employment Land Requirement	N/I	+	N/I	N/I	N/I	N/I	N/I	N/I	N/I	+	Overall strategic employment requirement will support job creation and have a positive impact.

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
The Joint Spatial Plan (JSP) supports the delivery of 82,500 additional jobs in the West of England between 2016 and 2036. The Plan seeks to enable access to employment opportunities for all through the spatial distribution of development.											
Policy 4: Place shaping Principles All new development must contribute towards the delivery of high quality and sustainable places. Key principles should be used to inform the development and delivery of high quality and sustainable places	N/I	+	N/I	+	+	N/I	N/I	N/I	N/I	+	By creating more attractive, sustainable places, the place shaping principles will have a positive impact.
Policy 5: The Spatial Strategy	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	+	The spatial strategy enables the creation of more sustainable and accessible places which will have a positive impact.
Policy 6: Strategic	N/I	+	N/I	+	N/I	N/I	N/I	N/I	N/I	+	The delivery of key strategic infrastructure in step with

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
Infrastructure Requirements. Strategic infrastructure will be required to support the effective implementation of the Joint Spatial Plan Spatial Strategy.											new development will have a positive impact.
Policy 7: Strategic Development Locations Site Requirements	N/I	+	N/I	+	N/I	N/I	N/I	N/I	N/I	+	The new strategic development locations will have a positive impact through the creation of sustainable communities.
Policy 7.1: North Keynsham	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>Improved public transport options such as metrobus and rail improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print/audio timetables is also important.</p> <p>The requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>Zero carbon and energy positive solutions for the</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>development will benefit all groups, but in particular those on a low income.</p> <p>The provision of a network of green infrastructure which will provide flood risk management, wildlife, landscape and heritage enhancement and protection, which will have overall health benefits for all groups.</p>
Policy 7.2: Whitchurch	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>Improved public transport options such as metrobus will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print/audio timetables is also important.</p> <p>The requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>Zero carbon and energy positive solutions for the development will benefit all groups, but in particular those on a low income.</p>

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	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											The provision of a network of green infrastructure which will provide flood risk management, wildlife, landscape and heritage enhancement and protection, which will have overall health benefits for all groups.
Policy 7.3: Land at Bath Road, Brislington	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>Improved public transport options such as metrobus and rail improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print/audio timetables is also important.</p> <p>The requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>Zero carbon and energy positive solutions for the development will benefit all groups, but in particular those on a low income.</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											The provision of a network of green infrastructure which will provide flood risk management, wildlife, landscape and heritage enhancement and protection, which will have overall health benefits for all groups.
Policy 7.4: Backwell	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>Improved public transport options such as metrobus and rail improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print/audio timetables is also important.</p> <p>The requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p>
Policy 7.5: Banwell Garden Village	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>Improved public transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print timetables is also</p>

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	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>important.</p> <p>The requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>The new garden village will have a network of green infrastructure which will provide access to open space through the provision of footpaths and cycle routes which will have overall health benefits for all groups.</p> <p>Provision of employment land will increase access to the job market benefiting low income groups.</p> <p>Creation of a new local centre with a range of retail, job opportunities, services and facilities will increase the ability of certain groups to access services and facilities.</p>
Policy 7.6: Churchill Garden Village	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>The provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print/audio timetables is also important.</p>

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	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>The requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>The new garden village will have a network of green infrastructure which will provide access to open space through the provision of footpaths and cycle routes which will have overall health benefits for all groups.</p> <p>Provision of employment land will increase access to the job market benefiting low income groups.</p> <p>Creation of a new local centre with a range of retail, job opportunities, services and facilities will increase the ability of certain groups to access services and facilities.</p>
Policy 7.7: Nailsea	N/I	+	N/I	+	+	N/I	N/I	N/i	+	+	<p>Improved public transport options such as metrobus and rail improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print/audio timetables is also important.</p> <p>The requirement for affordable housing will benefit lower income groups including young people who are currently</p>

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	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>priced out of the housing market.</p> <p>Provision of employment land will increase access to the job market benefiting low income groups.</p> <p>Creation of a new local centre with a range of retail, job opportunities, services and facilities will increase the ability of certain groups to access services and facilities.</p>
Policy 7.8: Buckover Garden Village	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>The provision of a range of homes and requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>The new garden village will have a network of green infrastructure which will provide access to open space, including for food production and to protect heritage and ecology, which will have overall health benefits for all groups.</p> <p>Creation of a new local centre with a range of retail, job opportunities, services and facilities, including schools and cultural facilities, will increase the ability of certain groups to access services and facilities.</p> <p>Provision of employment land will increase access to the job market benefiting low income groups.</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>Zero carbon and energy positive solutions for the development will benefit all groups, but in particular those on a low income.</p> <p>Improved public transport options such as metrobus and rail improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. The provision of footpaths and cycle routes will also have overall health benefits for all groups. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print / audio timetables is also important.</p>
Policy 7.9: Charfield	N/I	+	N/I	+	+	N/I	N/I	N/I	+	+	<p>The provision of a range of homes and requirement for affordable housing will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>Provision of new and improved infrastructure e.g. sewerage network, retail and community facilities, including education establishments will increase the ability of certain groups to access services and facilities.</p> <p>Improved road network, public transport options and rail improvements will benefit disabled people, people</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>without access to a car, older and younger people and parents, and people on low incomes. The provision of footpaths and cycle routes will also have overall health benefits for all groups. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print / audio timetables is also important.</p> <p>The provision of a network of green infrastructure which will provide flood risk management, wildlife, landscape and heritage enhancement and protection, which will have overall health benefits for all groups.</p>
Policy 7.10: Coalpit Heath	N/I	+	N/I	+	+	N/I	N/I	N/I	N/I	+	<p>The proposed new neighbourhood will provide homes, including affordable housing and will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>Provision of employment land will increase access to the job market benefiting low income groups.</p> <p>Improved public transport options such as metrobus, rail and road improvements, including park and ride facilities, will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. The provision of cycle routes will also have overall health benefits for all groups. When</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print / audio timetables is also important.</p> <p>The provision of a network of green infrastructure will reinforce the green belt boundary, improve aesthetics and access to the countryside and protect the setting of heritage assets, which will have overall health benefits for all groups.</p>
Policy 7.11: Thornbury	N/I	+	N/I	+	+	N/I	N/I	N/I	N/I	+	<p>The proposed new homes, including affordable housing, will benefit lower income groups including young people who are currently priced out of the housing market. Provision of employment land will increase access to the job market benefiting low income groups.</p> <p>Provision of new retail and community facilities, including open space will increase the ability of certain groups to access services and facilities and improve health for all groups.</p> <p>The provision of a network of green infrastructure will protect the setting of local assets and rural character, assist in flood management and access to the countryside, which will have overall health benefits for all groups.</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											Improved public transport options such as metrobus and rail and road improvements, including park and ride facilities, improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. The provision of footpaths and cycle routes will also have overall health benefits for all groups. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print / audio timetables is also important.
Policy 7.12: Yate	N/I	+	N/I	+	+	N/I	N/I	N/I	N/I	+	<p>The proposed new neighbourhood will provide a range of new homes, including affordable housing and will benefit lower income groups including young people who are currently priced out of the housing market.</p> <p>Provision of a significant amount of employment land will increase access to the job market benefiting low income groups.</p> <p>Improved public transport options such as metrobus and rail and road improvements, including park and ride facilities, improvements will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. The provision</p>

Plan Priorities and Policies	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											<p>of footpaths and cycle routes will also have overall health benefits for all groups. When developments take place with public transport it is important to ensure that sensory loss issues are considered as well as physical disabilities. Access to information such as large print / audio timetables is also important.</p> <p>The provision of a network of green infrastructure and protection through new designations will reinforce the green belt boundary, protect landscape quality and improve aesthetics and access to the countryside, which will have overall health benefits for all groups.</p>

CHAPTER 4: An Assessment of the Joint Spatial Plan Policies

The screening of the Joint Spatial Plan policies in Chapter 3 has identified that the majority of the policies within the Plan are likely to have a positive impact on the defined equality groups, however, most of the impacts are not identifiable as they are strategic policies focused on the built environment and land use planning. The groups that benefit most from the policies are the disabled, younger and older people, low income groups and families, while those with a religion or belief or pregnancy/maternity may also benefit. The policies tend to favour these groups due to the demographic make-up of the region (as set out in Table 1) and the evidence base which supports the need to address the requirements of these groups. The main impacts for these groups are summarised as follows:

Race:

- No significant negative or positive benefits.

Disability:

Positive impacts

- Locating the majority of development towards areas where there are already a range of services and facilities or potential to establish will assist those with poor transport accessibility.
- Supporting development designed to adapt to the changing needs of its occupants.
- Ensuring the effects on health are considered in new developments and that sites are made available for new or improved health care provision.

Sex:

- No significant negative or positive benefits.

Age:

Positive impacts

- Locating the majority of development towards areas where there are already a range of services and facilities or potential to establish new will assist those with poor transport accessibility.
- Providing a mix of housing types and tenures including affordable housing will benefit a range of groups, particularly younger people who are currently priced out of the housing market and those who wish to downsize.
- Ensuring the effects on health are considered in new developments and that sites are made available for new or improved health care provision.

Religion and Belief:

- No significant negative or positive benefits. The new development areas may have an impact where they incorporate places of worship or other facilities.

Sexual Orientation:

- No significant negative or positive benefits.

Gender Reassignment:

- No significant negative or positive benefits.

Marriage and Civil Partnership:

- No significant negative or positive benefits.

Pregnancy and Maternity:

- No significant negative or positive benefits. Transport policies may have a marginal effect in increasing travel options for women without a car. Access to new or improved health care provision may benefit this group.

Low income and deprivation:

Positive impacts

- Locating the majority of development towards areas where there are already a range of services and facilities or potential to establish new will assist those with poor transport accessibility.
- Providing more sites for employment development creating more jobs within the region.
- Providing more affordable housing which will benefit those on low incomes.
- Ensuring that affordable and market housing are better integrated in order to prevent actual or perceived segregation.

All groups will benefit from the Joint Spatial Plan policies through the provision of a broader mix of housing, more jobs, access to green infrastructure, including open space, walking and cycling routes and improved access to services and facilities. No negative impacts have been identified and no further assessment is considered necessary at this stage.

CHAPTER 5: Consultation

Have those affected by the Joint Spatial Plan been consulted?

The Joint Spatial Plan was consulted upon between 9th November 2015 and 29th January 2016. A consultation draft of the Joint Spatial Plan was consulted on between 7 November and 19 December 2016. The responses to these consultations can be view at: www.jointplanningwofe.org.uk. The Publication version will be subject to consultation between 22 November 2017 and 10 January 2018.

Drawing on Plans, Strategies and Other Background Evidence

The Joint Spatial Plan draws on information contained within policies and strategies across the four authorities and is informed by a range of evidence sources proportionate to its role as a strategic planning document. Equality Impact Assessments will be undertaken by the authorities as the strategic requirements and principles are translated into more detailed policies and proposals through local plans.

CHAPTER 6: Summary

What are the key messages that you need to communicate about the impact of the Joint Spatial Plan policies?

This EqIA has examined whether the Joint Spatial Plan policies will or are likely to cause adverse impact or discriminated against different groups in the community. The assessment has revealed that the policies in the plan are likely to have a beneficial impact on the equality groups within the region. There are other policies which may appear to favour and target certain groups however, justification for this emanates from the West of England's evidence base, the consultation undertaken and the framework provided by Government guidance. As identified as part of this EqIA process, these policies aim to take positive action in targeting and meeting local needs and creating a 'level playing field' in the access to services. Indeed, the overall Plan will contribute directly and indirectly to the delivery and accessibility of new homes, schools, employment opportunities and infrastructure facilities. All groups will benefit through the provision of more housing, more jobs and improved access to services and facilities.

What course of action could we take to mitigate the impact identified? Is the course of action justifiable?

Based on the judgements made it is not considered that any measures are required to mitigate against any impact a policy may have. No negative impacts have been identified and no further assessment is considered necessary at this stage.

Further EqIAs may be required where this assessment has not been able, at this stage, to identify impacts because the proposals are at a relatively high level. This is the case with many of the Strategic Development Locations, where design issues and the precise distribution of uses remain to be resolved. These assessments are likely to be carried out through Local Plans.

Are there plans to monitor the impact of the Joint Spatial Plan policies?

Information on monitoring of the JSP is expected to be reported through joint or individual UA Annual Monitoring Reports. Each authority will:

- undertake a consistent and jointly agreed process of monitoring which will identify changes in stock, the contributions of different sources of supply, changes in housing requirements, and the provision of necessary infrastructure and services; and
- in considering the release of sites for housing through local plans, take account of progress in implementing the JSP proposals across the plan area as a whole, including its neighbouring authorities.

APPENDIX A: Consultation Response

A report of engagement and main issues raised has been prepared to accompany the Publication Draft (October 2017). This summarises the responses to consultation raised during the plan preparation process and how the Council's responded to the issues raised.

Key issues related to the need to make adequate provision to address housing need, including sufficient affordable housing, to address the economic and employment needs and to deliver the strategic vision and priorities, particularly the proposed new strategic development locations. These issues all have an equalities dimension and these have been taken into account as the plan has progressed.

APPENDIX B: Documents which have been referred to in this assessment

- Census data (2011)
- National and Local Statistics
- Mosaic data
- [West of England Strategic Green Infrastructure \(GI\) Framework -
http://www.westofengland.org/media/216918/gi%20framework%20020611.pdf](http://www.westofengland.org/media/216918/gi%20framework%20020611.pdf)
- Customer Insight: A portrait of diversity in North Somerset 2010
- Indices of Multiple Deprivation 2010
- North Somerset Gypsy and Traveller Accommodation Consultation 2011
- The South Gloucestershire & City of Bristol Gypsy & Traveller Accommodation Assessment (GTAA) 2013 -
<http://www.southglos.gov.uk/environment-and-planning/planning/planning-policy/planning-policy-monitoring-reports/local-development-framework/gypsies-and-travellers/>
- West of England Gypsy and Traveller Accommodation Assessment (2007) -
<http://www.southglos.gov.uk/documents/pte070602.pdf>
- North Somerset Sustainable Community Strategy 2008 – 2026
- South Gloucestershire Sustainable Community Strategy (2016) -
<http://www.southglos.gov.uk/documents/Sustainable-Community-Strategy-2016.pdf>
- South Gloucestershire Community Profiles -
<https://consultations.southglos.gov.uk/qf2.ti/f/251202/6317509.1/pdf/-/EB13.pdf>
- Strategic Housing Market Assessments -
<http://www.southglos.gov.uk/housing/low-cost-home-ownership/strategic-housing-market-assessment/>
- South Gloucestershire Authority Monitoring Reports (AMRs), including Employment Land Review/Survey, Housing and Retail -
<http://www.southglos.gov.uk/environment-and-planning/planning/planning-policy/planning-policy-monitoring-reports/authoritys-monitoring-report/>
- South Gloucestershire Strategic Flood Risk Assessments -
<http://www.southglos.gov.uk/environment-and-planning/planning/planning-policy/planning-policy-monitoring-reports/local-development-framework/flood-risk/>
- Economic viability assessment affordable housing policy study (2013) -
<http://www.southglos.gov.uk/documents/pte100265.pdf>
- Bristol City Council Ward Profiles 2017
<https://www.bristol.gov.uk/statistics-census-information/new-wards-data-profiles>
- The Population of Bristol 2017
<https://www.bristol.gov.uk/documents/20182/33904/Population+of+Bristol+September+2017.pdf/53020277-05de-a153-2052-aa080338bb57>
- Bristol's Quality of Life Survey 2016
<https://www.bristol.gov.uk/statistics-census-information/the-quality-of-life-in-bristol>