



Cherwell

DISTRICT COUNCIL
NORTH OXFORDSHIRE

EQUALITY IMPACT ASSESSMENT SCREENING

**PARTIAL REVIEW OF THE CHERWELL LOCAL PLAN 2011 - 2013 (Part 1):
Oxford's Unmet Housing Needs**

Proposed Main Modifications

February 2020

Equality Impact Assessments

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1. INTRODUCTION

- 1.1. This Equality Impact Assessment reviews the Proposed Modifications to the Submission Draft Partial Review of the Cherwell Local Plan 2011-2031 (Part 1): Oxford's Unmet Housing Needs. The assessment includes the policies contained within the proposed submission plan to provide Cherwell's share of the unmet housing needs of Oxford to 2031. Equalities Impact Assessments were undertaken as an integral part of the preparation of the adopted Cherwell Local Plan.
- 1.2. The purpose of this Equality Impact Assessment (EQIA) is to assess what impact the Local Plan Submission Draft Partial Review policies will have on different sections of the community referred to as the 'protected characteristics' which include:
- Age
 - Disability
 - Gender reassignment
 - Sexual orientation
 - Race
 - Religion
 - Gender
- 1.3. Equality Impact Assessments systematically assesses and records the actual, potential or likely impact of a service, policy or project – or a significant change in the same – on different groups of people. The consequences of policies and projects on particular groups are analysed and anticipated so that, as far as possible, any negative consequences can be eliminated or minimised and opportunities for ensuring equality can be maximised. This EQIA will be deposited with the Proposed Modifications to the Submission Partial Review of the Cherwell Local Plan (Part 1): Oxford's Unmet Housing Needs during the consultation period.
- 1.4. The EQIA was prepared in liaison with the Council's Policy and Projects Officer. This EQIA highlights the steps that have been undertaken to evaluate the potential impact of Local plan policies on those in the community with protected characteristics, and what steps have been taken to address any negative impacts. The assessment follows the Council's standard methodology as outlined below:

Stage 1 involves the Initial Screening of the assessment and is intended to check whether the Partial Review of the Cherwell Local Plan Part 1 has an adverse impact on equality groups and identify relevant actions and likely costs/resources associated with any proposed improvement. **Appendix 1** contains the initial screening of the Proposed Modifications to the Submission Partial Review of the Cherwell Local Plan Part 1.

Stage 2 of the Council's EQIA requires the completion of an In Depth (Full) Assessment if the answer is yes to more than one of the Initial Screening questions.

- 1.5. The initial screening of the Proposed Modifications to the Submission Draft Partial Review of the Cherwell Local Plan resulted in a YES response to the Initial Screening question: Is the proposed policy or actively likely to have a negative effect on our relations with some sections of the local community?

Some of the policies contained within the Submission Draft Partial Review may have a negative effect on our relations with some aspects of the local community. However, this is not necessarily an equality issue. The Plan proposes changes to the area and allocates sites to provide housing and infrastructure. The proposed changes include new housing including affordable housing, improved accessibility to the countryside in particular for disabled and wheelchair users, new services and facilities and public transport infrastructure.

- 1.6. Following the initial screening of the Submission Draft Partial Review for the Cherwell Local Plan Part 1 it is concluded that an In Depth (Full) Equality Impact Assessment is not required.

Equality Impact Assessment

APPENDIX 1 STAGE 1 - INITIAL SCREENING DETAILS ASSESSING POLICIES AND ACTIVITIES - GUIDANCE FOR STAFF

Notes:

1. As a result of this exercise, you will have checked that your policy or activity does not have adverse impact on equality groups and you will have identified relevant action that you need to take, and the likely costs/resources associated with any improvement. The equality groups covered are at present: Race, Gender, Disability, Sexuality and Religion in employment by 2003 and Age by 2006. **Note. This is not simply a paper exercise - it is designed to make sure that your policy or activity is delivered fairly and effectively to all sections of our local community.**
2. Please note that the Council is required to publish the results of these assessments, and updates, therefore **your completed Appendices may be public documents.**
3. Appendix 1 questionnaire (**to be completed for each relevant Strategy, Policy or Service Development**) is for use regardless of whether your policy or activity is aimed at external customers or internal staff.

Please tick/delete as appropriate: Is this EIA for a,

Strategy	<input checked="" type="checkbox"/>	Existing	<input type="checkbox"/>	
Policy	<input checked="" type="checkbox"/>	New/Existing	<input checked="" type="checkbox"/>	
Service	<input type="checkbox"/>	Development	<input type="checkbox"/>	New/Existing

Name of Strategy, Policy or Service Development:

Submission Draft Partial Review of the Cherwell Local Plan Part 1: Oxford's Unmet Housing Needs incorporating proposed main modifications.

AIMS, OBJECTIVES & PURPOSE OF THE POLICY OR ACTIVITY:

The Local Plan is a statutory requirement and is the main document of the Local Development Framework. The Partial Review of the Local Plan contains proposals for helping to address Oxford's unmet housing need to 2031 and will form an addendum to the adopted Cherwell Local Plan 2011-2031 (Part 1) when finalised.

All the other Development Plan Documents produced by the Authority and Neighbourhood Plans must be in general conformity with the Local Plan.

PLEASE LIST THE MAIN STAKEHOLDERS/BENEFICIARIES IN TERMS OF THE RECIPIENTS OF THE ACTIVITY OR THE TARGET GROUP AT WHOM THE POLICY IS AIMED:

The Main Modifications to the Submission Draft Partial Review Plan includes development proposals in the District until 2031 and could have an impact on all those that live and work in the District. The main stakeholders are, therefore, the Cherwell community and those with an interest in the Cherwell District. These include residents, local businesses, stakeholders, staff, and partners.

IF THE ACTIVITY IS PROVIDED BY ANOTHER DEPARTMENT, ORGANISATION, PARTNERSHIP OR AGENCY ON BEHALF OF THE AUTHORITY, PLEASE GIVE THE NAMES OF THESE ORGANISATIONS/AGENCIES:

N/A

LEAD OFFICER: Christina Cherry
SERVICE AREA: Planning and Development

TEL: 01295 227985

DIRECTORATE: Communities
ASSESSMENT REVIEW DATE: 12 February 2020

Equality Impact Assessment

STAGE 1 – INITIAL SCREENING ASSESSMENT

Q	Screening Questions	Y/N
1.	Does the policy or activity knowingly prevent us in any way from meeting our statutory equality duties under the 2010 Equality Act?	N
2	Is there any evidence that any part of the proposed policy or activity could discriminate unlawfully, directly or indirectly, against particular equality groups?	N
3	Is there any evidence that information about the policy or activity is not accessible to any equality groups?	N
4	Has the Council received any complaints about the policy or activity under review, in respect of equality issues?	N
5	Have there been any recommendations in this area arising from, for example, internal/external audits or scrutiny reports?	N
6	Will the proposed policy or activity have negative consequences for people we employ, partner or contract with?	N
7	This Strategy, Policy or Service Development has an impact on other council services i.e. Customer Services and those services have not yet been consulted.	N
8	Will there be a negative impact on any equality groups? If so please provide brief details below.	N
	<p>Equality Impact: Evidence:</p> <p>The Submission Draft Partial Review Plan incorporating proposed main modifications sets out the strategy for how Cherwell District will help meet Oxford's unmet housing need to 2031. It indicates how much growth and broadly where the growth will take place, and how it will be delivered, and will form an addendum to the adopted Cherwell Local Plan Part 1 when adopted.</p> <p>The Vision of the Partial Review for meeting Oxford's unmet housing needs in Cherwell is:</p> <p>"To provide new development that meets Oxford's agreed, identified housing needs, supports the city's world-class economy, universities and its local employment base, and ensures that people have convenient, affordable and sustainable travel opportunities to the city's places of work, study and recreation, and to its services and facilities". This development will be provided so that it:</p> <ol style="list-style-type: none"> i. creates balanced and sustainable communities ii. is well connected to Oxford iii. is of exemplar design which responds distinctively and sensitively to the local built, historic and environmental context iv. is supported by necessary infrastructure v. provides for a range of household types and incomes reflecting Oxford's diverse needs vi. contributes to improving health and well-being, and vii. seeks to conserve and enhance the natural environment <p>The Partial Review contains four additional Strategic Objectives to those contained in the adopted Local Plan:</p> <ul style="list-style-type: none"> • SO16: To work with Oxford City Council and Oxfordshire County Council, and other neighbouring authorities as required, in delivering Cherwell's contribution to meeting Oxford's unmet housing needs with its required infrastructure by 2031. • SO17: To provide Cherwell's contribution to meeting Oxford's unmet housing needs so that it supports the projected economic growth which underpins the agreed Oxfordshire Strategic Housing Market Assessment 	

2014 and the local economies of Oxford and Cherwell.

- SO18: To provide housing for Oxford so that it substantively provides affordable access to new homes for those requiring “affordable” housing, new entrants to the housing market, key workers and those requiring access to oxford’s key employment areas, and to provide well designed development that responds to both needs and the local context.
- SO19: To provide Cherwell’s contribution to meeting Oxford’s unmet housing needs in such a way that it complements the County Council’s Local Transport Plan, including where applicable, its Oxford Transport Strategy and so that it facilitates demonstrable and deliverable improvements to the availability of sustainable transport for access to Oxford.

The Submission Draft Partial Review, incorporating main modifications, proposals are based on a range of evidence documents which use population forecasts and need assessments. These include breakdowns of gender, age, race/ethnicity and disability. Such documents include the Oxford City Council’s Housing Strategy 2015-2018 (as the Plan proposals seek to meet Oxford’s unmet housing need), Census 2011, and the Strategic Housing Market Assessment (SHMA) 2014), which considers the housing needs of specific groups such as older people, minority groups and people with disabilities. The Partial Review evidence base is available to view on the Council’s website link: <https://www.cherwell.gov.uk/info/112/evidence-base/369/local-plan-part-1-partial-review---evidence-base>

Development proposals set out in the Partial Review will guide land use, and the provision of physical infrastructure. However, the delivery of services is dealt with by service provider Departments in Cherwell DC, Oxfordshire County Council, health authorities and utility providers. The Partial Review will affect everyone in the areas where it is delivered because its policies are land-use based. The SHMA takes into account the needs of all sections of the community including the elderly and the disabled. It is not considered that it will have a negative impact on race, gender, disability, sexual orientation or religion.

The Submission Draft Partial Review of the Cherwell Local Plan (Part 1) – Oxford’s Unmet Housing Need has been prepared following extensive public consultation. There were three stages of consultation. They are:

- Issues Paper Consultation was held for six weeks from 29 January 2016 to 11 March 2016.
- Options Consultation Paper was held for eight weeks from 14 November 2016 to 9 January 2017.
- The Proposed Submission Plan Consultation was held for fourteen weeks from 17 July 2017 to 10 October 2017.

The representations have been taken into account in preparing the Submission Draft of the Partial Review of the Cherwell Local Plan 2011- 2031.

The Partial Review is prepared in accordance with the Town and Country Planning (Local Planning) (England) Regulations 2012, and the Council’s Statement of Community Involvement (SCI) July 2016 <https://www.cherwell.gov.uk/info/33/planning-policy/383/statement-of-community-involvement>, which sets out how and when people can be involved in the preparation of Local Plans.

These two documents ensure that in the preparation of a Local Plan, the Council

	<p>consults with individuals and bodies which represent the interests of different age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation, local or national groups, religious groups, and the elderly.</p> <p>Cherwell District Council Statement of Community Involvement Adopted on 18 July 2016 contains a list of the groups who should be engaged with in Appendices 1, 2 and 3.</p> <p>The results of consultation during the different stages of Local Plan preparation are reported in the Statement of Consultation. The statement has been kept up to date when consultation on Local Plan documents is carried out. An addendum statement detailing consultation on the Proposed Main Modifications to the Submission Partial Review has been produced to supplement the Consultation Statement.</p> <p>The SCI July 2016 and Statement of Consultation can be viewed on the Council's website.</p>	
9	<p>Is the proposed policy or activity likely to have a negative effect on our relations with certain equality groups or local community? If so please explain.</p> <p>Some of the policies contained within the Partial Review may have an impact on the local communities. However, this is not necessarily an equality issue. The Plan proposes changes to the area and allocates sites to provide housing and infrastructure. The proposed changes include new housing including affordable housing, improved accessibility to the countryside in particular for disabled and wheelchair users, new services and facilities and public transport infrastructure.</p>	Y
10	<p>There has been no consultation with equality groups about this policy or activity? Answer yes if you agree with this statement. If there has been consultation, please list the equality groups you have consulted with:</p> <p>Cherwell District Council considers that all sectors of the community have the opportunity to have their say in how their community is planned and developed, irrespective of age, sex, ability, ethnicity, background or disability.</p> <p>Cherwell District Council Statement of Community Involvement adopted in July 2016 addresses a number of changes to the planning system, including the statutory Duty to Co-operate with the prescribed bodies and Neighbourhood Planning introduced by the Localism Act 2011. It sets out how the Council will engage with the community in the preparation of Local Development Plan Documents.</p> <p>Extensive structured consultation has taken place during the preparation of the Submission Partial Review with the wider general public, community representatives, other public and private sector organisations and the voluntary sector. All comments and representations have been taken into account and have helped in influencing the formation of the policies of the Partial Review. In particular, efforts are made to ensure people who traditionally have not been involved with planning policy have the opportunity to have their view heard. Each stage of plan preparation is accompanied by public participation and consultation on the proposed plan, inviting comments and representations on the plan. These are summarised in the Consultation Statement.</p>	N
11	<p>Has this assessment missed opportunities to promote equality of opportunity and positive attitudes? No. The Council will continue to encourage the participation of all sectors of the community in the preparation of the Partial Review of the Local Plan.</p>	N

**Proceed to In Depth (Full) Assessment (complete Appendix 2) if the answer is YES to more than one of the above questions.
For any YES answers include an improvement action in your Equality Improvement Plan.**

Declaration

I am satisfied that an initial screening has been carried out on this policy or activity and an In Depth (Full) Equality Impact Assessment is not required. I understand that the EIA is required by the Council and take responsibility for the completion and quality of this assessment.

Completed by: Planning Policy

Date: 12 February 2020

Countersigned by Assistant Director Planning and Development: David Peckford

Date: 12 February 2020

Equality Impact Assessment

Please detail below your evidence which has determined whether you have answered either Yes or No to the initial screening questions.

Screening Questions	Screening Narrative
Does the policy or activity knowingly prevent us in any way from meeting our statutory equality duties under the 2010 Equality Act?	<p>There is no evidence that the Partial Review of Local Plan Part 1 prevents us in any way in meeting the equality duties.</p> <p>The Statement of Community Involvement, which sets out how we will engage our community in the preparation of planning documents, actively seeks involvement in planning from all aspects of the community.</p>
Is there any evidence that any part of the proposed policy or activity could discriminate unlawfully, directly or indirectly, against particular equality groups?	<p>There is no evidence to suggest that any of the protected groups have been disadvantaged through the Local Plan preparation process or will be negatively affected by policies contained in it.</p>
Is there any evidence that information about the policy or activity is not accessible to any equality groups?	<p>There is no evidence that information about the Partial Review of the Cherwell Local Plan Part 1 is not accessible to any equality groups.</p> <p>The Submission Partial Review Local Plan, incorporating the main modifications, and all supporting documents are available on CDC's website.</p> <p>Hard copies of the relevant Local Plan documents are also available to view at all Council offices and public libraries. The Council has placed advertisements in the local press.</p> <p>The preparation of the Partial Review Plan has been the subject of widespread publicity including in newspapers and through exhibitions and meetings.</p> <p>During the previous stages of the preparation of the Partial Review Plan, as some of the consultation documents have been quite large documents, we have also produced leaflet summaries to enable a wider audience to understand the Plan proposals.</p>

	We also offer translator services for all our publications
Has the Council received any complaints about the policy or activity under review, in respect of equality issues?	No. There is no evidence to suggest that any equality issue related complaints have been received. We have received many comments at each consultation stage to the various issues under consideration within the Partial review of the Local Plan. These are discussed within the report on consultations.
Have there been any recommendations in this area arising from, for example, internal/external audits or scrutiny reports?	No recommendations received
Will the proposed policy or activity have negative consequences for people we employ, partner or contract with?	There are no negative outcomes identified. The Local Plan is for land use development in the District and all communities will continue to be involved.
This Strategy, Policy or Service Development has an impact on other council services i.e. Customer Services and those services have not yet been consulted.	Internal teams have been consulted in the preparation of the Partial Review of the Cherwell Local Plan – Part 1, and none have highlighted equality impacts. Consultation has taken place at the service, directorate and working with the Council, District Council and City Council during the preparation of the Partial Review.
Will there be a negative impact on any equality groups?	No. However, for clarity, we have set out how planning and the Local Plan may impact on the various equality groups Age: <ul style="list-style-type: none"> • Design and Accessibility in the physical environment (e.g. relationship of housing to social and community facilities and ease of access by public transport) • Specific housing and community facilities provision for older people (e.g. changing demographics requiring homes for life and care home facilities). Disability: <ul style="list-style-type: none"> • Design and Accessibility in the physical environment. Gender (including Transgender): <ul style="list-style-type: none"> • Design and Accessibility in the physical environment. Race (including Gypsy and Traveller): <ul style="list-style-type: none"> • Can affect provision of land and facilities to meet specific lifestyle needs. Religion or belief: <ul style="list-style-type: none"> • Can affect provision of special facilities to meet needs for worship and lifestyle

	<p>Sexual Orientation</p> <ul style="list-style-type: none"> • Can affect provision of land and facilities to meet specific lifestyle needs. <p>Other groups</p> <ul style="list-style-type: none"> • Regeneration and/or land use and facility related provision targeted to meet the needs of communities in particular locations that have special needs (e.g. rural deprivation or areas of high unemployment and socio-economic deprivation) • Text modification to provide more support for the provision of housing which better meets the needs of the elderly and disabled people.
<p>Is the proposed policy or activity likely to have a negative affect on our relations with certain equality groups or local community? If so please explain.</p>	<p>Yes. Some of the policies contained within the Partial Review of the Cherwell Local Plan Part 1 may have a negative effect on our relations with some aspects of the local communities. However, this is not necessarily an equality issue. Some local communities will not support the housing requirements and strategy for delivering the houses, for example large strategic site locations</p>
<p>There has been no consultation with equality groups about this policy or activity? Answer yes if you agree with this statement. If there has been consultation, please list the equality groups you have consulted with:</p>	<p>Cherwell District Council intends that all sectors of the community have the opportunity to have their say in how their community is planned and developed, irrespective of age, sex, ability, ethnicity, background or disability. As part of the Local Plan preparation the Council has produced a Statement of Consultation, which was adopted on 18 July 2016. This is a plan for how the Council will engage with the community in the preparation of the key planning policy documents.</p> <p>In particular, efforts are made to ensure people who traditionally have not been involved with planning policy have the opportunity to have their view heard.</p> <p>Full details of all consultation on preparation of the Partial Review of the Local Plan have been outlined in the Consultation Statement. It includes analysis of the representations from the consultations. The Consultation Statement will continue to be updated as the subsequent stages of the Partial Review of the Plan are completed.</p>
<p>Has this assessment missed opportunities to promote equality of opportunity and positive attitudes?</p>	<p>No</p>