

## South Staffordshire Council Local Plan 2023 - 2041 Equality Impact Assessment

Service:	Person responsible for the assessment:	Date EqIA completed:
Strategic Planning	Grant Mitchell Assistant Director Enterprise and Growth	26.11.24

### PART A - Identification

1	<b>Title or name of proposal</b>	South Staffordshire Local Plan 2023 – 2041 Submission under Regulation 22 of the Town and Country Planning (Local Planning) (England) Regulations 2012 Emerging planning policy document
2	<b>The commencement date of the proposal and approval e.g., CLT, Cabinet, Committee, Council</b>	Agreed through Special Full Council Meeting on 2 April 2024.
3	<b>What are the aims, objectives, and purpose of the proposal?</b>	<p><b>Aims:</b> To provide an updated Local Plan which is the legal planning framework for the district.</p> <p><b>Objectives:</b> Submission of the final Local Plan review to the Secretary of State, who will appoint an independent planning inspector(s) to carry out a public Examination.</p> <p><b>Purpose:</b> The current Local Plan for South Staffordshire comprises the adopted Core Strategy and adopted Site Allocations document (SAD). However, through the development of the SAD, the Council committed to an immediate review of the Local Plan which is set out in adopted Policy SAD1. The review is necessary because all local planning authorities must review their plans every five years to ensure they are up to date and consistent with national planning policy.</p> <p>The new Local Plan for South Staffordshire will set out the strategic approach to the provision of housing and employment land, housing numbers, and Gypsy and Traveller pitch provision. It will test the role South Staffordshire could play in meeting regional housing shortfalls under the Duty to Cooperate.</p> <p>The Local Plan will contain policies on a wide and diverse range of topics including climate change, Green Belt, affordable and specialist housing, design, sustainable development, health and wellbeing, landscape, historic and natural environment, employment and open space.</p>
4	<b>Status of the proposal</b>	<p><del>New proposal</del> <input type="checkbox"/></p> <p><b>Existing proposal</b> <input type="checkbox"/></p> <p>This is a regulatory stage in the review process.</p> <p><b>Date Last Reviewed:</b> <b>April 2024</b></p>

5	<b>Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</b>	<p>The new Local Plan has links to a number of plans some of which are statutory. These include:</p> <ul style="list-style-type: none"> <li>◆ <a href="#">Climate Change Strategy</a></li> <li>◆ South Staffordshire Council Plan</li> <li>◆ National Planning Policy Framework (NPPF)</li> <li>◆ Planning Policy Guidance (PPG)</li> <li>◆ Strategic Infrastructure Plan</li> <li>◆ Parish and Neighbourhood Plans</li> <li>◆ Black Country authorities' Plan Reviews</li> <li>◆ <a href="#">Business Support in Stoke on Trent and Staffordshire - Stoke on Trent Staffordshire Growth Hub (stokestaffsgrowthhub.co.uk)</a></li> <li>◆ <a href="#">Business Growth West Midlands</a></li> <li>◆ WMCA Strategic Economic Plan</li> <li>◆ South Staffordshire Housing and Homelessness Strategy</li> <li>◆ <a href="#">Staffordshire Employment and Skills Strategy 2023-2030 - Staffordshire County Council</a></li> </ul>
6	<b>Who is it intended to affect or benefit (the target population):</b>	<p>The Local Plan will ultimately identify sites for housing, additional Gypsy and Traveller pitches, and employment land and therefore affects all residents, stakeholders and businesses that live within or operate in it, and adjoining councils and residents. This is submission to the Secretary of State under Regulation 22 for Examination by an independent planning inspector(s).</p>

## PART B - Evidence, Research and Stakeholder Engagement

7	<b>List relevant examples of data (qualitative and quantitative) or any consultation information available that will enable the impact assessment to be undertaken</b>	<p>Extensive consultation has been carried out with residents, developers and agents, stakeholders, landowners, parish councils, adjoining LPAs and parish/town councils and statutory bodies such as Environment Agency, Heritage England, Homes England and Natural England. A full list of consultees can be found in the Council's Statement of Community Involvement (SCI).</p> <p>The Council has a Duty to Cooperate under the Localism Act to consult with specific bodies, including adjacent local planning authorities.</p> <p>Consultation has been carried out online on the Council's website and bespoke consultation portal; online Locality and parish question and answer sessions; in person meetings; social media and GovDelivery; and with targeted and general deposit consultation documents. The council wrote to everyone on the local Plan database either by email or letter. Information about the consultation will be published in the council's Review Magazine and a notice posted in the local press. The council will notify all interested parties of the submission of the plan.</p>
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		There is a comprehensive evidence base to underpin Local Plan which contains statistical and monitoring data; environmental, sustainability, historic environment and specialist studies and assessments; reports etc on a wide variety of topics such as housing, employment, Gypsy and Traveller Needs Assessment, Strategic Housing Market Assessment, Strategic Housing and Economic Land Availability Assessment and Green Belt review.	
8	<b>Evidence from the data from Question 7 of any feedback or complaints against the service/policy/procedure on grounds of potential or perceived discrimination</b>	<p>Responses to consultations at the various stages of the preparation of the review of the Local Plan, including objections, will be published in formal consultation statements and used to inform the emerging Local Plan. These are available to view on the council's website.</p> <p>Formal public consultation enables respondents to make their views known at each stage of the process in time to influence the policies and proposals contained within it. At Regulation 19 stage, the council has to provide a summary of comments made, and the council's response to those comments. This will be a core document and will be before the inspector during the public Examination.</p>	
9	<b>Does your proposal link with other proposals to have a cumulative negative affect on particular equality groups?</b>	<b>Yes/ No</b>	<b>If yes, give details</b>
		No	

## PART C – Assessment and Differential Impacts

Within this table, state whether the policy or function will have a positive or negative impact across the protected characteristics and provide any comments, reason, and evidence to support this.

What is the effect of the change on each characteristic – tick one				Reason		Action* Required
	Positive impact	Negative impact*	Neutral	Explanation of impact analysis	Is this likely to be unlawful?	Yes / No
Age	✓			The Local Plan will identify specific sites for the provision of specialist elderly accommodation, Extra Care Homes, starter homes for young families, affordable homes, new schools, children's play	No	No

				areas and other facilities and services across all age ranges.		
<b>Disability</b>	✓			The Local Plan policy framework will take account of disabled access in building design, in access to areas of public open space and in the provision of sustainable communities with opportunities for home working.	No	No
<b>Gender reassignment</b>			✓	The Local Plan will provide a policy framework which cuts across all groups including gender reassignment.	No	No
<b>Marriage &amp; Civil Partnership</b>			✓	The Local Plan will provide a policy framework which cuts across all groups including marriage or civil partnership.	No	No
<b>Pregnancy and Maternity</b>			✓	The Local Plan will provide a policy framework which cuts across all groups including pregnancy or maternity	No	No
<b>Race</b>	✓			The Local Plan will include policies to make provision for future pitches for GT&TS families in South Staffordshire. Romany Gypsies and Irish Travellers are legally recognised as ethnic groups and are protected from discrimination. The provision of new Gypsy and Traveller sites will assist in meeting the culturally specific accommodation needs of Gypsies and Travellers.	No	No
<b>Religion or Belief</b>	✓			The Local Plan will provide a policy framework which cuts across all groups including religion or belief. Sites can be identified for places of	No	No

				worship, or to enable the provision of new facilities.		
<b>Sex</b>			✓	The Local Plan will provide a policy framework which cuts across all groups including sex.	No	No
<b>Sexual Orientation</b>			✓	The Local Plan will provide a policy framework which cuts across all groups including sexual orientation.	No	No
<b>Other</b>	✓			The Local Plan will have a positive impact on certain groups. Examples of this would be through the provision of additional employment land which will increase job opportunities; provision of new green space, play areas, allotments, green infrastructure which will improve health and wellbeing of residents and visitors; and by identifying land for community uses such as new schools/health centres and retail provision.	No	No

## PART D – Outcomes, Action, and Public Reporting

*What Justifiable Action Does the Evidence, Engagement and Consultation Suggest You Take?*

	Description	Yes / No
<b>A</b>	<b>No Major Change Required</b> When no potential for discrimination or adverse impact is identified and all opportunities to promote equality have been taken.	Yes
<b>B</b>	<b>Adjustments needed to remove barriers or to better promote equality</b> Are you satisfied that the proposed adjustments would remove the barriers identified?	
<b>C</b>	<b>Continue despite possible adverse impact</b> For important relevant proposals, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.	
<b>D</b>	<b>Stop and rethink your proposal</b> Actual or potential unlawful discrimination is identified; the proposal will need reviewing immediately.	

## PART E – Monitor Evaluate and Review

Action and Monitoring Plan - where the assessment in Part C & D indicates a potential negative impact, how will this be reduced or mitigated to reduce impact moving forwards?

Conclusions Reached About Potential Impact		
Possible Impact	Group(s) Affected	Evidence
Impact Identified	Action	Responsibility
Timescale	Expected Outcomes	Review Date