


EQUALITY IMPACT ASSESSMENT (EqIA)

Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published online.
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:
Minakshee Patel
Corporate Equality & Diversity Advisor
minakshee.patel@rugby.gov.uk
Tel: 01788 533509

Equality Impact Assessment

Service Area	Growth and Investment
Policy/Service being assessed	Rugby Borough Local Plan 2011-2031
Is this is a new or existing policy/service?	Replacing the 2011 Core Strategy and 2009 Saved Policies.
If existing policy/service please state date of last assessment	Previous assessment undertaken for 2011 Core Strategy An EqIA was produced for the Rugby Borough Local Plan 2011-2031 (submission version) in May 2017 and was updated in May 2018.
EqIA Review team – List of members	Victoria Chapman- Development Strategy Manager
Date of this assessment	May 2019
Signature of responsible officer (to be signed after the EqIA has been completed)	

A copy of this Equality Impact Assessment report, including relevant data and information to be forwarded to the Corporate Equality & Diversity Advisor.

If you require help, advice and support to complete the forms, please contact Minakshee Patel, Corporate Equality & Diversity Advisor via email: minakshee.patel@rugby.gov.uk or 01788 533509

Details of Strategy/ Service/ Policy to be analysed

<u>Stage 1 – Scoping and Defining</u>	
(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?	<p>The Council has a statutory duty to prepare, monitor and review a Development Plan Document. This document is Rugby Borough Council's Local Plan. The Local Plan sets out the Council's policies and proposals to support the development of the Borough up to 2031.</p> <p>The Local Plan sets out the long-term spatial vision for how the town and villages in the Borough are planned to develop and change and how this vision will be delivered through a strategy for promoting, distributing and delivering sustainable development.</p> <p>The Borough Plan will plan for 12,400 additional homes and 110 ha of employment land by 2031. All new development will be sustainable and of a high quality, fully supported by infrastructure provision and environmental mitigation and enhancement.</p> <p>Through policies within the plan provision is made to support new Gypsy and Traveller sites. Additionally through an accompanying Development Plan Document, which will be produced following adoption of the plan, sites will be allocated to meet the need identified in the 2017 GTAA.</p>

(2) How does it fit with Rugby Borough Council's Corporate priorities and your service area priorities?

Rugby Borough Council has inter-linked overarching priorities, service area priorities and stand-alone equality objectives.

The Rugby Borough Local Plan fits into Rugby Borough Councils overarching priorities by Planning for sustainable growth.

The Local Plan fits into the Growth and Investment service area priorities as ensuring enough land is made available for the development of the homes and workplaces needed for our growing population is fundamental to delivering this corporate strategy. The adoption of an ambitious Local Plan is a specific corporate objective for this service area.

Rugby Borough Council has been re-accredited as 'Excellent' in the Equality Peer Challenge, which makes Rugby Borough Council the only Council of its kind to have achieved this re-accreditation. The Local Plan fits in with the Councils 5 key Equality objectives as it maintains Rugby Borough Councils excellent record on equality.

As an example of how the Local Plan meets these objectives, objective 3 is "To improve how the Council engages with communities, partners and customers"- and would be achieved "through communities enabled to have a say through consultations, creative forms of community engagement so that all residents – including under-represented groups – feel that they can participate in public life and increased engagement in civic participation." The Local Plan consultation process is considered to have fulfilled this criteria, as will be further detailed below.

Ensure that equality and diversity issues are considered in the development of all policies and strategies

- Develop policies and strategies to reduce the inequality faced by whole communities or individuals
- Ensure the Council is fully aware of any adverse impacts that may occur because of decisions made, and actively seek to mitigate any negative impact
- Regularly evaluate the impact of policies and strategies with regard to equality and diversity issues

<p>(3) What are the expected outcomes you are hoping to achieve?</p>	<ol style="list-style-type: none">1. The Rugby Borough Local Plan sets out the long-term spatial vision for how the town and villages in the Borough are planned to develop;2. The Local Plan seeks to enhance existing local services and create new neighbourhoods that contain services that meet the day to day needs of new communities;3. Identifying land to provide decent and affordable housing and specialised housing types for the older population;4. Improved transport and community infrastructure across the Borough, which is anticipated to assist community involvement and improve community relations; and5. Ensuring there is sufficient supply of pitches for Gypsies and Travellers to meet the identified need.
<p>(4) Does or will the policy or decision affect:</p> <ul style="list-style-type: none">• Customers• Employees• Wider community or groups	<p>The Rugby Borough Local Plan 2011-2031 is the Borough-wide plan for the area so is considered to affect all three groups.</p>

<u>Stage 2 - Information Gathering</u>	As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).
(1) What does the information tell you about those groups identified?	<p>The Rugby Borough Local Plan is based on an evidence base consisting of a significant number of documents.</p> <p>The evidence base has been produced in conjunction with various departments of Warwickshire County Council (including the Warwickshire Observatory) as well as numerous external agencies and consultants.</p>
(2) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement? If yes, what were their views and how have their views influenced your decision?	<p>An extensive consultation process has been undertaken which sought to engage the widest range of groups possible in order to maximise participation in the plan-making process.</p> <p>The Council consulted on the publication draft of the Rugby Borough Local Plan from September to November 2016, with a further consultation from November 2016 to January 2017. A 'Main Modifications' consultation took place from 14th August to 5th October 2018. The Rugby Borough Local Plan Statement of Community Involvement (adopted June 2015) identifies the full consultation strategy including who, how and when the Council consults.</p> <p>All individuals and groups who expressed an interest in the Local Plan or who had responded to previous consultations were contacted. A broad variety of statutory consultees, community groups, campaign groups were consulted.</p>

(3) If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.	When the Rugby Borough Local Plan is adopted there are no statutory requirements to consult further. The focus will then shift towards new and updated Supplementary Planning Documents (SPDs) in support of the Rugby Borough Local Plan, which will be subject to consultation.		
<u>Stage 3 – Analysis of impact</u>			
(1) <u>Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination? If yes, identify the groups and how they are affected.	RACE No adverse impacts identified	DISABILITY No adverse impacts identified	GENDER No adverse impacts identified
	MARRIAGE/CIVIL PARTNERSHIP No adverse impacts identified	AGE No adverse impacts identified	GENDER REASSIGNMENT No adverse impacts identified
	RELIGION/BELIEF No adverse impacts identified	PREGNANCY MATERNITY No adverse impacts identified	SEXUAL ORIENTATION No adverse impacts identified

<p><u>(2) Cross cutting themes</u></p> <p>(a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how?</p> <p>(b) Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes, please explain how?</p>	<p>(a) The Rugby Borough Local Plan is considered to benefit all groups through increased housing, employment and infrastructure provision. Whilst proposing to increase the supply of facilities won't automatically guarantee the delivery of increased provision or service user take-up (service utilisation goes beyond the scope of the Local Plan), it is considered that the Local Plan provides the foundations for partner agencies and community groups to enhance provision for all groups in Rugby Borough.</p> <p>Improved infrastructure provision associated with proposed development is anticipated to benefit groups reliant on public transport, including residents on low incomes. This is considered to link in to increased employment land provision, which will increase opportunities for all groups, subject to partner agencies working with individuals to overcome any barriers to employment.</p> <p>(b) The Local Plan includes Policy provision for specialist housing, which is considered beneficial for carers who look after older people and people with disabilities.</p>
<p>(3) If there is an adverse impact, can this be justified?</p>	<p>N/A</p>
<p>(4) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	<p>No further action could be taken at this stage. The document reflects the latest statutory requirements. This will be subject to future review, in line with statutory requirements.</p>
<p>(5) How does the strategy/service/policy contribute to the promotion of equality? If not what can be done?</p>	<p>Please see (2) Cross cutting themes</p>

(6) How does the strategy/service/policy promote good relations between groups? If not what can be done?	The Rugby Borough Local Plan is considered to benefit all groups through increased housing, employment and infrastructure provision. Whilst proposing to increase the supply of facilities won't automatically guarantee the delivery of increased provision or service user take-up (service utilisation goes beyond the scope of the Local Plan), it is considered that the Local Plan provides the foundations for partner agencies and community groups to enhance provision for all groups in Rugby Borough.
(7) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	N/A

<u>Stage 4 – Action Planning, Review & Monitoring</u>																										
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqIA Action Plan</p> <table border="1" data-bbox="873 941 2105 1165"> <thead> <tr> <th>Action</th> <th>Lead Officer</th> <th>Date for completion</th> <th>Resource requirements</th> <th>Comments</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Action	Lead Officer	Date for completion	Resource requirements	Comments																				
Action	Lead Officer	Date for completion	Resource requirements	Comments																						
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	The Rugby Borough Local Plan 2011-2031 will be subject to a review within 5 years, in line with statutory requirements.																									