1.0 The public sector equality duty (2011) covers the following eight protected characteristics:

**Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

1.1 SLDC includes “rurality” and “socio-economic disadvantage” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

2.0 The General Equality Duty.

SLDC, in the exercise of its functions, should:

a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

b. Advance equality of opportunity between people who share a protected characteristic and those who do not.

c. Foster good relations between people who share a protected characteristic and those who do not.
Step 1

Summarise the subject and expected outcomes of this EIA.

This EIA will demonstrate how the techniques used by the Council to engage with the main stakeholders in the production of the Development Management Policies DPD and the Arnside and Silverdale AONB DPD have been tailored in order to attract all groups to make their views known.
This EIA will demonstrate how the engagement undertaken in preparing the proposals for the DPDs and their contents are not likely to have an adverse effect on any protected group as described by the Equality Act or the additional protected characteristics identified by SLDC.

Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).

The main stakeholders are residents, Parish Councils (including those of the AONB in relation to the AONB DPD), the development industry and other stakeholders with land or other interests in the District and development that takes place here. To a lesser extent, neighbouring areas are also stakeholders.
Consultation has taken place on an ongoing basis throughout the preparation of the DPDs. This has included an ‘Issues and Options’ consultation; a ‘Preferred Options' consultation and consultation on proposed main changes following feedback received at the Preferred Options stage.
The main consultations (‘Issues and Options’ and ‘Preferred Options’) both employed a range of consultation methods and took place over 6-8 weeks. Both included public drop-in events in the main settlements. Both consultations used the internet, letters and emails to residents, the development industry, businesses, schools and others with interests in the District /AONB and representing different groups, newspaper adverts/notices, articles in the local free magazine distributed to all households in South Lakeland and radio and social media coverage. Documents were also available to view at local libraries across the plan areas.

Development Management Policies DPD

In respect to the DMDPD, briefing events and workshops for key stakeholders were also held and specific offers were made to equality groups such as Age UK and groups representing those with disabilities and black and ethnic minority residents, seeking their involvement in these. Comments were invited in writing, by email or on-line.

Issues and Options Stage
34 responses were made and we received 4 equality monitoring forms:
- 3 respondents stated they were male
- 3 respondents stated they were aged 51-65 and 1 respondent aged 66-80
- 3 respondents stated they didn’t have a limiting disability

Feedback emphasised the following equality issues:
Policy should contain sustainability in development design and consider health profile of the district. In response a policy was devised which includes principle of inclusive design.

Suggestions to adopt new policies that contains one or more of the optional housing standards. A draft policy was devised including requirements above and beyond mandatory standards.

Draft DPD Stage
45 responses were made and we received 3 equality monitoring forms:

- 2 respondents stated they male and 1 was female
- 3 respondents stated they were aged 26-35
- None of the respondents stated that they have a limiting disability

Feedback at draft DPD stage and ‘main changes’ consultation emphasised the following equality issues:

- Some support for the policy relating to optional housing standards which will ensure homes meet the ‘through life’ needs of occupiers.
- Challenges from housebuilders to the policy relating to optional housing standards – the Council defended the approach drawing attention to relevant evidence base, also reference to the Equality Act which specifies need to be inclusive in approaches.
- A concern was raised regarding the blanket approach adopted in the optional housing standards policy that it does not take into account the desirability of older and disabled persons to be situated closer to services and facilities. In our response we recognise the census data shows a generally older age profile in the rural area, however, rurality is an added factor and it is important not to disadvantage rural residents in the district.
- Concerns were raised regarding the policy relating to exception sites and that there should not be an element of market housing be allowed on these sites just affordable housing – however, the policy reflects national policy and therefore could not justify a full 100% requirement only.

Everyone who responded to the Issues and Options consultation was automatically consulted at the next consultation stage. Everyone who responded to the first and second was consulted at the third consultation stage and so on. The consultation statement provides further detail on the consultation stages, methods used, stakeholders and responses.

It is considered the following elements of the DPD should have a direct positive impact for equality groups:

- Policy DM2 – requirement for inclusive design and layouts, this will support existing needs of the full range of equality groups, ensuring the design and layout of development takes account of these needs.
- Policy DM5 – this includes a requirement for rights of way to remain accessible to potential users, ensuring specific needs of equality groups are taken into account.
- Policy DM8 – this could have a positive impact for rural areas, where broadband provision might currently not be as efficient as in more urban areas.
- Policy DM11 – this will have significant positive impacts compared to the current situation, the requirement for enhanced levels of accessible and adaptable homes
and a specific requirement for 5% of dwellings on sites of over 40 units to be wheelchair adaptable dwellings will support specific needs of everyone as there circumstances change – especially older populations and disabled groups.

- Policies DM12 – DM17 will have positive impacts for rural areas, helping to support services and facilities through retention of community facilities and through enabling more opportunities for housing development in rural areas, depending on local circumstances. It might also help young people to remain in rural areas through provision of affordable housing and support lower socio-economic groups in this respect.
- Policy DM26 is aimed at supporting housing for gypsies, travellers and travelling showpeople and recognises there needs in this respect to help facilitate new housing for their occupation.

**Arnside and Silverdale AONB DPD**

Issues and Options Consultation:
In addition to methods referred to above, at Issues and Options Stage a postcard was sent to every household to raise awareness of the process and explain how to get involved. Almost 300 responses were made to the Issues and Options Discussion Paper and almost 600 people attended the drop-in events held as part of the consultation.

Feedback emphasised the following equality issues:

- Policy should support provision of affordable housing to meet local needs, of a small scale only.
- Policy should support retention and good access to services and facilities to support sustainability of the area.

Draft DPD Consultation and Pre-submission Consultation:
116 responses were made to the Draft Plan consultation and approximately 300 people attended the drop-in events. 193 people responded to the pre-publication consultation on three site changes.

Feedback emphasised the following equality issues:

- Some concerns about requirement for 50% affordable housing on all sites, in light of viability challenges. However, others supported the requirement and would wish to see more. The Council reduced the requirement to 50% on developments of two or more, using evidence to justify this.

It is considered the following elements of the DPD should have a direct positive impact for equality groups:

- Policy AS03 which specifies new housing development of two or more properties will be supported where they deliver no less than 50% of affordable housing. This is a change on current policy position; requiring more affordable housing and should help assist lower socio-economic groups to gain access to housing, widening choice.
- Policy AS09 which allows for shared and flexible service and facility uses of buildings in Local Service Centres and small villages, which may help assist in retention and creation of community facilities, supporting rural areas in the AONB and those who might not have easy access to services outside the area.
The more informal supplementary consultation undertaken on proposed changes took place using similar methods, although it did not include drop-in events.

Due to the range of methods used, it is considered that all reasonable efforts were made to ensure that residents and other stakeholders had had the opportunity to be aware of and take part in the consultation. The consultation statement provides further detail on the consultation stages, methods used, stakeholders and responses.

Housing Needs Survey
Evidence was used from the Housing Needs Survey as an evidence gathering exercise to inform decisions on the amount and type of housing that should be delivered in the AONB DPD. A total of 1,473 households responded to the survey. It shows that 72 respondents in the AONB area are in need of affordable housing within the next 5 years. Evidence shows that most people who thought new homes were needed in the AONB felt that the need was mainly for young people, the elderly and small families. 72 respondents in the AONB area
## Step 2

### Equality Action Plan

<table>
<thead>
<tr>
<th>In providing this service, what are the impacts for the following people?</th>
<th>Positive impacts</th>
<th>Negative impacts</th>
<th>Mitigating actions (to avoid negative impact):</th>
<th>Lead Officer &amp; When</th>
<th>Complete Y/N</th>
</tr>
</thead>
</table>
| 1. Age (young and old)  
2. Black and Minority Ethnic  
3. Disabled  
4. Faith/Belief  
5. Sexual Orientation  
6. Gender  
7. Gender reassignment  
8. Pregnancy and maternity  
9. Marriage and Civil Partnership  
10. Socio-economic disadvantage (including rural deprivation, ‘rurality’) |  |  |  |  |  |
| (See glossary below for definitions) |  |  |  |  |  |
| **ALL** | All reasonable efforts have been made to engage residents and stakeholders, including equality groups, in the process of preparing the DPDs. Each consultation | No | In future the Council will need to explore alternative means of effective engagement particularly to encourage younger people and those less seldom heard to respond and engage in the process. The very small sample of equality response forms and small number of | Development Plan Manager | N – to be considered through Local Plan Review |

(See glossary below for definitions)
| ALL | The DMDPD includes a policy (DM11) which will have a direct positive impact in terms of improving the current level of accessibility. | Ensure the policy is effectively implemented and closely monitored. Need to work with developers at the outset to ensure they are in a position to meet the requirements as far as possible. | Development Plans Manager Development Management Manager N – to be monitored and assessed through Annual Monitoring Report |
and adaptability of new homes. People with various needs and different degrees of accessibility should benefit from the policy in this respect compared to the current position.

| ALL | The DMDPD contains a policy (DM2) which requires development proposals to deliver inclusive design and layouts – this should result in positive impacts for all equality groups, ensuring the needs of all are taken into account in the design of new development. |
| Ensure the policy is effectively implemented and monitored. Need to encourage developers to explore new options of design and ensure they are considering the needs of all when designing layouts and schemes. Discussion at early stages in the pre-application process is essential. Need to monitor feedback that might emphasise lack of inclusive design within new developments and understand reasons why this has happened. |
| Development Plans Manager Development Management Manager | N – to be monitored and assessed through Annual Monitoring Report |
| ALL – especially socio-economic disadvantage | The AONB DPD contains a policy (AS03) which requires proposals for new housing development of two or more properties to provide no less than 50% affordable housing – this should result in widening choices for people to access affordable homes in the AONB and may benefit lower socio-economic groups in particular | Ensure the policy is effectively implemented and monitored. Need to encourage and support developers to provide more affordable housing than required where possible, and understand barriers where requirements cannot be met. Discussion at early stages in the pre-application process is essential. | Development Plans Manager  
Development Management Manager | N – to be monitored and assessed through Annual Monitoring Report |
Step 3

Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)

- The consultation approaches utilised in the preparation of the DPDs explained above and in more detail in the consultation statement were in line with SLDC Officer advice and the Council’s Statement of Community Involvement (SCI) and Consultation Toolkit.
- Translation/ other formats available on all documents.
- Venues for drop in days are accessible for those in wheelchairs and open into the evenings
- Staff are available on hand to explain/discuss
- Specific offers/invites to equality groups to take part in workshops or meet officers to discuss relevant policy topics

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

<table>
<thead>
<tr>
<th>Date:</th>
<th>12 February 2019</th>
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</thead>
<tbody>
<tr>
<td>EIA Author(s):</td>
<td>Damian Law</td>
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<td>Assistant Director:</td>
<td>Ian Hassall</td>
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<tr>
<td>Document version number:</td>
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<tr>
<td>Date for Review:</td>
<td>N/A</td>
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<td>EIA forwarded to Policy Officer</td>
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Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Civil partnership: Legal recognition of a same-sex couple’s relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person’s sex by changing physiological or other attributes of sex.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: “Religion” means any religion, including a reference to a lack of religion. “Belief” includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

Sexual orientation: This is whether a person’s sexual attraction is towards their own sex, the opposite sex or to both sexes.
Socio-economic disadvantage: This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as ‘Rural-80’ – this means we have at least 80 percent of our population in rural settlements and larger market towns.