



South Wiltshire Core Strategy

Equalities Impact Assessment

July 2009


Equality Impact Assessment

Stage 1: Screening for Relevance

Name of the Strategy / Policy / Procedure / Practice

Wiltshire Local Development Framework - South Wiltshire Core Strategy.

Author; Dave Milton BA (Hons) MA MRTPI Cert Mgt (Open).

Name: Dave Milton	Job title and directorate: Team Leader Spatial Planning South, Economy & Enterprise	Date: July 2009	Signature: 
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Does the strategy / policy / procedure / practice require an equality impact assessment (EIA)?**1. What are the main aims, purpose and outcomes of the strategy / policy / procedure / practice and how do these fit in with the wider aims of the organisation?**

To provide a spatial planning strategy that will guide development decisions for the next 20 years in south Wiltshire. To introduce planning policies which are aimed at tackling local needs especially for decent, affordable homes and to plan for a robust economic future. To ensure that the growth required to meet local needs is managed so that it is in the most sustainable locations, protects both the natural and built environment and tackles local social problems such as areas of social exclusion and deprivation.

The strategy has been closely aligned to the priorities of the organisation, particularly in seeking to deliver resilient communities, to plan for economic recovery and to ensure that affordable housing is provided as a priority. It has been endorsed by Cabinet on the 15th July.

2. How will these aims affect our statutory duty to:

This document is a statutory requirement on authorities and will help meet the statutory duties related to equalities and diversity in the following manner:

- Promotes equality of opportunity by ensuring that there is an adequate supply of housing to meet all ranges of affordability. Ensures that new development is planned in or close to service centres thereby promoting access to services. Plans for the expansion of employment opportunities to provide local opportunities for all
- Includes policies requiring new buildings to take account of the needs of all in society including the mobility impaired and elderly.
- The strategy has been developed by reaching out consultatively to all sectors of society to request their views. This includes sending a direct consultation letter twice to every business and home in south Wiltshire (over 150,000 letters) and targeting hard to reach groups through direct approach including addressing schools and setting up a young persons website and contacting minority groups such as the Salisbury Muslim Society.
- The statutory process has been subject to external quality control and accreditation including the use of barristers at Landmark Chambers who amongst other matters, checked to ensure compliance with Human Rights laws.

3. Are there any aspects of the strategy / policy / procedure / practice, including how it is delivered, or accessed, that could contribute to inequality? This should relate to all areas of our statutory duties.

The Strategy has been carefully designed to be appropriate to the diverse society and provide opportunities for all without any discrimination. The process is based on identifying and removing barriers to participation in community.

4. Will the strategy / policy / procedure / practice have an impact (positive or negative) upon the lives of people, including members of particular communities and groups? What evidence do you have for this?

The strategy will have a significant positive impact on the large majority of the communities. It will:

- Ensure that there is access for all to a decent affordable home
- Greatly increase local employment opportunities
- Protect and enhance the best of the built heritage and natural environments
- Ensure that buildings provide access for all
- Ensure communities are viable, robust and resilient and retain important local services
- Provide meaningful transport choices for those who are marginalised due to not having a private motor car.
- Will deliver improved sport and recreational facilities for all
- Will deliver a new Country Park to be enjoyed by all Salisbury residents

The process does involve allocating new development sites, especially around Salisbury, and there will be people who feel they are disadvantaged by the proximity of new building to their own homes. The strategy has been devised to where possible address such concerns, and represents a proportionate response to the Regional Spatial Strategy (RSS) requirement to deliver some 12,400 homes in the area while protecting the quality of life of existing residents. The concerns have been raised by individuals and groups during the consultation process.

5. Are particular communities or groups likely to have different needs, experiences and attitudes in relation to the strategy / policy / procedure / practice?


While the Strategy is planned to be of benefit to all, it does in places cater for the different needs of groups, such as ensuring that all new homes are built to 'Life-time Homes' standards so that they are suitable to the elderly and mobility impaired.

Is an EIA required?

Yes

The strategy is assessed as HIGH Relevance, therefore a full EIA will be done by (Date) 30.7.09

Author of Screening for Relevance

Name: Dave Milton	Job title and directorate: Team Leader Spatial Planning South, Economy & Enterprise	Date: July 2009	Signature: 
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Stage 2: Full Assessment

Step 1– scoping the equality impact assessment (EIA)

Name of the strategy / policy / procedure / practice
Wiltshire Local Development Framework - South Wiltshire Core Strategy.
What are the main aims, purpose and outcomes of strategy / policy / procedure / practice and how does it fit in with the wider aims of the organisation?
<p>To provide a spatial planning strategy that will guide development decisions for the next 20 years in south Wiltshire. To introduce planning policies which are aimed at tackling local needs especially for decent, affordable homes and to plan for a robust economic future. To ensure that the growth required to meet local needs is managed so that it is in the most sustainable locations, protects both the natural and built environment and tackles local social problems such as areas of social exclusion and deprivation.</p> <p>The strategy has been closely aligned to the priorities of the organisation, particularly in seeking to deliver resilient communities, to plan for economic recovery and to ensure that affordable housing is provided as a priority. It has been endorsed by Cabinet on the 15th July.</p>
List the main activities relating to the strategy / policy / procedure / practice and identify who is likely to benefit from it
<ul style="list-style-type: none">• The allocation of 12,400 new homes including 40% affordable housing - benefit, low income persons, persons on waiting lists, first-time buyers, all others seeking a home in the area.• Allocation of some 13,000 new job opportunities. All those seeking to work in the area. Those who wish to live and work locally and reduce the commute. Economically active incomers.• Major City Centre regeneration in Salisbury to secure a robust retail and employment sector that can hold its place in the face of stiff sub-regional competition and benefit the community by delivering a self-contained settlement• Delivery of new growth based on a defined settlement hierarchy which is focussed on delivering growth in service centres which have a range of services, thereby reinforcing their viability and helping to provide convenient access for their hinterland.• The strategy provided the opportunity to shape the development market and deliver planning gain for communities and recreational facilities for the benefit of the local communities. Opportunities which would be lost if the growth was left to the free market to decide.• Protection and enhancement of the built heritage for the enjoyment of all and to boost the tourism contribution to the local economy to the benefit of local business.
What do you already know about the relevance of the strategy / policy / procedure / practice? What are the main issues you need to consider?
<p>The strategy will deliver positive outcomes which will provide new opportunities for housing, employment, leisure and services access, that will be of benefit to all. Where necessary positive actions have been included to help specific groups, such as helping to tackle social exclusion and ensuring new housing meets the needs of all, including the elderly, those with disabilities and gypsies and travellers.</p> <p>The process has been designed to ensure that participation of local communities and those with a stake in the area have a meaningful opportunity to help shape the strategy. As required by national guidance (see PPS 12 para 4.37), public participation to help shape the evidence includes:</p> <ul style="list-style-type: none">• Consulted each household in south Wiltshire at least three times: A total of more than 150,000 letters.• Attended over 100 events such as public meetings, to engage communities

- Addressed school assemblies and set up a dedicated webpage for young people, resulting in over 100 representations from under 16s.
- Liaised with Community workers to reach out to 'hard to reach groups'
- Travelled throughout the District on the mobile library service to take the message out to the communities
- Received representations from over 8,500 parties

The development of the Strategy has also drawn on 'Diversity and Equality in Planning - A Good Practice Guide' published by the Office of the Deputy Prime Minister, January 2005 (HMSO).

The process has comprised an evidence based approach to identifying challenges and barriers facing the communities of south Wiltshire and identifying the actions necessary to overcome them.

What data, research and other evidence or information is available which will be relevant to this EIA?

All parts of the Strategy are based on the collation and analysis of evidence. This means using sound research and analysis to identify the challenges faced by the area and not basing the Strategy on supposition or anecdotal evidence. It also means ensuring that the desired outcomes to address the challenges can realistically be delivered and are not based on wishful thinking. This evidence has been gathered from a wide variety of sources, including commissioned surveys. This Strategy is based on analysis of over 1500 separate pieces of evidence, including international, national and local studies and reports.

Throughout the document, there are explicit references to the particular parts of the evidence base, which justify the choices made and also explain why alternative options were not pursued. A series of Topic Papers and addenda have been produced, which collate the evidence in a comprehensive manner. Topic Papers have been updated, or new Papers introduced where necessary as new evidence became available. Appendix G sets out a schedule of Topic Papers all of which are available on the Council's website.

All conclusions reached in the document are founded on analysis of the evidence, which is available for scrutiny. Wherever relevant this document includes footnotes, which refer to the pertinent sources of the information. All of the evidence can be found by following the simple link from the Wiltshire Council website at www.wiltshire.gov.uk.

The Sustainability Appraisal (SA) presents a Sustainability Framework that consists of objectives, indicators and targets to assist in monitoring and assessing the likely impact that the Strategy will have on sustainability within south Wiltshire. The objectives have been selected to reflect the circumstances of the area and the function of the planning system. The objectives are a combination of sustainable development objectives stated in central government guidance, specifically Planning Policy Statement 1 – Creating Sustainable Communities, the Regional Spatial Strategy for the South West, and the Council's priorities identified in the Community Strategy. All aspects of the process have been subjected to Sustainability proposal which includes objectives related to impacts on people and social circumstances.

What further data or information do you need to carry out the assessment?

Nil

Step 2 – Involvement, Consultation and Partnerships

Equality target group	Briefly describe what you did, with whom, when and where. Please provide a brief summary of the responses gained and links to relevant documents, as well as any actions.
Age	Equalities and Human Rights Commission Consulted on 3 occasions
Disability	Equalities and Human Rights Commission Consulted on 3 occasions
Gender	Equalities and Human Rights Commission Consulted on 3 occasions
Gender reassignment	Equalities and Human Rights Commission Consulted on 3 occasions
Race	Commission for Racial Equality, Equalities and Human Rights Commission Consulted on 3 occasions
Religion or belief	Equalities and Human Rights Commission local religious and spiritual groups consulted including Cof E, RC, Muslim Society, Druids, Muslim Society. All consulted on 3 occasions,
Sexual orientation	Equalities and Human Rights Commission Consulted on 3 occasions
Human rights	Equalities and Human Rights Commission Consulted on 3 occasions Council solicitors and Landmark Chambers, London checked each stage of development
Other	Equalities and Human Rights Commission Consulted on 3 occasions
If consultation and involvement of specific groups did not take place, please state why	
N/A	

What do previous consultations show about the potential take-up of any resulting activities or services?
Strong support for the delivery of new affordable housing and a strong economy to provide opportunities for all. Full synopsis of the 8,500 consultation results can be found in the three 'Consultation Methodology and Output Reports' which form part of the evidence base to the Strategy.

How are external partners involved, or how do you are intend to involve external partners, in delivering the aims of this strategy (if applicable)
As per Government policy the strategy has been produced in partnership with external partners and puts in place working arrangements to ensure that this continues through to implementation. Measures include: <p>(a) Partnership working Working with key partners such as developers, infrastructure and service providers to ensure that the Strategy can be delivered in a timely coherent manner.</p> <p>(b) Infrastructure Delivery Planning Agreeing with essential infrastructure providers the measures needed to ensure that the Strategy can be successfully implemented, identifying when they are needed, who will implement them, and how they will be funded. This information is detailed in the Integrated Delivery Plan at Appendix E¹. This group, comprising statutory consultees and other key</p>

¹ Topic Paper 17: Infrastructure

stakeholders has overseen the production of this Strategy and will continue to meet to oversee its progress and implementation²

(c) Development Management

A multi-disciplinary and multi-agency 'development team' approach is already in place and has involved working with landowners and their agents to facilitate the delivery of the deliverable strategic sites.

(d) Community and stakeholder engagement

The local community, especially through the Parish Councils, has been involved in discussions over implementation of key parts of this Strategy, including inputting into place shaping and community gain on strategic sites³. This will continue and will be a key part of managing the delivery. Community engagement will also be expanded to include the forthcoming Area Boards for Wiltshire.

(e) Corporate governance

An LDF Management Board comprising senior officers and elected members will oversee the implementation of the plan, monitor progress, identify corporate priorities and allocate resources accordingly, placing the Strategy at the heart of local government service delivery.

Step 3 – data collection and evidence

What evidence or information do you already have about how this policy might affect equality, and what does this tell you?

Corporate and external resources used to scope effective engagement of all sectors of society, including using 'Hard to Reach' groups confidential listings from Community Initiatives and the South Wiltshire Strategic Partnership. Tailored and targeted consultation was carried out where a clear need was identified such as going into schools to engage younger people and carrying out a travelling exhibition to all parts of the area via the Mobile Library service to engage those who could be socially excluded due to lack of transport options in the more remote rural areas. Representative bodies of minority groups were directly consulted. All consultative material, including questionnaire were available in translated format on request, including Braille and audio for the hearing and sight impaired.

A rigorous analysis of extant evidence has been conducted including assessing international, national. Regional and local initiatives and guidance. The synthesis of this evidence in relation to south Wiltshire has been collated into a series of Topic Papers which form the foundation of the Core Strategy. It is an evidence led process. Topic Paper 4, 'Supporting Communities' is a key document that analyses evidence related to social exclusion within south Wiltshire.

The evidence highlights the need to ensure that consultation is carefully conducted so that the voice expressing the needs of minority groups are heard, and that the planning process not just 'hijacked' by the usual suspects. Leading from this it is important that the process of producing the spatial strategy is not seen a straightforward referendum and that the needs of all, especially regarding affordable homes and employment opportunities are carefully considered.

It is especially important to balance the views off many, who feel that south Wiltshire should not be subject to new strategic house and employment growth, with those, least well off in society who cannot afford a decent home of their own and lack employment opportunities.

² South Wiltshire Core Strategy Methodology Report

³ South Wiltshire Core Strategy Methodology Report

What does available data tell you about the potential take-up of any resulting activities or services?

The data clearly indicates that there is an acute shortage of affordable homes in south Wiltshire, which is having a negative impact on some of those most disadvantaged and marginalised in society. The Strategy sets as its core a right for everyone to have a decent affordable home and hence proposes a step-change in delivery to some 250 new affordable homes per year up to 2026. The take up of this supply will have a significant positive impact on society.

The evidence indicates that there are pockets of social exclusion in the rural areas, where declining service provision impacts on those who rely on local facilities. The strategy aims to tackle this through the implementation of a robust settlement strategy which is based on ensuring that viable service provision is delivered as closely as possible to customers. This is based on identifying and planning for the future resilience of local service centres in the rural areas, through a combination of managed growth proportionate to their size and development management policies which afford more protection for local services.

What additional research or data is required to fill any gaps in your understanding of the potential or known effects of the strategy / policy / procedure / practice? Have you considered commissioning new data or research?

The strategy incorporates a Integrated Delivery Plan which will be used to monitor the effectiveness of its outcomes. This plan is based around a series of national and local performance indicators and defined targets, which will be analysed through the Annual Monitoring Report and other vehicles. This comprehensive plan will deliver a detailed understanding of the progress of the strategy and allow adjustments to be made where necessary.

Non additional research is required at this time.

Step 4 – Assessing impact and strengthening the strategy / policy / procedure / practice

How does / will the strategy / policy / procedure / practice and resulting activities affect different communities and groups?

Positive Impacts

Age:

Policies should lead to the creation of sustainable communities where each person in the district has access to services. Policies will be adopted which improve quality of life for all. They will deliver all new housing to Lifetime Home standards, thereby providing more accessible homes and safeguard local service provision. In addition the provision of affordable housing should try and ensure that young people, unable to get onto the housing ladder can stay in the area.

Social progress

Successful policies will attract inward investment, create jobs and ensure social infrastructure improvements through planning gain. This will be targeted to where the evidence indicates need is most keen felt. The Strategy sets as its core a right for everyone to have a decent affordable home and hence proposes a step-change in delivery to some 250 new affordable homes per year up to 2026. The take up of this supply will have a significant positive impact on society.

Tackling Rural Isolation and deprivation

A successful LDF will encourage controlled growth to deliver new employment opportunities, including farm diversification, telecottages, barn conversions, redevelopment of Brownfield sites. Social provision through planning gain, spatial distribution of new development, ensuring access to services and

affordable housing will be key.

Gender

The strategy will ensure provision of public transport to public transport which is disproportionately used by women. Ensure consideration of childcare facilities in new developments. Ensure access to medical and crime reporting facilities.

Gypsy's and travellers

The strategy takes full account of the needs of this group and plans to provide adequate pitches in South Wiltshire to provide for their future housing needs. A further Development Plan Document will specifically allocate pitches for Gypsies and Travellers. This is timetabled within the council's Local Development Scheme.

Young People

New education provision is planned in to support the additional demand that growth in housing numbers will bring and to match a skilled workforce to the expansion in employment. In response to targeted consultation new leisure facilities will be developed as part of the Maltings/Central Car park redevelopment and further sports and recreational facilities will be delivered throughout south Wiltshire. Public transport choices will be extended.

People with disabilities

New development will meet lifetime home and relevant access standards so that they do not discriminate against the mobility impaired.

Faith

Faith groups have been targeted through the consultation process and positive partnership working commenced such as implementation of the Cathedral Master Plan, taking account of the needs of druid groups in the Stonehenge Visitor centre project and potentially identifying sites for new places of worship required by faith groups.

Challenges and future learning

Major development will be located on the major settlements, leading to pressure on existing services in smaller rural settlements. This could have an impact on access to services. We must ensure that the elderly have good access to vital services, which is a challenge in such a large rural district.

Age, ethnicity and migratory patterns may be a factor when encouraging engagement in the LDF process, particularly the heavy use of new technologies such as the internet. May leave a proportionately higher number of certain groups, not used to computer technology, disenfranchised. The use of a range of consultation techniques, based on a sound Statement of Community Involvement is important.

There is a possibility of the District becoming focused on key employment areas such as biotech/hightech, tourism and services. If growth is centered on large settlements as suggested in the RSS then addressing social deprivation in rural areas through planning gain becomes difficult We must ensure that balanced growth and social inclusion offers opportunities across the whole district.

Women are most likely to be subject of violent crime in rural areas and need access to vital support services. Equally women are more likely to need childcare facilities to benefit from employment opportunities and use public transport much more than men.

What measures does, or could, the strategy / policy / procedure / practice include to help promote equality of opportunity?

The strategy will have a significant positive impact on the large majority of the communities. It will deliver the following outcomes which will make a significant positive impact upon quality of opportunity:

- Ensure that there is access for all to a decent affordable home
- Greatly increase local employment opportunities
- Protect and enhance the best of the built heritage and natural environments
- Ensure that buildings provide access for all
- Ensure communities are viable, robust and resilient and retain important local services
- Provide meaningful transport choices for those who are marginalised due to not having a private motor car.
- Will deliver improved sport and recreational facilities for all
- Will deliver a new Country Park to be enjoyed by all Salisbury residents
- Plan for new pitches for gypsies and travellers.

What measures does, or could, the strategy / policy / procedure / practice include to address existing patterns of discrimination, harassment or disproportionately?

The strategy attempts to tackle existing inequalities through:

- Delivering a step-change in affordable housing delivery of some 250 per year.
- Designing consultation exercises to target hard to reach groups.
- Ensuring new homes are designed to be suitable for all
- Meeting 'safe by design' guidance in new development to reduce fear of crime and especially make females and minority groups feel safe within their communities
- Provide new leisure opportunities for younger people.
- Providing facilities for gypsies and travellers

What impact will the strategy / policy / procedure / practice have on promoting good relations and wider community cohesion?

While, as detailed above actions have been taken to engage and address to causes of inequalities, the South Wiltshire Core Strategy has been developed to deliver a vibrant, pluralistic society that has opportunities for homes, jobs and leisure for all irrespective of background. The overall goals are best encapsulated in the Core Vision which is as follows

"By 2026 south Wiltshire will be thriving and vibrant, where people can learn and develop their skills, enjoy a good quality of life and good health in a safe, clean neighbourhood, appreciate a superb environment which makes the most of the natural landscapes and historic buildings and compliments them with exciting new buildings.

The 12,400 homes will have delivered over 4,000 affordable homes in south Wiltshire. The retail, leisure and cultural function of Salisbury will have been greatly enhanced by the successful redevelopment of the Maltings/Central Park. The successful redevelopment of Churchfields will have created a new and vibrant neighbourhood of the city, with the new and relocated businesses prospering in their new locations. The new homes balanced with the economic growth will have provided local opportunities to work and live in the local area and will have successfully reduced the amount of out commuting. Partnership working with the Cathedral authorities and English Heritage at Stonehenge on the implementation of their respective management plans will have greatly enhanced Salisbury's reputation as a major international tourist destination.

The important employers at Porton Down, Boscombe Down and the MOD on Salisbury Plain will have consolidated their presence in the area through the realisation of their ambitious future plans. Amesbury will remain as an important centre providing a balanced range of homes, jobs and services in a sustainable manner and will continue to be the focus of managed growth, providing over 1900 new homes to match the job opportunities at Solstice Park, Porton Down and Boscombe Down. Downton and Wilton will be comfortable with their relationship with Salisbury, benefiting from the level of services and jobs it provides and will have been the subject to new growth proportionate to their size which will help provide local opportunities. Mere's important role as a service centre to a wide rural area, will have been consolidated, with growth of about 270 new homes by 2026 and allocation of employment land to meet local needs for jobs. Tisbury's role as an important service centre will have been consolidated through careful growth which will meet local needs, but acknowledges the constraints of the road network as well as the opportunities of the rail line, and will have grown by some 160 homes".

If the strategy / policy / procedure / practice is likely to have a negative effect ('adverse impact'), what are the reasons for this?

The process does involve allocating new development sites, especially around Salisbury, and there will be people who feel they are disadvantaged by the proximity of new building to their own homes. The strategy has been devised to where possible address such concerns, and represents a proportionate response to the RSS requirement to deliver some 12,400 homes and 13,900 jobs in the area while protecting the quality of life of existing residents. The concerns have been raised by individuals and groups during the consultation process.

Major development will be located on the major settlements, leading to pressure on existing services in smaller rural settlements. This could have an impact on access to services. We must ensure that the elderly have good access to vital services, which is a challenge in such a large rural district. The implementation of a Sustainable Settlement Strategy based on the principles of subsidiarity have been included to counter this potential indirect discrimination.

Age, ethnicity and migratory patterns may be a factor when encouraging engagement in the LDF process, particularly the heavy use of new technologies such as the internet. May leave a proportionately higher number of certain groups, not used to computer technology, disenfranchised. The use of a range of consultation techniques, based on a sound Statement of Community Involvement has been implemented to treat this issue.

There is a possibility of the District becoming focused on key employment areas such as biotech/hightech, tourism and services. If growth is centered on large settlements as suggested in the RSS then addressing social deprivation in rural areas through planning gain becomes difficult. The strategy treats this risk of indirect discrimination through ensuring that balanced growth and social inclusion offers opportunities across the whole district.

What practical changes will help reduce any adverse impact on particular groups?

Although the Core Strategy is sound and has taken significant steps to ensure it addresses the challenges of planning for a pluralistic society, there are key areas of learning and best practice that could be built upon to help improve practice in the future. These include:

- Staff training including up to date legal briefing on case law related to the Race Relations Act, Sex Discrimination Act, Disability Discrimination Act, Human Rights Act and other employment legislation.
- Ensure a in depth understanding of the diversity of the community and discuss with experts how best to engage hard to reach groups.
- Target easy to understand and participate activity sessions, such a 'planning for real' more widely and at specific groups.
- Ensure lead-in and frontloading is designed into the process, to give the time to identify and set up positive dialogue and partnerships with under-represented groups.
- Training of communication skills best suited to each audience - consider training of consultation champions.
- Ensuring that time, cost and resources are properly planned for and that consultation is not reduced to a 'tick-box exercise.
- It is important to seek balanced views and where there is conflict a forum which promotes debate between parties with differing views is extremely beneficial in seeking compromise. For example between residents who want no new growth and the small business community, who feel that their voice in favour of growth is not being heard.
- Promoting the developers to set up community engagement to help shape the new

developments in a manner most acceptable to existing residents.

What evidence is there that actions to address any negative effects on one area of equality may affect other areas of equality or human rights?

None. The strategy has been developed to treat areas of disadvantage without having consequential negative impacts on others.

What will be done to improve access to, and take-up of, services or understanding of the policy / strategy / function or procedure?

Achieve Corporate awareness of the central importance of the Core Strategy to service delivery through sound corporate governance arrangements including the LDF Management Board.

Review and tailor staff skills to carrying out effective community engagement.

Implementing and enhancing ongoing partnerships with communities, landowners and developers to deliver outcomes which make a positive contribution to addressing causes of inequality. Implementation of a joined -up multi-disciplinary development team approach.

Establishing a wider network of groups to ensure there is representation and input into key policy development and delivery of outcomes.

Step 5 – Procurement and Commissioning

Consideration of external contractor obligations and partnership working

Parts of the evidence base have been produced through new empirical research carried out on behalf of Wiltshire Council through procurement of external consultants. Each procurement process has been carefully carried out in liaison with the Corporate Procurement Team and legal services to ensure that the tendering specifications, process for awarding contracts, the contract and management has taken full account of equality obligations and equality more broadly.

Step 6 – making a decision

Summarise your findings and give an overview of whether the strategy / policy / procedure / practice will meet the Council's responsibilities in relation to equality and human rights

The Core Strategy is a statutory requirement on authorities and will help meet the statutory duties related to equalities and diversity in the following manner:

- Promotes equality of opportunity by ensuring that there is an adequate supply of housing to meet all ranges of affordability. Ensures that new development is planned in or close to service centres thereby promoting access to services. Plans for the expansion of employment opportunities to provide local opportunities for all
- Includes policies requiring new buildings to take account of the needs of all in society including the mobility impaired and elderly.
- The strategy has been developed by reaching out consultatively to all sectors of society to request their views. This includes sending a direct consultation letter three times to every home in south Wiltshire (over 150,000 letters) and at least once to every business and targeting hard to reach groups through direct approach including addressing schools and setting up a young persons website and contacting minority groups such as the Salisbury Muslim Society.
- The statutory process has been subject to external quality control and accreditation including the use of barristers at Landmark Chambers who amongst other matters, checked to ensure compliance with Human Rights laws.

The Core Strategy process has used an evidence based approach to identify areas where there are risks of promoting inequalities if mitigatory actions are not taken. The necessary steps to ensure that issues of social exclusion are successfully treated have been taken. These include promotion of gypsy sites, protecting rural services and promoting rural diversification.

What practical actions do you recommend to reduce, justify or remove any adverse / negative impact?

The Integrated Implementation Plan at Appendix E of the Core Strategy sets out how its delivery will be managed. The delivery of the Strategy will deliver the significant benefits for all and mitigate those slight areas of indirect discrimination. Its implementation will be wholly positive.

Step 7 – monitoring, evaluating and reviewing

How will the recommendations of this assessment be built into wider planning and review processes?

This assessment will sit alongside other key documents such as the Sustainability Appraisal, and Appropriate Assessment under the Habitats Regulations and form part of a toolbox that has informed both the development of the Strategy, but will also guide its delivery through the Integrated Delivery Plan. The outcomes of the strategy will be reviewed and monitored through a range of means, led by the Annual Monitoring Report and the assessment in the toolbox will be reviewed and updated when required.

Environmental scanning will be used to ensure that changes in law, guidance and best practice are identified and incorporated wherever relevant.

How will you monitor the impact and effectiveness of the strategy / policy / procedure / practice?

As above - as is a statutory obligation the Strategy will be predominantly monitored through the Annual Monitoring Report., which will set out the performance against targets set out in the Strategies Integrated Delivery Plan. This EIA will be regularly reviewed, including at least once within the first year of adoption of the Core Strategy.

Give details of how the results of the impact assessment will be published

This EIA forms an important background document to the south Wiltshire Core Strategy. It will be published and be available through the statutory proposed submission consultation for comment. It will be available on the Council website, in libraries and on request.

Step 8 – action plan

	Actions	Target date	Responsible post holder and Directorate	Monitoring post holder and Directorate
Involvement, Consultation and Partnerships	Produce a new Statement of Community and adoption by Cabinet	April 2010	Mathew Pearson Planning Officer Economy & Enterprise	Georgina Clampitt-dix Head of Spatial Planning Economy & Enterprise
Data collection and evidence	Review LDF database and update regularly to ensure it is relevant and contemporary	Throughout the life of the Strategy until 2026	Dave Milton, Team Leader Spatial Planning (South Office) Economy & Enterprise	Georgina Clampitt-dix Head of Spatial Planning Economy & Enterprise
Assessment and analysis	Using Annual Monitoring Report as key tool, assess delivery of desired outcomes of the Strategy.	December, annually	Neil Tiley Team Leader Regional and Strategic Planning Economy and Enterprise	Georgina Clampitt-dix Head of Spatial Planning Economy & Enterprise
Procurement and Commissioning	Continue to ensure that all consultancy work meets corporate procurement standards	Throughout the life of the Strategy until 2026	Dave Milton, Team Leader Spatial Planning (South Office) Economy & Enterprise	Georgina Clampitt-dix Head of Spatial Planning Economy & Enterprise
Monitoring, evaluating and reviewing	Based on the Integrated Delivery Plan and using Annual Monitoring Report as key tool, assess delivery of desired outcomes of the Strategy. If unexpected outcomes are being produced which introduce unforeseen discrimination, assess and implement options for mitigation	Throughout the life of the Strategy until 2026	Dave Milton, Team Leader Spatial Planning (South Office) Economy & Enterprise	Georgina Clampitt-dix Head of Spatial Planning Economy & Enterprise


Sign-off

The final stage of the EIA is to formally sign off the document as being a complete, rigorous and robust assessment


The strategy / policy / procedure / practice has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

Author of strategy / policy / procedure / practice and EIA


Author; Dave Milton BA (Hons) MA MRTPI Cert Mgt (Open).

Dave Milton	Team Leader Spatial Planning South, Economy & Enterprise	Date: July 2009	Signature: 
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Quality check: screening document has been checked by:

Name: Natasha Styles	Date: 5 th August 2009	Signature: 
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Director level (sign-off)

Name: Alistair Cunningham	Job title and directorate: Director Economy & Enterprise	Date: 5 th August 2009	Signature: 
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