



Policy: SOUTH LAKELAND LOCAL DEVELOPMENT FRAMEWORK: SUBMISSION CORE STRATEGY DPD NOVEMBER 2009

Equality Impact Assessment Proforma

An Equality Impact Assessment is an equality and diversity review of the Council's policies, procedures, functions, customs, practices, systems and services, whether they are formal or informal, written or unwritten.

Please Note: The term policy will be used in this proforma from now on. This is purely as shorthand for a function, strategy, policy or procedure etc that you may be assessing.

The aim is for you to highlight the examples of good practice and the areas of disadvantage that need to be addressed. There are seven strands to the South Lakeland Equality Scheme:

- Ethnicity (including gypsy and travellers and migrant workers)
- Religion/belief
- Gender
- Disability
- Sexuality
- Age
- Rurality

As a Local Authority we have a legal obligation to carry out Equality Impact Assessments of all policies.

Date: June 2009 – EIA of the Proposed Submission Core Strategy
Department/ Directorate: COMMUNITY INVESTMENT & DEVELOPMENT
Unit: DEVELOPMENT PLANS TEAM

1. Associated policies and procedures (list if relevant)

Name of policy - Name all policies/ procedures that impact, influence or affect the policy/ procedure that is being assessed. Note – the policies listed below should be considered in your impact assessment if they have an impact on your service delivery.

- South Lakeland Sustainable Community Strategy 2008-2028
- South Lakeland Corporate Plan 2009 – 2012
- North West of England Plan Regional Spatial Strategy to 2021
- Cumbria and Lake District Joint Structure Plan 2001 – 2016 Adopted Plan April 2006 (Saved Policies)
- Single Equality Scheme 2008 – 2011

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[List as bullets]

2. Screening

Aims of policy or procedure being assessed:

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| What is the purpose of the policy? | <p>Sets out the long-term development strategy for South Lakeland outside the National Park areas (2003 – 2025). It draws together strategies of the Council and other organisations whose activities have implications for the development and use of land. It puts the aspirations of the Sustainable Community Strategy into effect – seeking to create a sustainable district that is the best place to live, work and visit.</p> <p>This equalities impact assessment is based on the strategic objectives of the Proposed Submission Core Strategy</p> |
| Who is intended to benefit from this policy (for example, customers, stakeholders etc) | <p>The Core Strategy is intended to benefit the whole community and all stakeholders including: -</p> <ul style="list-style-type: none"> • Older People (including older people in rural areas) • Young People (11-18 year olds) including Rural Young People (11- 18 year olds) • Young Adults (18-24 year olds) including Rural Young Adults (18- 24 year olds) • Young Children and Families with Young Children (under 11's) • Rural Women |

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| | <ul style="list-style-type: none"> • Single Parent Families • Social Housing Providers (registered and other social landlords) • Private Housing Landlords, Private Landlord Tenants & Private Housing Owners • Social Landlord Tenants • People in Housing Need & Homeless People • Housing Developers • Developers • Black & Ethnic Minorities, • Migrant Workers, • Gypsies and Travellers • Carers • People with Disabilities • Small Enterprises • Unemployed People • Employees • Councillors • Members of Parliament • Public Transport & Community Transport Providers • Public Transport User • Transport Infrastructure Providers and Interests groups (roads, rail, canals, cyclists and walkers) • Agencies (local government - county, district & parish) • Regional and central government • Health Service Providers • Local Strategic Partnership • Emergency Services • Service providers, shops, post office etc • Utility Providers • Tourism and hospitality operators • Biodiversity and Nature conservation organisations • Built heritage conservation organisations |
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| | <ul style="list-style-type: none"> • Community Safety organisations • Leisure, arts and cultural providers • Schools and Colleges • Landowners |
| <p>What are the intended outcomes of the policy (and how will they be achieved)? - List the deliverables here (how they affect people - For example use Corporate Plan targets)</p> | <p>The Core Strategy forms part of the Local Development Framework (LDF). The LDF is identified as a key project in the Council's Corporate Plan 2009-2012. Its development and delivery will help contribute to the achievement of priorities of the Community Strategy such as:</p> <p>Priority: Making South Lakeland the best place to live Achievement:</p> <ul style="list-style-type: none"> • Physical and mental health & well-being is improved for people in South Lakeland • Housing Needs in South Lakeland are addressed • South Lakeland's development is balanced against protecting the area's natural and built environment • Rural communities have improved access to the services & facilities they need <p>Priority: Making South Lakeland the best place to work Achievement:</p> <ul style="list-style-type: none"> • South Lakeland's economy can respond positively to the global economic challenges • South Lakeland has balanced economic growth with well paid jobs in both indigenous businesses and new inward investing businesses • Distinctive Key Service Centres focus and drive economic activity <p>Core Strategy Strategic Objectives which will deliver the above:</p> <ul style="list-style-type: none"> • Aim to achieve a balanced housing market • Aim to protect the unique character of the District • Aim to improve accessibility to services • Aim to improve health and wellbeing for all |

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| | <ul style="list-style-type: none"> • Aim to deliver a step-change in the local economy and contribute towards enhancement of the wider Cumbrian economy <p>Corporate Plan Local Target: Consult upon and adopt the Local Development Framework by May 2010</p> |
| <p>Who implements the policy? (List staff, partners etc)</p> | <p>The delivery of the LDF will require a partnership approach between South Lakeland District Council and its partners</p> <p>The Council cannot deliver everything itself nor can the outcomes be achieved through the granting or refusal of planning permission. The delivery of the LDF will involve other organisations and groups who will work within the framework of their own strategies and plans as well as the spatial plan for the District – the LDF. It will be very important for the Council to work closely with its partners to ensure the success of the LDF.</p> <p>The delivery of some parts of the plan will be reliant upon the availability of resources. The Council and its partners will seek to secure funding through the relevant sources but there is no guarantee of success. Over the period of the Core Strategy (over 15 years) the funding mechanisms are very likely to change. It is important for the LDF to have a clear vision and strategic policy direction to help improve the success of future work programmes and funding bids.</p> |

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| What level of impact does this policy have on the general public, council employees, stakeholders, visitors etc? | High | | | |
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Note - If you have answered:

High = proceed to full equality impact assessment

Medium = proceed to full equality impact assessment

Low = contact the Policy Officer (Equalities) for advice (x7102).

None = this assessment should be signed off and forwarded to the Policy Officer (Equalities).

3. Full Impact Assessment required?

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| Is there a need to proceed to a full impact assessment? – see note below. | Yes | |
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4. Full Equality Impact Assessment:

Data:

List examples of background information that you think is relevant. This may include official statistics such as Census or Household Survey information, or data held by the organisation, such as service uptake, workforce or complaints data. For help and advice with this impact assessment consult the guidance document on the equality and diversity public folder – Intranet home page/ equalities and diversity/ public folder/ SLDC E&D project documents/ EIA guidance 1.4.

Information from focus groups and consultation should also be included where you think it is relevant.

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| <p>What quantitative data do you have on this policy?</p> | <p>General South Lakeland profile information</p> <ul style="list-style-type: none"> • Census 2001 – including population, age structure, household composition, economic activity • ONS population projections – including population, age structure, ethnicity and minority • Cumbria Intelligence Observatory publications – including Cumbria in Figures, Cumbria Profiler, Cumbria Economic Bulletin • Audit Commission – including area profiles • South Lakeland Community Health Profile 2008 |
| <p>What qualitative data do you have on this policy?</p> | <p>Key pieces of qualitative data:</p> <ul style="list-style-type: none"> • South Lakeland Housing Needs & Market Assessment Study, Final Report June 2006 • Strategic Housing Market Assessment July 2009 • Cumbria Gypsy and Traveller Accommodation Needs Assessment, Final Report May 2008 • Strategic Housing Land Availability Assessment May 2009 • Viability Impact Study Final Draft March 2009 • Employment Land & Premises Study, Final Report Dec 2005 |

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| | <ul style="list-style-type: none"> • Housing Land Position Statement June 2009 • Employment Land Position Statement June 2009 • South Lakeland: Knowledge-Based Employment Land Search & Assessment, Final Report Aug 2007 • Kendal Economic Regeneration Action Plan Final Report June 2007 • Grange over Sands Regeneration Study, Final Report Dec 2007 • South Lakeland Retail Study Oct 2007 • Town Centre Retail Health Checks Mar 2009 • South Lakeland District Council Open Space, Sport & Recreation Assessment Feb 2008 • Kendal Transport Assessment Final Report & Car Parking Study June 2009 • Proposed Submission Consultation Statement July 2009 – evidence of community and stakeholder views and how these have been addressed in the Proposed Submission Core Strategy |
| <p>What data do I need to get or am I missing?</p> | <p>It is important to stress that individuals/groups/representatives from the seven strands covered by the equalities scheme were directly consulted through e-mail/letter during the plan preparation of the Proposed Submission Core Strategy. These groups/representatives are registered on the LDF Consultee database. A number of groups/representatives were also made aware of consultation at preferred options stage through presentations to executive members of South Lakeland District Council Local Strategic Partnership and Chairman of Task Groups. Open Consultation Events were held during consultation on preferred options in all key service centres and also local service centre/smaller</p> |

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| | <p>settlements providing a good geographic spread.</p> <p>However, there is an absence of evidence/data showing how effective engagement with these groups/representatives has been due to the lack of monitoring of representations to consultation in terms of assessing the different types of respondents.</p> |
| <p>How can I generate this data?</p> | <p>Ensure future consultation on the Core Strategy and other DPD's uses effective consultation methods in pursuit of effective engagement with individuals/groups/representatives who comprise the seven strands of the equality scheme.</p> <p>Inclusion of an equality monitoring form in future consultation to enable monitoring of nature of type of respondents making representations to consultation on LDF documents.</p> <p>This matter should be addressed in the review of the Council's LDF Statement of Community Involvement.</p> |

5. From the evidence you have seen, please indicate where you think the policy disadvantages a particular group (based on the findings in the table above). Please also indicate where you think the policy is having a good impact in promoting equality and diversity.

Wherever possible use monitoring data to support the issue.

Equality group screening for issues:

Notes:

For a positive impact it is important to indicate the rise in usage of a beneficial measure – eg the recorded increase in use of a Polish translation on the website. Also show *why* there is positive/ negative impact. Try to use statistics/ surveys to back up positive and negative impacts.

Ethnicity: Is there any concern that this policy could cause differential impact on the grounds of ethnicity? All ethnic groups recognised under the Race relations Act including Asian, Black, East Asian and white minority ethnic groups, including Eastern Europeans, Irish people and Gypsy Travellers.

| Area | Positive Impact | Negative impact |
|-----------|--|--|
| Ethnicity | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. The needs of all are captured in this objective and therefore it is considered a positive impact for BME groups.</p> <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. It is considered that</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact on equality in relation to ethnic minority groups.</p> <p>There is no evidence that the Council has reached BME people in its consultation process.</p> |

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| | <p>this objective will have a positive impact for BME groups, as it will help to ensure that their particular housing needs are met. The Proposed Submission Core Strategy includes a specific policy for meeting the housing needs of gypsies and travellers.</p> <p>Strategic Objective: The Environment</p> <p>It is considered that this objective will have a positive impact for BME groups as it will protect and enhance the unique built and natural character of the District for all.</p> <p>Strategic Objective: Accessibility</p> <p>This objective focuses on ensuring that accessibility will be improved to all types of services across the District. The Council will work with local communities to improve local services supporting emerging Local Area Partnerships in order to deliver more tailored services at</p> | |
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| | <p>the neighbourhood level, specific to the needs of different communities. It is considered that this objective will have a positive impact for BME groups.</p> <p>Strategic Objective: Health and Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups, individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community infrastructure, including cultural facilities. It is considered that this objective will have a positive impact for BME groups.</p> | |
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Disability: Is there any concern that this policy could cause differential impact on the grounds of disability? All forms of disability recognised under the Disability Discrimination Act including sensory impairment, mental health, learning disabilities, mobility related conditions, conditions such as heart disease, diabetes, asthma.

| Area | Positive Impact | Negative impact |
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| Disability | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. The needs of all are captured in this objective and therefore it is considered a positive impact for people with a form of disability.</p> <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. The sustainability of the housing stock will be optimised ensuring that the quality and design of existing and new stock will be adapted to the needs of everyone. The Council will aim to ensure that all new houses that are built are suitable, or easily adaptable, for occupation by the infirm (Lifetime Homes Standard</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact on the grounds of disability.</p> <p>There is no evidence that the Council has reached disabled people in its consultation process.</p> |

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| | <p>or equivalent). The lifetime homes concept increases choice, independence and longevity of tenure, and is vital to individual and community wellbeing. It is considered that this objective will have a positive impact for people with a form of disability.</p> <p>Strategic Objective: The Environment</p> <p>It is considered that this objective will have a positive impact for people with a form of disability as it will protect and enhance the unique built and natural character of the District and through provision of a coordinated network of green infrastructure ensure that there is ease of access to the natural environment including disabled people access.</p> <p>Strategic Objective: Accessibility</p> <p>This objective focuses on ensuring that accessibility will be improved to all types of services across the</p> | |
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| | <p>District. New development will be accessible by a variety of modes of transport and there will be improved access across the District through provision of an integrated transport network accessible for all including disabled people. The Council will work with local communities to improve local services including disabled people– supporting emerging Local Area Partnerships in order to deliver more tailored services at the neighbourhood level. It is considered that this objective will have a positive impact for people with a disability.</p> <p>Strategic Objective: Health and Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups, individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community</p> | |
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| | <p>infrastructure, including education and health facilities and to improve community wellbeing in line with an understanding of predicted future needs and current gaps in infrastructure. Support will be given to independent living for disabled people, including giving grants and assistance to adapt people's homes. The Council will work with partners to develop and deliver health and wellbeing initiatives, including working with the Primary Care Health Trust to identify new sites for integrated health facilities. It is considered that this objective will have a positive impact for people with a disability.</p> | |
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Gender: Is there any concern that this policy could cause differential impact on the grounds of gender? Including men, women and transgender people.

| Area | Positive Impact | Negative impact |
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| Gender | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. The needs of all are captured in this objective and therefore it is considered to have a positive impact on the grounds of gender.</p> <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. It is considered that this objective will have a positive impact on the grounds of gender.</p> <p>Strategic Objective: The Environment</p> <p>It is considered that this objective</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact on the grounds of gender</p> |

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| | <p>will have a positive impact for people on grounds of gender as it will protect and enhance the unique built and natural character of the District for all.</p> <p>Strategic Objective: Accessibility</p> <p>This objective focuses on ensuring that accessibility will be improved to all types of services across the District. New development will be accessible by a variety of modes of transport and there will be improved access across the District through provision of an integrated transport network accessible for all. The Council will work with local communities to improve local services – supporting emerging Local Area Partnerships in order to deliver more tailored services at the neighbourhood level. It is considered that this objective will have a positive impact on grounds of gender.</p> <p>Strategic Objective: Health and</p> | |
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| | <p>Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups, individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community infrastructure, including education, health, cultural and leisure facilities and to improve community wellbeing in line with an understanding of predicted future needs and current gaps in infrastructure. It is considered that this objective will have a positive impact on grounds of gender.</p> | |
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Sexuality: Is there any concern that this policy could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

| Area | Positive Impact | Negative impact |
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| Sexuality | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. The needs of all are captured in this objective and therefore it is considered to have a positive impact on the grounds of sexuality.</p> <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. It is considered that this objective will have a positive impact on the grounds of sexuality.</p> <p>Strategic Objective: The Environment</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact on the grounds of sexuality.</p> <p>There is no evidence that the Council has reached LGBT people in its consultation process.</p> |

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| | <p>It is considered that this objective will have a positive impact for people on grounds of sexuality as it will protect and enhance the unique built and natural character of the District for all.</p> <p>Strategic Objective: Accessibility</p> <p>This objective focuses on ensuring that accessibility will be improved to all types of services across the District. The Council will work with local communities to improve local services – supporting emerging Local Area Partnerships in order to deliver more tailored services at the neighbourhood level. It is considered that this objective will have a positive impact on grounds of sexuality.</p> <p>Strategic Objective: Health and Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups,</p> | |
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| | <p>individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community infrastructure, including education, health, cultural and leisure facilities and to improve community wellbeing in line with an understanding of predicted future needs and current gaps in infrastructure. It is considered that this objective will have a positive impact on grounds of sexuality.</p> | |
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Age: Is there any concern that this policy could cause differential impact on the grounds of age? All age groups.

| Area | Positive Impact | Negative impact |
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| Age | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. Support</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact on the grounds of age.</p> <p>There is no evidence that the Council has reached different age groups in its</p> |

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| | <p>will be given to the development of further and higher education in the District and the provision of training and life-long learning to support the needs of everyone regardless of age. The needs of all are captured in this objective and therefore it is considered to have a positive impact on the grounds of age for both young and older people.</p> <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. The sustainability of the housing stock will be optimised ensuring that the quality and design of existing and new stock will be adapted to the needs of everyone. The Council will aim to ensure that all new houses that are built are suitable, or easily adaptable, for occupation by the older people and the infirm (Lifetime Homes Standard or</p> | <p>consultation process.</p> |
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| | <p>equivalent). The lifetime homes concept increases choice, independence and longevity of tenure, and is vital to individual and community wellbeing. It is considered that this objective will have a positive impact on the grounds of age. The Core Strategy includes a policy that specifically supports the provision purpose – built and/or specialist accommodation for older people. It also includes requirements for affordable housing across the district.</p> <p>Strategic Objective: The Environment</p> <p>It is considered that this objective will have a positive impact for people on grounds of age as it will protect and enhance the unique built and natural character of the District for all.</p> <p>Strategic Objective: Accessibility</p> <p>This objective focuses on ensuring</p> | |
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| | <p>that accessibility will be improved to all types of services across the District. The Council will work with local communities to improve local services – supporting emerging Local Area Partnerships in order to deliver more tailored services at the neighbourhood level. It is considered that this objective will have a positive impact on grounds of age.</p> <p>Strategic Objective: Health and Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups, individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community infrastructure, including education, health, cultural and leisure facilities and to improve community wellbeing in line with an understanding of predicted future needs (large increase</p> | |
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| | <p>expected in the number of older people/retired people) and current gaps in infrastructure. The objective will also be delivered through providing incentives for young people who have left the area to return, namely skilled jobs, training opportunities and a good spread of housing that meets their needs. The Council will work with partners to reduce the perception of anti-social behaviour and support independent living for older people, including giving grants and assistance to adapt people's homes. The Council will work with partners to develop community facilities such as multi use games areas for young people and create opportunities for healthier lifestyles. It is considered that this objective will have a positive impact on grounds of age.</p> | |
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Religion/belief: Is there any concern that this policy could cause differential impact on the grounds of religion or faith? All faiths including Christianity, Islam, Judaism, Hinduism, Buddhism, Sikhism and non religious beliefs such as Humanism.

| Area | Positive Impact | Negative impact |
|-----------------|---|--|
| Religion/belief | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. The needs of all are captured in this objective and therefore it is considered to have a positive impact on the grounds of religion or faith.</p> <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. It is considered that this objective will have a positive impact on the grounds of religion or faith.</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact on the grounds of religion or faith.</p> <p>There is no evidence that the Council has reached people of different religion/beliefs in its consultation process.</p> |

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| | <p>Strategic Objective: The Environment</p> <p>It is considered that this objective will have a positive impact for people on grounds of age as it will protect and enhance the unique built and natural character of the District for all.</p> <p>Strategic Objective: Accessibility</p> <p>This objective focuses on ensuring that accessibility will be improved to all types of services across the District. The Council will work with local communities to improve local services – supporting emerging Local Area Partnerships in order to deliver more tailored services at the neighbourhood level. It is considered that this objective will have a positive impact on grounds of religion or faith.</p> <p>Strategic Objective: Health and</p> | |
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| | <p>Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups, individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community infrastructure, including education, health, cultural and leisure facilities and to improve community wellbeing in line with an understanding of predicted future needs and current gaps in infrastructure. It is considered that this objective will have a positive impact on grounds of religion or faith.</p> | |
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Rurality: Is there any concern that this policy could cause differential impact on the grounds of access to services from rural areas. (For further information see the North West Rural Community Council's document "Rural Equity in the North-West" in the equality & diversity public folder/ E&D project documents/ impact assessment guidance).

| Area | Positive Impact | Negative impact |
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| Rurality | <p>Strategic Objective: The Economy</p> <p>This objective focuses on ensuring that both local needs and the needs of new businesses will be met across the District. Developer contributions will be used to support sustainable employee travel to and from work and also to provide recruitment and training to ensure that the benefits of economic development are targeted at local residents. Support will be given to diversification of the agricultural and wider rural economy, including allowing small-scale economic development in rural settlements outside service centres. The vitality and viability of town and local centres through addressing obstacles to growth will be promoted. It is considered that this objective will not cause differential impact on the grounds of access to services from rural areas.</p> | <p>There is no evidence that the Proposed Submission Core Strategy will have a negative impact in terms of causing differential impact on the grounds of access to services from rural areas.</p> |

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| | <p>Strategic Objective: Housing</p> <p>This objective focuses on ensuring that a range of housing types and sizes to meet the needs of all sectors of the community will be delivered. Housing requirements in rural areas will relate to local housing need i.e. provision of affordable housing. It is considered that this objective will not cause differential impact on the grounds of access to services from rural areas.</p> <p>Strategic Objective: The Environment</p> <p>It is considered that this objective will not cause differential impact on the grounds of access to services from rural areas as it will protect and enhance the unique built and natural character of the District for all.</p> <p>Strategic Objective: Accessibility</p> | |
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| | <p>This objective focuses on ensuring that accessibility will be improved to all types of services across the District. The Council will work with local communities to improve local services – supporting emerging Local Area Partnerships in order to deliver more tailored services at the neighbourhood level.</p> <p>Development will be concentrated in the Principal Service Centres of Kendal and Ulverston, then in the other Key Service Centres of Grange over Sands, Kirkby Lonsdale and Milnthorpe, followed by a number of designated Local Service Centres throughout the rural hinterland. The Council will work with partners to improve sustainable rural transport and maintain rural services, including between Local Service Centres and their rural hinterland and also links to nearby centres outside the District, such as Barrow and Carnforth. Support will be given to improvements to rural accessibility and lobbying to</p> | |
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| | <p>improve broadband access in rural areas. It is considered that this objective will not cause differential impact on the grounds of access to services from rural areas.</p> <p>Strategic Objective: Health and Wellbeing</p> <p>This objective will deliver improvement to the health and wellbeing for all and will ensure that the needs of different groups, individuals across the District are catered for. It places an emphasis on protecting and enhancing existing social and community infrastructure, including education, health, cultural and leisure facilities and to improve community wellbeing in line with an understanding of predicted future needs and current gaps in infrastructure. It is considered that this objective will not cause differential impact on the grounds of access to services from rural areas.</p> | |
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6. Using the information above please indicate the relevance of the policy to the identified groups.

- High: Affects most of the group and has a major impact - eg Wheelchair users and Reception access.
- Medium: Affects some of the group and has a variable impact – eg elderly people’s access in parks and gardens – unable to access all areas
- Low: Affects few people in the group and has a minimal impact – eg male/ female use of the corporate website

| Area | Relevance - High | Relevance - Medium | Relevance - Low |
|-------------------------|------------------|--------------------|-----------------|
| Ethnicity | Yes | | |
| Disability | Yes | | |
| Gender | Yes | | |
| Sexuality | Yes | | |
| Age | Yes | | |
| Religion/ Belief | Yes | | |
| Rurality | Yes | | |

**Note - If you have answered:
High = proceed to consultation stage (see table below)**

**Medium = contact the Policy Officer (Equalities) for advice (x7102).
Low = Unlikely to require consultation**

7. Consultation: SLDC has service level agreements with the groups in the table below. Which equality groups should be consulted to ensure proper consideration of the issues?

| Consultees | Yes | No |
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| Cumbria Disability Network | Yes | |
| AWAZ – (Cumbrian Black Minority Ethnic group) | Yes | |
| OutREACH Cumbria | Yes | |
| Age Concern | Yes | |
| Other? | | |

Please ensure that any supporting documents/ information are available on request.

Summary of comments received through consultation:

8. Action Plan

Actions are designed to address the negative impacts identified in section 5

| Negative Impact | Actions proposed | Lead officer | When | Outcome |
|---|--|---------------------|-------------------|---|
| There is no evidence that the Council has reached different minority groups in its consultation process | To include a monitoring form in future consultations | Stephen Ottewell | July 2009 onwards | Evidence that the Council has engaged effectively with different equality groups in its consultation process. |

[Add rows as necessary]

| | |
|-----------------------|------------------|
| Date completed | June 2009 |
| Signature | |
| Printed | |

Note: Completed equality impact assessments should be uploaded onto the equality and diversity public folder – link from the intranet (equality and diversity). The Policy officer (x7102) should also be notified.