

Appendix 9: Plans & Programmes & Baseline Update

Addendum to Review of Plans and Programmes

Plan, Policy, Programme or Strategy
Regional
West Midlands Regional Sustainable Development Framework - Refreshed Version 2008
West Midlands Regional Spatial Strategy 2006 - 2021 (currently being revoked)
Delivering a Sustainable Transport System in the West Midlands - West Midlands Regional Work Programme (June 2009)
West Midlands Climate Change Action Plan (2007)
West Midlands Economic Strategy (December 2007)
West Midlands Regional Forestry Framework (2004)
West Midlands Regional Biodiversity Strategy
West Midlands Regional Water Resources Strategy & Regional Action Plan (Dec 2009)
Severn Trent Water Resources Management Plan (June 2010)
Choosing Health: Regional Health and Well-Being Strategy (WRMA, 2008)
South Housing Market Area: South Housing Market Assessment (2012)
South Housing Market Area: Gypsy and Traveller Accommodation Assessment (2007)
Severn River Basin Management Plan (2009)
County
Draft Sustainable Community Strategy for Worcestershire. Worcestershire Partnership (September 2010).
Worcester Forward. Worcester Alliance (2010).
Worcestershire County Economic Assessment 2010/11. Worcestershire County Council, January 2011
Worcestershire Local Transport Plan 3 2011 - 2026
Worcestershire Economic Strategy 2010 – 2020
Worcestershire Waste Core Strategy Submission Document (2011)
Worcestershire Minerals Local Plan
Worcestershire Cultural Strategy 2009 - 2013
Worcestershire Countryside Access and Recreation Strategy 2003 - 2013
Planning for Water in Worcestershire - Technical Research Paper (2008)
Planning for Renewable Energy in Worcestershire - Technical Research Paper (2008)
Planning for Water in Worcestershire - Technical Research Paper (2008)
Planning for Climate Change in Worcestershire - Technical Research Paper (2008)
Local
South Worcestershire Water Cycle Study (September 2010)
SWJCS Green Belt Review (July 2010)
South Worcestershire Hotel Study (August 2009)
Historic Environment Assessment for The South Worcestershire Joint Core Strategy Area (May 2010)

South Worcestershire Joint Core Strategy Housing Land Availability Assessment Report (January 2010)
Strategic Flood Risk Assessment (November 2009)
Green Infrastructure Interim Report (November 2009)
South Worcestershire Employment Land Review (Roger Tym & Partners, March 2011)
Worcester City Employment Land Review (June 2007)
South Worcestershire Public Open Space Alignment Study (May 2007)
Strategic Housing Market Assessment Report (April 2007)
Local Housing Needs Report for South Worcestershire (September 2007)
Gypsy and Traveller Accommodation Assessment (February 2008)
Environmental Constraints Study (January 2008)
Wychavon Town Centres and Retail Study Update (2007)
Malvern Hills Town Centre and Retail Study (2007)
South Worcestershire Town Centres and Retail Strategy (2007)
Worcester Retail Study (2007)
Green Infrastructure Study for the Growth Areas - A Desktop Site Analysis (Worcestershire Wildlife Trust 2008)
Green Infrastructure: Historic Environment statement for SWJCS
Worcestershire Landscape Character Assessment Portfolio. Worcestershire County Council, January 2011.
Affordable Housing Development Viability Study (September 2008)

Summary of Key Local Objectives:

- Demand management options for water resources are an important consideration when planning and building any developments.
- The planning and building of developments should be sensitive to the Historic Environment Character Zone that it is situated in.
- The planning and building of developments should take an integrated approach to the management of surface water and fluvial flood risk.
- Developments should be located away from sensitive environmental areas.
- A strategic approach to SuDS for runoff attenuation and water quality improvement linking to the green infrastructure plan will be required for the strategic site allocations.
- It is important that a flexible, responsive and imaginative approach is taken to addressing the identified shortfall in provision of Gypsy and Traveller sites, rather than an assumption that 'one size fits all'. A collaborative, rather than individual district approach is required for the identification, development and management of additional sites.

Addendum Baseline Information

Social Context

The results of both the Village Facilities Survey and the Rural Public Transport Survey have enabled the various rural settlements within the South Worcestershire area to be set within a sustainability hierarchy. It is possible to compare settlements in terms of service and facility provision and accessibility by public transport. Comparisons can be made between those rural settlements:

- with high levels of services and facilities and high levels of public transport provision;
- those which have either high levels of rural public transport provision with a good level of service provision or
- good levels of service provision and good levels of public transport.

The number of recommended additional permanent pitches required for gypsies and travellers in South Worcestershire are 82. The Gypsy and Traveller Accommodation Assessment identified that there is a clear preference for smaller sites than have traditionally been provided, and a significant minority have a preference for the type of privately owned and mainly single family sites that have been developed in the past in some districts.

Village Facilities and Rural Public Transport (March 2010)

The results of both the Village Facilities Survey and the Rural Public Transport Survey enable the various settlements surveyed to be set within a sustainability hierarchy that could form the basis of the development strategy for the JCS, SAP DPD and subsequent LDF documents.

Category 1

Settlements in this category have at least four Key Services and score at least 16 points in the Village Facilities Survey. In addition they have "medium/high" levels of public transport including access to all of the daytime bus service types identified in the Rural Transport Survey.

MALVERN HILLS DISTRICT	WYCHAVON DISTRICT
Abberley Common	Broadway
Clifton	Ombersley
Great Witley	Wychbold
Hallow	Inkberrow
Hanley Swan	Bredon
Kempsey	Badsey
Lower Broadheath	Honeybourne
Martley	Hartlebury
Rushwick	Offenham
Welland	

Category 2

Settlements in this category have at least three Key Services including a shop or primary school and have access to at least daily services for employment and shopping purposes (A and B journey types).

MALVERN HILLS DISTRICT	WYCHAVON DISTRICT
Bayton	Ashton Under Hill
Broadwas	Beckford
Callow End	Bretforton
Holt Heath	Cropton
Knightwick	Drakes Broughton
Powick & Colletts Green	Eckington
Suckley	Fernhill Heath
	Fladbury
	Flyford Flavell
	Harvington
	Overbury
	Pinvin
	Sedgeberrow
	South Littleton
	Tibberton
	Upton Snodsbury

Category 3

Settlements included in this category have at least one Key Service (other than a parish/village hall) and have access within the settlement to a "minimum" level of public transport service i.e. daily bus service to an urban area or 3 of the journey types can be accessed.

MALVERN HILLS DISTRICT	WYCHAVON DISTRICT
Alfrick	Cutnall Green
Bransford	Blackminster
Clows Top	Broad Marston
Corse Lawn	Childswickham
Eardiston	Church Lench
Earls Croome	Cleeve Prior
Grimley	Conderton
Hanley Castle	Crossway Green
Leigh Sinton	Crowle
Lindridge	Defford
Longley Green	Elmley Castle
Mamble	Hanbury
Ripple	Himbleton
Ryall & Holly Green	Kemerton
Shrawley	Littleworth
Tunnel Hill	Lower Moor
Upper Broadheath	Middle Littleton
Upper Welland	North Littleton
	Norton-Juxta-Kempsey

	Pebworth
	Upton Warren
	Whittington
	Wyre Piddle

Lower Categories:

The following settlements had access to services although limited or no bus service provision:

MALVERN HILLS DISTRICT	WYCHAVON DISTRICT
Pendock	Abberton
Astley	Bishampton
Longdon	Bredon's Norton
Dunley	Broughton Hackett
Abberley Village	Dunhampstead
Guarlford	Great Comberton
Knighton	Hampton Lovett
Menithwood	Hindlip
Pensax	Little Comberton
Stanford on Teme	Kington
Astley Burf	Peopleton
Berrow	Stock And Bradley
Broadheath	Stoke Prior
Bushley	Throckmorton
Castlemorton	White Ladies Aston & Sneachill
Hanley Childe	Wickhamford
Rochford	
Smith End Green	
Madresfield	
Shelsley Beauchamp	
Sinton Green	
Kerswell Green	
Stoke Bliss	

The following settlements have good level of public transport provision but low services/facility provision:

MALVERN HILLS DISTRICT	WYCHAVON DISTRICT
Alfrick Pound	Abbots Morton
Bayton Common	Aldington
Clifton	Bevere
Cotheridge	Birlingham
Eastham	Bredon's Hardwick
Leigh	Charlton
Little Witley	Cookhill
Newland	Grafton Flyford
Newnham Bridge	Hinton On The Green
Severn Stoke	Kinsham
Stockton on Teme	Martin Hussingtree

Wichenford	Northampton
	Norton & Lenchwick
	Oldfield
	Rous Lench
	Sale Green
	Stoulton & Hawbridge
	Strensham
	Summerfield
	Wadborough
	Westmancote & Lower
	Westmancote
	Wick

Villages considered in the open countryside

The following settlements have no key services / low or no bus provision:

MALVERN HILLS DISTRICT	WYCHAVON DISTRICT
Baughton	Aston Somerville
Bushley Green	Atch Lench
Lower Sapey	Hadzor
Monkwood	Hatfield
Birts Street	Huddington
Frith Common	Naunton Beaucamp
Green Street	Netherton
Rye Street	Oddingley
Stanford Bridge	Sytchampton
Stonehall	Uphampton
Brockamin	
Gilberts End	
Kinnersley	
Naunton	
Uckingham	
High Green	
Shoulton	

Gypsy and Traveller Accommodation Assessment (February 2008)

Summary of Additional Pitch Requirement for 2008/13

District	Permanent Pitches	Permanent Showpeople 'Yards'	Temporary Stopping Places	Total
Bromsgrove	0	0	0	0
Malvern Hills	26	8	10	44
Redditch	0	14	18	32
Stratford	34	0	10	44
Warwick	11	0	15	26
Worcester	16	0	20	36
Wychavon	40	0	20	60
Wyre Forest	30	0	0	30
Sub-Region	157	22	93	272

Economic Context

(Excerpt from Worcestershire County Economic Assessment 2010-2011.
Worcestershire County Council. pp2-5.)

Economic Linkages:

- Over 75% of people who live in Worcestershire also work in the County.
- As 25% of residents work outside of the county, the prosperity of the Worcestershire population is in part affected by economic conditions outside the county, in particular in Birmingham and the wider West Midlands conurbation. However, as a result of in-commuting the prosperity of other areas is also affected by economic success in Worcestershire.
- It is desirable to reduce levels of commuting in order to develop more sustainable travel patterns, however, as most commuters do so for higher paid jobs, this would require a marked change in the local economy.
- Worcestershire has national and international links, through parent companies, supply chains, and because of the markets they serve.

Demographic Information:

- The population of Worcestershire has grown 9% since 1991, and is forecast to increase 12% by 2026.
- Worcestershire's population is ageing; the proportion of the population aged over 65 is now 19%, and is forecast to grow 60% over the next 20 years, increasing demand for services used by these groups. This has implications for the proportion of the population that is of working age and the size of the available workforce.
- Although Worcestershire's population is increasing due to migration, the county loses approximately 1,400 15-19 year olds per annum.
- Although largely rural by area, over 70% of the population of Worcestershire live in urban areas.
- The composition of households is forecast to change, with a 53% increase in single person households, and a 54% increase in cohabiting couple households.

Income and Earnings:

- Median household income in Worcestershire in 2010 was £30,009.
- Earnings of Worcestershire residents are 9% higher than those of the county's workforce.
- Total household income in Worcestershire is £8.9bn, 47% of which is shared amongst Wealthy Achievers of the county who make up 37% of households.

Productivity:

- Gross Value Added per head in Worcestershire is around 94% of the WM equivalent, and nearly 81% of the UK figure.
- Since 1995, the proportion of GVA attributable to Business services & finance has increased by 8 percentage points to 28%, while over the

same period the proportion attributable to Production has decreased by 10 percentage points to 19%. GVA attributable to the Public Sector increased by 2 percentage points to 23%.

Business Demography:

- Business births reduced to 2,455 in 2008, a fall of 10% on the previous year.
- Business deaths also fell to 2,025 in 2008, a fall of 8% on the 2007 figure.
- Entrepreneurship is high in Worcestershire; 54 businesses are started per 10,000 adults.
- 14% of small business saw growth in 2007/8.
- Almost one-quarter of the workforce are employed in businesses with more than 200 employees, which represent 0.5% of all businesses.
- Most Worcestershire businesses establish and grow locally, rather than being the result of large scale inward.

Business Survival:

- The proportion of businesses surviving their first year is 92%.
- Five-year survival rates are 49%.

Economic Activity and Employment Rates:

- Economic activity and employment rates are higher in Worcestershire than across the region or nationally at 81% and 77% of the population aged 16-64 respectively.

Employment Status:

- 15% of employees in Worcestershire are self-employed.
- 29% of employees work part-time, this is much higher amongst women (50%) than men.
- Although little evidence is available, it is thought that the underemployment exists in the economy.

Employment by Industry:

- Almost 26% of the workforce is employed in public sector dominated activities Public administration & defence; Education; and Human health & social work. A further 16% is employed in Manufacturing and 10% in Retail.
- Around 40% of the female workforce is employed in public sector activities, compared to just 12% of males. This may have implications for unemployment as public sector spending reduces.
- Over time, the employment structure in Worcestershire has changed, with the proportion of the workforce employed in manufacturing falling 5 percentage points from 1998 to 2008. Proportions have increased in other sectors including Hotels & restaurants, Real estate, renting and business activities and Education.

Worklessness:

- The number of people on the claimant count is 11,100 representing 3% of the 16-64 population. This is lower than the region or England.
- Unemployment levels have fallen in recent months, but remain considerably higher than pre-recession levels.
- To date, male dominated industries have been worst affected, with the male unemployment rate increasing more than the female rate. However, with over 40% of the female workforce employed in public sector activities, the female rate is likely to increase in future as public sector spending falls.
- 3,165 18-24 year olds were unemployed in September 2010, representing 8% of the population in those ages.
- A period of unemployment in early working life can notably impact upon career earnings, particularly if that unemployment is for longer than one-year.
- Incapacity/Employment Support Allowance claimant numbers are fairly stable at around 18,600.
- In total 11% of the working age population in Worcestershire are claiming out of work benefits.
- In Worcestershire, three areas have more than one-third of residents claiming out of work benefits, these are: Oldington and Foley Park; Woodrow; and Warndon.
- Worklessness costs the local economy in terms of benefit payments and lost productivity.

Deprivation:

- Over 6% of people in Worcestershire live in households with a median income less than £17,345 per annum (60% of the English median).
- Parts of Worcester City, Redditch, Kidderminster and Malvern are ranked amongst the most deprived 20% in England.
- Deprivation in rural areas tends to be more dispersed than in urban areas and is harder to measure.

Skills and Education:

- Across the county 19% of employers report having skills gaps.
- Just 6% of local companies were offering apprenticeships in 2009.
- Fewer companies recruit young people straight from education in Worcestershire (19%) than across the West Midlands (22%).
- Qualifications level in the county are generally good, with 28% having Level 4+ qualifications. However, still 14% have no qualifications.
- Almost 6% of 16-18 year olds are Not in Employment, Education or Training.
- Since 2000/1 the proportion of young people progressing to Higher Education has increased by 8 percentage points to 40%.
- The University of Worcester, and colleges throughout the county, have links with businesses and provide an opportunity for greater academic-

business cooperation, tailoring courses to meet local skills needs and offering business training.

Planning and Infrastructure:

- Under the Coalition Government the planning system has changed considerably. Regional Spatial Strategies (RSSs) have been abolished and local authorities are now required to determine their own housing targets.
- All Worcestershire authorities, with the exception of Wyre Forest are taking the opportunity to review housing requirements.
- Wyre Forest's Core strategy was subject to Examination In Public during 2010 and has been assessed as 'sound'. It is based on emerging RSS figures.
- Net housing completions in Worcestershire peaked at 2,144 in 2004/5. Since then they have nearly halved to 1,139 in 2009/10. The fall has been most marked since 2006/7 as a result of the credit crunch and subsequent recession which has severely impacted house building. Uncertainty in the planning system under the new Government is unlikely to improve the situation.
- During our consultation concern was raised that employment land was not available in sufficient quantities, of the appropriate size, type, tenure or in the right locations to meet demand.
- A number of infrastructure improvements are needed to support economic growth in the county. Super Fast Broadband is being rolled out to parts of the county by December 2011, but large areas will remain unserved unless sufficient demand can be demonstrated.

Environmental Sustainability:

- Worcestershire's natural and cultural environment is a major asset to the county, attracting tourists, businesses, entrepreneurs and employees to the county.
- Environmental challenges, such as climate change, provide opportunities for Worcestershire businesses to develop new technologies required for a low carbon economy.
- The adoption of sustainable working practices will provide businesses with a competitive advantage over others as customers increasingly expect companies to act in an environmentally responsible way. Such practices can also reduce operational costs.
- As well as opportunities, the environment also poses a threat to Worcestershire's businesses, for example, the flood event seen in July 2007.

Forecasts:

- The OBR forecast that Gross Domestic Product (GDP) will grow by 1.2% in 2010 and 2.3% in 2011, rising to 2.7% to 2.9% in the later years of the forecast.
- They OBR forecast that Public Sector Net Borrowing (PSNB) will fall from 11.0% of GDP in 2009/10 to 1.1% in 2015/16, and that Public Sector Net

Debt will increase from 53.5% of GDP in 2009/10, peaking in 2013/14 at 70.3% before falling to 67.4% in 2015/16.

- The budget deficit (cyclically-adjusted) is currently 5.3% of GDP in 2009/10. It is intended that this will be eliminated by 2014/15 and reach a surplus of 0.8% in 2015/16.
- Consumer Prices Index measure of inflation is forecast to remain around 3% in the near term, declining gradually to just under 2% in early 2012.
- The unemployment rate is expected to peak by the end of 2010 at 8.1%, before falling back to 6.0% by 2015.
- Employment is forecast to rise to 30 million by 2015.
- The Office for Budget responsibility is currently forecasting 615,000 public sector jobs will be lost by 2015/16; other commentators, such as the Chartered Institute of Personnel and Development think this is an underestimate, forecasting the loss of 725,000 public sector jobs, and 900,000 private sectors jobs.

Table: Key Statistics for Worcestershire County
(Excerpt from Worcestershire County Economic Assessment 2010-2011.
Worcestershire County Council. p 6.)

	Period	Worcestershire	West Midlands	England
Population				
Mid-year Estimate	2009	556,548	5,431,079	51,809,741
Area (Hectares)		173,529	1,300,400	13,303,733
Population Density (People per Hectare)		3.2	4.2	3.9
NINo Registrations	2009/10	2,370	36,250	515,120
Households				
Mean Property Price (£)	Q2 2010	204,207	174,153	234,525
Number of Property Sales		1,534	13,144	151,990
Median Affordability Ratio	2009	7.12	5.67	6.27
Lower Quartile Affordability Ratio		7.27	5.82	6.28
Employment				
Employment Rate (%) – 16-64	April 2009 - March 2010	77.4	68.5	70.5
Employment Rate (%) – 16+		63.0	55.9	58.3
Economic Activity Rate (%) – 16-64		81.1	75.6	76.6
Economic Activity Rate (%) – 16-64 Males		85.3	82.3	83.0
Economic Activity Rate (%) – 16-64 Females		76.9	68.9	70.3
% Employed in Public Administration, Education and Health	2008	25.7	26.9	26.4
% Employed in Manufacturing		15.9	13.3	9.4
% Employed in Retail		10.8	10.2	10.5
% Employed in Accommodation & food services		6.6	6.2	6.7
% Employed in Business admin & support services		6.6	7.8	8.4
% Employed in Professional, scientific & technical		5.9	5.4	7.1
% Employed as Managers and Senior Officials		15.3	14.6	16.1
% Employed in Professional Occupations		13.0	12.4	13.8
% Employed in Associate Prof and Technology Occupations	April 2009 - March 2010	12.7	13.1	14.8
% Employed in Elementary Occupations		11.2	12.0	11.0
Average Gross Weekly Earnings – Residence (£)		463.70	457.40	496.00
Difference Between Male and Female Earnings (%)	2009	31.2	24.9	24.8
Average Gross Weekly Earnings – Workplace (£)		432.30	456.40	495.20
Unemployment				
Working Age Claimants	Sep 2010	11,124	156,930	1,181,555
Unemployment Rate (%) – 16-64		3.2	4.5	3.5
Unemployment Rate (%) – 18-24		7.9	9.2	7.0
Economy				
Number of active businesses	2008	24,125	191,490	2,024,990
GVA Per Resident Head (£)	2007	16,074	17,044	20,458
Education				
GCSE 5+ A* – C (%)	2009/10	77.0		
GCSE 5+ A* – G (%)		94.0		
A-Levels 1+ A* – B (%)		53.0		
A-Levels 2+ A* – B (%)		37.0		
A-Levels 3+ A* – B (%)		22.0		

Residential property:

The data for individual settlements across the 3 local authority areas shows that there has been a reduction in property prices since 2008. There have been some significantly higher price reductions, particularly in respect of 1 bed flats (20% + reduction). However, there were also some positive pricing trends 2008 to 2010 with regard to 4 bedroom terraced houses.

Supplementary Market Review and Property Prices Report (July 2010)**South Worcestershire - June 2010**

Average Asking Price Analysis – South Worcestershire Flats and Houses		
1 Bed Flat	-	£105,140
2 Bed Flat	-	£155,251
2 Bed House	Terraced	£149,413
	Semi-Detached	£167,667
	Detached	£260,206
3 Bed House	Terraced	£176,610
	Semi-Detached	£192,537
	Detached	£265,890
4 Bed House	Terraced	£299,149
	Semi-Detached	£266,852
	Detached	£348,036

Average Asking Price Analysis - Bungalows		
2 Bed Bungalow	-	£195,528
3 Bed Bungalow	-	£297,518
4 Bed Bungalow	-	£409,582

South Worcestershire - June 2008

Average Asking Price Analysis - South Worcestershire Flats and Houses		
1 Bed Flat	-	£116,364
2 Bed Flat	-	£162,836
2 Bed House	Terraced	£159,443
	Semi-Detached	£178,035
	Detached	£268,085
3 Bed House	Terraced	£183,503
	Semi-Detached	£204,125
	Detached	£286,527
4 Bed House	Terraced	£268,384
	Semi-Detached	£294,159
	Detached	£367,023

Note: Bungalow data was not gathered in 2008.





Environmental Context**Summary:**

The proposed strategic site allocations are able to be accommodated in terms of water supply and wastewater but all of them will need some infrastructure improvement whether it is for sewerage, sewage treatment or water supply. Surface water flooding is a risk in many of the areas, particularly Worcester and Droitwich so an integrated approach to the management of surface water and fluvial flood risk is required.







South Worcestershire Water Cycle Study (September 2010)

Summary of investment required to sewerage infrastructure to accommodate the Proposed Strategic Site Allocations




Proposed Strategic Site Allocations	Sewerage	
	Investment	Phasing
Worcester		
Worcester North West		
Worcester North		
Kilbury Drive		
Worcester South		
Fernhill Heath		
Droitwich Spa		
Hill End		
Pulley Lane		
Copcut Lane		
Great Malvern		
Malvern North		
Malvern East		
Malvern South		
Blackmore Park		
Pershore		
Pershore		
Evesham		
Offenham Road		
Cheltenham Road		
Hampton		

Legend: (Investment / Phasing)	
	Proposed Strategic Site Allocation cannot be accommodated
	Investment is required to accommodate the proposed strategic site allocations / 12 months required for upgrade
	No Investment required / current system can accommodate the proposed strategic site allocations
	Has not been assessed but investment / 12 months is likely to be required to accommodate the proposed strategic site allocations

Summary of conclusions for Sewage Treatment Works

Sewage Treatment Works*	Investment	Phasing
Worcester (Bromwich Road)	Red	Red
Powick		
Droitwich (Ladywood)		
Malvern (Mill Lane)	Green	Green
Pershore (Tiddsley Wood)		
Evesham	Yellow	Yellow
Investment Legend		Phasing Legend
 Investment is likely to be required to be able to accommodate all proposed strategic allocations	 A maximum of 3-4 years will be required to upgrade the treatment works*	
 Investment may be required if more allocations are proposed than currently stated	 A maximum of 3-4 years will be required to upgrade treatment works if upgrades are found to be necessary.	
 No investment is required	 The current system can accommodate the proposed strategic site allocations	





Summary of the Current Status of the Water Resources relevant to the Proposed Strategic Site Allocations

Proposed Strategic Site Allocations	Groundwater Resources	Surface Water Resources
Worcester		
Worcester North West	Over Abstracted	Over Licensed/No Water Available
Worcester North	Over Abstracted	Over Licensed/No Water Available
Kilbury Drive	Over Abstracted	Over Licensed/No Water Available
Worcester South	Over Abstracted	Over Licensed/No Water Available
Fernhill Heath	Over Abstracted	Over Licensed/No Water Available
Droitwich Spa		
Hill End	Over Abstracted	Over Abstracted
Pulley Lane	Over Abstracted	Over Abstracted
Copcut Lane	Over Abstracted	Over Abstracted
Great Malvern		
Malvern North	Over Abstracted	Over Licensed/No Water Available
Malvern East	Over Abstracted	Over Licensed/No Water Available
Malvern South	Over Abstracted	Over Licensed/No Water Available
Blackmore Park	Over Abstracted	Over Licensed/No Water Available
Pershore		
Pershore	Over Licensed/No Water Available	Over Abstracted
Evesham		
Offenham Road	Over Licensed/No Water Available	Over Licensed/No Water Available
Cheltenham Road	Over Licensed/No Water Available	Over Licensed/No Water Available
Hampton	Over Licensed/No Water Available	Over Licensed/No Water Available
Legend:		
 Over Abstracted  Over Licensed/No Water Available  Water Available		

Summary of Investment required to the Water Supply Infrastructure

Proposed Strategic Site Allocations	Water Supply	
	Investment	Phasing
Worcester		
Worcester North West		
Worcester North		
Kilbury Drive		
Worcester South		
Fernhill Heath		
Droitwich Spa		
Hill End		
Pulley Lane		
Copcut Lane		
Great Malvern		
Malvern North		
Malvern East		
Malvern South		
Blackmore Park		
Pershore		
Pershore		
Evesham		
Offenham Road		
Cheltenham Road		
Hampton		

Legend: (Investment/Phasing)

-  Proposed strategic site allocations cannot be accommodated / maximum 3-4 years required for upgrade
-  Investment is required to accommodate proposed strategic site allocations / 12 months required for upgrade
-  No Investment required/current system can accommodate the proposed strategic site allocations
-  Has not been assessed but investment likely to be required / 12 months is likely to be required to accommodate proposed strategic site allocations




Summary of the Water Quality in the area relevant to the Proposed Strategic Site Allocations

Proposed Strategic Site Allocations	Chemical Water Quality of nearest watercourse	Ecological Water Quality of nearest watercourse	Groundwater Chemical Quality	Sewage Treatment
Worcester				
Worcester North West	Failed	Moderate	Good	Good
Worcester North	Good	Moderate	Good	Good
Kilbury Drive	Good	Moderate	Good	Good
Worcester South	Good	Moderate	Good	Failed
Fernhill Heath	Good	Moderate	Good	Moderate
Droitwich Spa				
Hill End	Good	Failed	Good	Moderate
Pulley Lane	Good	Moderate	Good	Moderate
Copcut Lane	Good	Moderate	Good	Moderate
Great Malvern				
Malvern North	Good	Moderate	Good	Good
Malvern East	Good	Failed	Good	Good
Malvern South	Good	Failed	Good	Good
Blackmore Park	Good	Failed	Good	Good
Pershore				
Pershore	Failed	Moderate	Good	Good
Evesham				
Offenham Road	Good	Moderate	Good	Moderate
Cheltenham Road	Failed	Moderate	Good	Moderate
Hampton	Failed	Moderate	Good	Moderate

Legend:

- Failed the WFD standards/Poor Ecological Status/will require tighter treatment consent and upgrades to treatment processes to meet WFD 'no deterioration'.
- Moderate Ecological Status under the WFD standards/will require tighter consent and possibly require upgrades to treatment processes to meet WFD 'no deterioration'.
- Passed the WFD standards/Good Ecological Status/No new consents or upgrades required to meet 'no deterioration'.

Summary of Fluvial Flood Risk to the Proposed Strategic Site Allocations

Proposed Strategic Site Allocation	Fluvial Flood Risk
Worcester	
Worcester North West	High Risk
Worcester North	Medium Risk
Kilbury Drive	High Risk
Worcester South	High Risk
Fernhill Heath	Medium Risk
Droitwich Spa	
Hill End	Medium Risk
Pulley Lane	Medium Risk
Copcut Lane	Medium Risk
Great Malvern	
Malvern North	Medium Risk
Malvern East	High Risk
Malvern South	Medium Risk
Blackmore Park	Medium Risk
Pershore	
Pershore	Medium Risk
Evesham	
Offenham Road	Medium Risk
Cheltenham Road	Medium Risk
Hampton	Medium Risk
Legend:	
	Part or all of site within Flood Zone 3 and/or 2 and a watercourse flows through the proposed strategic site allocation.
	Part or all of site within Flood Zone 3 and/or 2 and no watercourse within the site boundary OR Site is entirely in Flood Zone 1 but there is a watercourse that flows through the proposed strategic site allocation.
	Development site entirely within Flood Zone 1 and no watercourse flows through the proposed strategic site allocation.

Summary of Surface Water Flood Risk to the Proposed Strategic Site Allocations

Proposed Strategic Site Allocation	Surface Water Flood Risk
Worcester	
Worcester North West	Red
Worcester North	Green
Kilbury Drive	Red
Worcester South	Red
Fernhill Heath	Green
Droitwich Spa	
Hill End	Green
Pulley Lane	Green
Copcut Lane	Green
Great Malvern	
Malvern North	Yellow
Malvern East	Red
Malvern South	Yellow
Blackmore Park	Green
Pershore	
Pershore	Green
Evesham	
Offenham Road	Green
Cheltenham Road	Green
Hampton	Yellow
Legend:	
	Historical surface water flooding within the site boundary.
	Historical surface water flooding adjacent to the site boundary.
	No historical surface water flooding near the site.

Strategic Flood Risk Assessment (November 2009)

- Surface water flooding is a risk in many of the areas, particularly Worcester and Droitwich. An integrated approach to the management of surface water and fluvial flood risk is required;
- It is recommended that Surface Water Management Plans are produced for Droitwich, Pershore Malvern and Worcester City;
- For large developments, a strategic approach to SuDS for runoff attenuation and water quality improvement linking to the green infrastructure plan is required;

Human Health

Indicator	Data Source	Current Data	Comparators and targets			Trend
Topic: Human Health						
Standardised Mortality Ratios (SMRs) (Persons)	1	Worcester: 98 Malvern: 98 Wychavon: 89	West Midlands: 104 England: 99			Worcester, Malvern and Wychavon have lower SMRs than the national and regional figures. Wychavon has a lower SMR than Worcester and Malvern.
Infant Mortality, 2003-2005 Rate per 1000	1	Worcester: 4.8 Malvern: 2.2 Wychavon: 3.7	West Midlands: 6.8	England: 5.1	Worcester, Malvern and Wychavon have lower infant mortality rates compared to regional and national figures.	
Body Mass Index (BMI) among adults	3		West Midlands:	England:	The West Midlands region has the highest mean BMI (kg/m ²) for both men and women in the country. Government predictions have suggested a rise in the levels of obesity in the future, such that by 2015 among 21 to 60 year olds, over a third of men and almost three in ten women are predicted to be obese.	
		Men				
		Mean BMI (kg/m ²)	27.9	27.2		
		Women				
		Mean BMI (kg/m ²)	27.7	26.8		
Overweight and obesity prevalence among children, by age and	3	England:				Overall, between 1995 and 2006, prevalence of obesity among both boys and girls increased. In 2006, 17.3% of boys and 14.7% of girls were obese compared with 10.9% and 12.0% in 1995.
			Children aged 2-15 %	Children aged 2-10 %	Children aged 11-15 %	
		Boys				
		Overweight	13	12	15	

Indicator	Data Source	Current Data	Comparators and targets			Trend
gender, 2006		Obese	17	17	18	
		Overweight including obese	31	29	33	
		Girls				
		Overweight	14	13	16	
		Obese	15	13	17	
		Overweight including obese	29	26	33	
Model-Based Estimates of Obesity for LAs in England, 2003-2005	2	<p>Worcester: 25.2% of Population</p> <p>Malvern: 24.1% of Population</p> <p>Wychavon: 25.8% of Population</p>	<p>England: 23.6% of Population</p> <p>West Midlands: 26.5% of Population</p>	<p>Worcester, Malvern and Wychavon are estimated to have lower obesity rates than the West Midlands Region. However they are estimated to have higher levels of obesity than national rates.</p> <p><i>"A model-based approach to producing healthy lifestyle prevalence estimates for each Middle Super Output Area (MSOA) and Local Authority (LA) in England was used because the sample size of national surveys such as the HSfE was too small to provide reliable estimates at a small area level".</i></p>		
Model-Based Estimates of Current Smoking for LAs in England, 2003-2005	2	<p>Worcester: 25.7% of Population</p> <p>Malvern: 17.2% of Population</p> <p>Wychavon: 18.9% of Population</p>	<p>England: 24.1% of Population</p> <p>West Midlands: 24.0% of Population</p>	<p>Worcester is estimated to have a higher percentage of the population smoking compared to national and regional levels. Whereas Malvern and Wychavon have more than 5% less smokers than the national and regional percentages.</p>		

Indicator	Data Source	Current Data	Comparators and targets	Trend
Model-Based Estimates of Binge Drinking for LAs in England, 2003-2005	2	Worcester: 18.2% of Population Malvern: 17.3% of Population Wychavon: 17.4% of Population	England: 18.0% of Population West Midlands: 17.9% of Population	Worcester is estimated to have a slightly higher level of binge drinking than the national level of 18%. Malvern and Wychavon are estimated to have a lower level of binge drinking than national levels.
Directly standardised mortality rates for alcohol				

Indicator	Data Source	Current Data	Comparators and targets	Trend
attributable conditions: males 2005		<p style="text-align: center;">Directly standardised mortality rates for alcohol attributable conditions: males 2005</p> <p style="text-align: center;">Figure 7</p> <p style="text-align: center;">local authority</p> <p style="text-align: right;"> — West Midlands Average 95% Confidence Intervals </p>		
Directly standardised mortality rates for				

Indicator	Data Source	Current Data	Comparators and targets	Trend
alcohol attributable conditions: females 2005		<div style="text-align: center;"> <p>Directly standardised mortality rates for alcohol attributable conditions: females 2005</p> <p>Figure 8</p> <p>local authority</p> <p>— West Midlands Average I 95% Confidence Intervals</p> </div>		
Prevalence of any	4		<p>South East:</p> <p>Any CVD (Men) 18%</p> <p>England:</p> <p>13.6%</p>	CVD death rates in England have been falling but CVD remains the main cause of death, causing 184,000 deaths

Indicator	Data Source	Current Data	Comparators and targets		Trend
Cardiovascular Disease		Any CVD (Women)	17%	13%	(up to 88,000 IHD and up to 50,000 stroke deaths) in England and Wales in 2005.1 CVD also caused 28% of premature deaths (deaths in people under 75) in 2005.

Key to Data Sources

1	National Statistics 2001, <i>Neighbourhood Statistics: Worcester, Malvern & Wychavon</i> [online] available: http://neighbourhood.statistics.gov.uk/dissemination/LeadPage.do?pageld=1001&tc=1204213945284&a=3&b=277148&c=Worcester&d=13&g=499664&i=1001x1003&m=0&r=1&s=1204213945284&enc=1 [accessed 28 February 2008]
2	Neighbourhood Statistics: Model-Based Estimates of Healthy Lifestyles Behaviours, 2003-05: http://www.ic.nhs.uk/statistics-and-data-collections/population-and-geography/neighbourhood-statistics/neighbourhood-statistics:-model-based-estimates-of-healthy-lifestyles-behaviours-2003-05
3	Statistics on Obesity, Physical Activity and Diet: England, January 2008: http://www.ic.nhs.uk/webfiles/publications/opan08/OPAD%20Jan%202008%20final.pdf
4	Health Survey for England 2006 - Cardiovascular disease and risk factors in adults: http://www.ic.nhs.uk/webfiles/publications/HSE06/HSE%2006%20report%20VOL%201%20v2.pdf
5	Alcohol in the West Midlands: 2007 http://www.go-wm.gov.uk/497745/docs/379127/AlcoholintheWestMidlands2007

Plans and Programmes Review Update- Health**National**

Sustainable Communities: A Shared Agenda, A Share of the Action. A guide for Local Authorities 2006	
This guide shows how local outcomes such as those reflected in the seven shared priorities, can be delivered in a way that helps create genuinely sustainable communities. It highlights the cross-cutting issues which need to be addressed for each outcome.	
Objectives, Targets & Indicators	<p>7 Shared Priorities:</p> <ul style="list-style-type: none"> ▪ Creating safer and stronger communities ▪ Improving the quality of life of older people and children, young people and families at risk ▪ Meeting transport needs more effectively ▪ Promoting healthier communities and narrowing health inequalities ▪ Promoting the economic vitality of localities ▪ Raising standards across our schools ▪ Transforming the local environment
National Community Safety Plan 2008-2011	
The document describes a shared endeavour to deliver safer communities, acknowledging that community safety cannot be delivered successfully by the police on their own but must involve broadly based partnerships at both local and national level. The Plan reflects the period 2008–11, and has been revised to ensure that it is clearly in line with Cutting Crime: A New Partnership 2008–11 and Public Service Agreements (PSAs). The National Community Safety Plan 2008-2011 emphasises a stronger focus on more serious violence; greater flexibility for local partners to deliver local priorities; a specific outcome to increase community confidence; and the need to reflect the increased threat to communities posed by violent extremists.	
Objectives, Targets & Indicators	<p>The Government community safety objectives:</p> <ul style="list-style-type: none"> ▪ Priority Action 1 – Reduce the most serious violence, including tackling serious sexual offences and domestic violence. ▪ Priority Action 2 – Reduce serious acquisitive crime, through a focus on the issues of greatest priority in each locality and the most harmful offenders – particularly drug-misusing offenders. ▪ Priority Action 3 – Tackling local priorities; increasing public confidence.

	<ul style="list-style-type: none"> ▪ Priority Action 4 – Reduce re-offending. <p>The priority actions will be addressed through the strategic framework for tackling crime and increasing community safety, which includes:</p> <ul style="list-style-type: none"> ▪ Substance misuse ▪ Early intervention ▪ Criminal Justice system ▪ Communities ▪ Social exclusion ▪ Counter-terrorism
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Staying Safe: Action Plan 2007

The Action Plan sets out the how the Government plans to deliver improvements in children and young people's safety, which will be measured by the new Public Service Agreement to improve children and young people's safety. Staying Safe is the first ever cross-Government strategy on improving children and young people's safety, and its main aims are to:

- Raise awareness of the importance of safeguarding children and young people.
- Promote better understanding of safeguarding issues, encouraging a change in behaviour towards children and young people, and their safety and welfare.
- Ensure work in this area is coherent and effectively coordinated across government.
- Reinforce existing activity by implementing a range of new commitments.

Objectives, Targets & Indicators	<p>The Staying Safe Action Plan covers three main areas:</p> <ul style="list-style-type: none"> ▪ universal safeguarding, working to keep all children and young people safe and to create safe environments for them; ▪ targeted safeguarding, some groups of children are more at risk than others, and it is important to target policies and services to these groups; and ▪ responsive safeguarding, respond quickly and effectively when children are harmed.
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Healthy Weight, Healthy Lives: A Cross-Government Strategy for England 2008	
<p>This strategy is the first step in a sustained programme to support people to maintain a healthy weight. It will be followed by a public annual report that assesses progress, looks at the latest evidence and trends, and makes recommendations for further action. The strategy's ambition for England is to be the first major nation to reverse the rising tide of obesity and overweight in the population by ensuring that everyone is able to achieve and maintain a healthy weight. Our initial focus will be on children: by 2020, we aim to reduce the proportion of overweight and obese children to 2000 levels.</p>	
Objectives, Targets & Indicators	<p>The strategy sets out both the immediate Government actions and the future direction of travel to meet the new ambition of ensuring that everyone is able to maintain a healthy weight and so lead a healthier life. The strategy lays out immediate plans to deal with topics relating to:</p> <ul style="list-style-type: none"> ▪ Children, healthy growth and healthy weight; ▪ Promoting healthier food choices; ▪ Building physical activity into our lives; ▪ Creating incentives for better health; and ▪ Personalised advice and support. <p>Success will also depend on ensuring that the programme of Government action is fully resourced. To this end, the Government will make available an additional £372 million for promoting the achievement and maintenance of healthy weight over the period 2008–11.</p>

Accessibility planning and the NHS: improving patient access to health services 2006	
<p>The document provides an overview of accessibility planning, highlighting the role of the NHS and describes some approaches. It identifies the need for the local authorities and the NHS to systematically assess whether people can get to healthcare facilities, food shops and other destinations that are important to people's health while also taking action to improve access and contribute to tackling health inequalities.</p>	
Objectives, Targets & Indicators	<p>The key lessons to emerge are the need for:</p> <ul style="list-style-type: none"> ▪ Coordinated local research to understand the transport access needs of key groups; ▪ A focus on reducing the need to travel (especially by car) to NHS sites as well as improving access through sustainable means;

	<ul style="list-style-type: none"> ▪ Effective local transport and health partnerships with senior backing and identified contacts with whom to work; ▪ Joint commissioning of transport services to the NHS, linked to the broader integration of public and specialist transport services in the area; ▪ Development of local indicators and targets in order to track improvements in access to services for key groups or areas.
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Regional

Choosing Health for the West Midlands - Recommendations for Implementing Choosing Health and Achieving Health Equality: a Report of the Regional Director of Public Health

The document makes recommendations for implementing the Government White Paper on Public Health (Choosing Health) and for achieving health equality across the region. Key areas identified to tackle health inequalities include obesity, alcohol, smoking, older people and children's health and mental and sexual health.

Objectives, Targets & Indicators

The document describes some key facts relating to employment, education and skills, housing and transport in the West Midlands that have an adverse impact on health and contribute to the pattern of health inequalities in the region.

The study summarises that the determinants of health and therefore health inequalities are complex and exist at an individual, community and organisational level.

"Many of the determinants of health can be tackled through a wide range of interventions and policies that combine different approaches in reducing health inequalities".

Equalities

Baseline Update

Indicator	Data Source	Current Data	Comparators and targets			Trend	
Topic: Equalities							
Indices of Deprivation 2007: Rank of Average Score (of 354)	1	Worcester	Malvern	Wychavon			Worcester City is significantly more deprived than its rural neighbours.
		162	240	261			
Indices of Deprivation 2007: Rank of Income Scale (of 354)	1	200	295	224			
Indices of Deprivation 2007: Rank of Employment Scale (of 354)	1	196	300	221			
% of People with a Limiting Long-term illness	1	Worcester	Malvern	Wychavon	West Midlands	England	
		16	18	16	19	18	
Incapacity Benefits (Persons %)	1	Worcester	Malvern	Wychavon	West Midlands	England	
		6	6	5	8	7	
		42	41	36	40	41	
Medical Reason for Claiming: Mental disorders (% of claimants)							

Indicator	Data Source	Current Data	Comparators and targets			Trend	
Medical Reason for Claiming: Diseases of the nervous system (% of claimants)		7	11	9	6	6	
Medical Reason for Claiming: Diseases of the respiratory or circulatory system (% of claimants)		7	7	7	8	7	
Medical Reason for Claiming: Musculoskeletal diseases (% of claimants)		16	15	19	19	18	
Medical Reason for Claiming: Injury or poisoning (% of claimants)		7	5	7	6	6	
Medical Reason for Claiming: Other (% of claimants)		21	21	22	20	22	
Ethnic Group %	1	Worcester	Malvern	Wychavon	West Midlands	England	
White: British		94.21	96.66	98.86	86.15	86.99	
White: Irish		0.75	0.57	0.58	1.39	1.27	
White: Other White		1.59	1.33	1.37	1.20	2.66	
Mixed: White and Black Caribbean		0.26	0.11	0.19	0.76	0.47	
Mixed: White and		0.05	0.03	0.03	0.07	0.16	

Indicator	Data Source	Current Data	Comparators and targets			Trend			
Black African									
Mixed: White and Asian		0.23	0.20	0.16	0.34	0.37			
Mixed: Other Mixed		0.15	0.14	0.10	0.22	0.31			
Asian or Asian British: Indian		0.31	0.14	0.16	3.39	2.09			
Asian or Asian British: Pakistani		1.29	0.03	0.04	2.93	1.44			
Asian or Asian British: Bangladeshi		0.30	0.01	0.06	0.60	0.56			
Asian or Asian British: Other Asian		0.11	0.06	0.05	0.40	0.48			
Black or Black British: Caribbean		0.17	0.04	0.10	1.56	1.14			
Black or Black British: African		0.07	0.08	0.04	0.23	0.97			
Black or Black British: Other Black		0.03	0.02	0.01	0.19	0.19			
Chinese or other ethnic group: Chinese		0.26	0.38	0.12	0.31	0.45			
Chinese or other ethnic group: Other ethnic group		0.20	0.19	0.13	0.27	0.44			
Religion %		1	Worcester	Malvern	Wychavon	West Midlands		England	The majority of the population in South Worcestershire are Christian. The District has a lower proportion of Hindus, Muslims and Sikhs compared
People stating religion as: Christian			76.71	78.34	81.27	72.58		71.74	
People stating religion as: Buddhist	0.18		0.21	0.09	0.19	0.28			

Indicator	Data Source	Current Data	Comparators and targets			Trend	
People stating religion as: Hindu		0.13	0.10	0.05	1.08	1.11	to regional and national figures.
People stating religion as: Jewish		0.04	0.10	0.08	0.09	0.52	
People stating religion as: Muslim		1.81	0.16	0.21	4.10	3.1	
People stating religion as: Sikh		0.11	0.05	0.09	1.97	0.67	
People stating religion as: Other religions		0.21	0.28	0.21	0.21	0.29	
People stating religion as: No religion		13.62	13.49	11.46	12.30	14.59	
People stating religion as: Religion not stated		7.18	7.27	6.53	7.48	7.69	
Same-Sex Couples: % of population living in a same-sex couples	1	Worcester 0.18	Malvern 0.13	Wychavon 0.11	West Midlands 0.14	England 0.20	South Worcestershire has a lower percentage of same sex couples living together than the national percentage of 0.20.
Age	2	<p>The population of the County is increasing. The 2008 mid-year estimate for the population of the county was 557,639. In 2006 the population was estimated to be 552,900 and in 2001 it was 542,200.</p> <p>The population of younger people is falling (up to the age of approximately 40 years), in Worcestershire despite an increase in the overall population.</p> <p>In mid-2007 the resident population of the UK was 60,975,000. The average age was 39 years, up from 37 in 1997. Children aged under 16 represented around one in five of the total population, around the same</p>					

Indicator	Data Source	Current Data	Comparators and targets	Trend
		proportion as those of retirement age.		
Disability	2	The most recent information on the extent of Worcestershire's population with a disability, or limiting long-term illness is from the 2001 Census which shows that in 2001, 16.7% of the county's population declared themselves as having some form of disability.		
Marriage and civil partnership	2	As of October 2010, 286 civil partnerships have been registered by Worcestershire Registration Offices since the law on civil partnerships was introduced in December 2005.		
Race	2	<p>Worcestershire has a relatively small ethnic minority population of 7.3% (40,300), compared to 16.9% for the West Midlands and 16.4% for England (mid-year population estimates 2007). However, the proportion of Black and Minority Ethnic (BME) residents is growing, and has increased by 2.7 percentage points since 2001. The Pakistani population in Worcestershire is estimated to be 5,500 (1%), while the Indian population is estimated at 4,100 (0.7%).</p> <p>The number of persons defined as White Other (i.e. White but originating from outside the UK and Ireland) has also risen, from 6,900 in 2001 to 10,000 (1.8%) in 2007, and is highest in Wychavon and Worcester City (both 2.1%). The County also has large communities of Irish and Eastern European origin. Traditionally, Worcestershire also has a large population of Romany Gypsies and a small number of Irish Travellers, which are the oldest ethnic minority community in the county.</p>		
Religion or belief	2	<p>According to the 2001 Census, the vast majority of Worcestershire's residents (78.7%) are Christian, with 12.6% of people stating that they had no religion and 7.1% preferring not to state their religion. The largest non-Christian community in Worcestershire is the Muslim community which stands at 0.9% of the population, which as of 2001, equated to 4880 people.</p> <p>The national Christian population proportion of 71.7% is 7% lower than Worcestershire's, with other significant differences appearing under 'no religion' (a difference of 2% to the national percentage of 14.6%) and in the Muslim and Hindu populations (a 2.2% and 1% difference respectively) (2001 Census).</p>		
Sex	2	The 2008 mid-year estimates show that out of the total Worcestershire population of 557,639, approximately 273,200 were male and 284,400 were female - or, 49% of the population were male and 51% were		

Indicator	Data Source	Current Data	Comparators and targets	Trend
		female. This near equal balance is typical of the country as a whole.		
Sexual orientation	2	Accurate figures about the number of lesbian, gay and bisexual (LGB) people living in Worcestershire are scarce. However, estimates indicate that nationally, approximately 6% of the population are LGB.		

Key to Data Sources

1	National Statistics 2001, <i>Neighbourhood Statistics: Worcester, Malvern & Wychavon</i> [online] available: http://neighbourhood.statistics.gov.uk/dissemination/LeadPage.do?pageld=1001&tc=1204213945284&a=3&b=277148&c=Worcester&d=13&g=499664&i=1001x1003&m=0&r=1&s=1204213945284&enc=1 [accessed 28 February 2008]
2	Worcestershire County Council. Equality and Diversity [online] available: http://www.worcestershire.gov.uk/cms/community-and-living/equality-and-diversity.aspx [accessed 17 August 2011]

Plans and Programmes Review Update

National

The Equality Act 2010

The Equality Act 2010 is the law which bans unfair treatment and helps achieve equal opportunities in the workplace and in wider society. The act replaced previous anti-discrimination laws with a single act to make the law simpler and to remove inconsistencies. This makes the law easier for people to understand and comply with. The act also strengthened protection in some situations. The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. They protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

The act prohibits unfair treatment in the workplace, when providing goods, facilities and services, when exercising public functions, in the disposal and management of premises, in education and by associations (such as private clubs).

County

Worcester County Council Single Equality Scheme 2009 - 2012	
<p>The Equality Scheme (SES) covers the period 2009-2012, and sets out Worcestershire County Council's (WCC) public commitment to promoting diversity and equality of opportunity, and eliminating harassment and discrimination. The SES replaces and builds on our three previous equality schemes which have focused on race, disability and gender, to provide a more consistent approach to the ways in which we meet the differing needs of our staff and our communities.</p>	
<p>Objectives, Targets & Indicators</p>	<p>Scheme Priorities</p> <p>Priority 1 We will ensure that Equality and Diversity are integral to our aims, values, and priorities, and in strategies and action plans we develop in partnership with other groups and organisations.</p> <p>Priority 2 We will ensure that opportunities for our staff and job applicants are inclusive, and representative of our Worcestershire community.</p> <p>Priority 3 We will ensure that we continue to develop engagement and communication processes which narrow the gaps in equality outcomes for differing groups within our communities, as they access and influence our services.</p> <p>Priority 4 We will ensure that we have a clear picture of the extent of harassment and discrimination, both internally and externally, across all diversity strands; we will take positive action to address areas of concern identified.</p>

Local

Worcester City Council Disability Equality Scheme, December 2006

The Disability Equality Scheme has been created as a result of the amended Disability Discrimination Act 2005, which requires public bodies to examine their activities to discover whether discrimination against disabled people is happening and, if it is, to take action to stop it. This scheme sets out the framework within which Worcester City Council can promote equality for, and prevent discrimination against disabled people.

Objectives, Targets & Indicators

The following objectives are intended to support and complement this framework:

Objective 1: We will promote equality for disabled people by:

- Removing Barriers to accessibility, particularly in relation to employment, access to services, information and buildings.
- Upholding the Social Model and our guiding principles in our role in procurement and in our partnership duties.

Objective 2: We will tackle discrimination against disabled people by:

- Promoting positive images of disabled people.
- Challenging patronising or discriminating attitudes.
- Making the environment as safe as possible for disabled people.
- Challenging anti-social behaviour against, or harassment and victimisation of disabled people.

Objective 3: We will support disabled people to achieve their full potential by:

- Providing the necessary support and assistance to disabled people to enable them to lead independent lives.
- Supporting the formation of groups, networks and services for disabled people as employees of the Council and residents.
- Supporting disabled people according to their individual need.

	<p>Objective 4: We will work in partnership with disabled people by:</p> <ul style="list-style-type: none"> ▪ Enabling disabled people's active participation. ▪ Involving disabled people in the changes and improvements we make Consulting with disabled people on issues affecting them as well as those acting on their behalf.
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Worcester City Council Race Equality Scheme 2007

The scheme sets out to promote race equality and diversity in both the provision of services and in employment. It also attempts to influence partner organisations to adopt best practice in terms of Race Equality. It sets out Worcester City Councils commitment to:

- Eliminating unlawful racial discrimination
- Promoting Equality of opportunity across all its services, functions and policies
- Promoting good relations between people of different racial groups by encouraging understanding and raising awareness
- Ensuring the active involvement of all members of the community regardless of ethnic origin
- Ensuring equality of access to all services and resources.

Objectives, Targets & Indicators

The Race Equality Scheme Action Plan 2007-2010 sets out the actions the council are planning to achieve race equality in Worcester City. The objectives of the Action Plan are:

- Increase the Council's awareness of the issues affecting the BME communities in Worcester City, in both service provision and employment.
- To ensure robust and effective monitoring systems are in place across all services.
- To ensure equalities monitoring data is recorded and analysed throughout the employment process.
- To review current lists of all functions and policies.
- To aim for effective and fair service provision by carrying out Equality Impact Assessments across all service areas.
- To ensure any future policies are Equality Impact Assessed.
- To ensure the recruitment and selection processes are fair within the Council.
- To eliminate bullying and harassment, including racial harassment.
- Accurate Racial Incident reporting for BVPI 174.
- To establish a Multi Agency Panel for reporting all forms of Hate Crime.
- To ensure all published Council information is accessible to all service users.

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Worcester City Council Gender Equality Scheme 2007-2010	
<p>The scheme sets out how the Council will meet its general and specific duties in regard to gender equality issues. This is achieved through the Gender Equality Action Plan 2007-2010, which sets out the actions and objectives to tackle discrimination and harassment and promote Gender Equality in Worcester City.</p>	
<p>Objectives, Targets & Indicators</p>	<p>The objectives of the Gender Equality Action Plan 2007-2010 are:</p> <ul style="list-style-type: none"> ■ Increase the Council's understanding of the issues affecting women and men in Worcester City. ■ To Promote and Manage flexible working within Worcester City Council. ■ To identify and address any Pay gap between women and men at Worcester City Council. ■ To ensure equalities monitoring data is recorded and analysed throughout the employment process. ■ To ensure the recruitment and selection processes are fair within the Council. ■ To recruit more Women to stand for election as Councillors. (Currently there are no women Cabinet members) ■ To eliminate bullying and harassment, including sexual harassment. ■ To eliminate the discrimination against and harassment of, transgender and transsexual employees and potential employees. ■ To aim for effective and fair service provision by carrying out Equality Impact Assessments across all service areas. ■ To support employees with caring responsibilities. ■ To ensure Procurement Strategy meets equality Guidelines. ■ Review the Gender Equality Scheme every three years and produce annual progress reports to members as required.

Wychavon District Council Equality and Diversity Scheme 2008-2011	
<p>The scheme replaces the previous race, gender and disability schemes and diversity policy and follows the national trend to move towards a single equalities framework.</p> <p>The scheme intends to:</p> <ul style="list-style-type: none"> • highlight the various strands of equalities that exist • show how these are inter-linked and how we need to consider a wide variety of factors in order to understand the issues and barriers facing our communities • identify equality issues in Wychavon and what we mean by diversity • set out our corporate approach to equalities and how we are working towards the Equality Standard • consider how we are working towards gaining a better understanding of the needs of all of our customers. 	
<p>Objectives, Targets & Indicators</p>	<p>Disability Equality objectives</p> <ul style="list-style-type: none"> • We will promote equality for people with disabilities • We will tackle discrimination against people with disabilities • We will support people with disabilities so they can achieve involvement in social life. <p>Gender Equality objectives</p> <ul style="list-style-type: none"> • We will achieve gender equality through service delivery and improve our understanding of our employee and customer needs in relation to gender • We will achieve gender equality in employment practice • We will eliminate discrimination and harassment on the grounds of gender. <p>Race Equality objectives (as defined in the Race Relations Act)</p> <ul style="list-style-type: none"> • We will eliminate unlawful racial discrimination • We will promote equality of opportunity, and • We will promote good race relations between people of different ethnic and cultural groups <p>Equality Objectives in relation to age, religion and belief and sexual orientation</p> <ul style="list-style-type: none"> • We will ensure our services do not discriminate on the grounds of age, religion and belief and sexual orientation

Malvern Hills District Council Single Equality Scheme 2010-2013	
The purpose of this Scheme is to set out how the Council intends to promote equality of opportunity and eradicate discrimination in the delivery of public services and in their actions as an employer, through meeting statutory responsibilities and addressing the needs of all who face inequality and discrimination.	
Objectives, Targets & Indicators	<p>1. Prevent discrimination and harassment To take measures to ensure that, in the provision of council goods, facilities and services, discrimination and harassment does not occur on grounds of age, disability, gender, gender reassignment, ethnicity, religion/belief and sexual orientation.</p> <p>2. Make services responsive To customise and adapt council goods, facilities and services to take into account the needs of those from a minority community.</p> <p>3. Increase participation To increase individual and group opportunities to be involved in the decisions affecting their lives.</p> <p>4. Diversify & up-skill the workforce To diversify the Council's workforce, ensuring recruitment and employment procedures and practices are fair in the way they affect minority communities. As well as providing training on delivering equality & valuing diversity for all staff to enable them to deliver our equality objectives more effectively.</p>