

## Appendix 10: Equality and Diversity Impact Assessment (EqIA)

### EqIA Key and Method Notes:

- Equality and diversity issues have been addressed as an integral part of the sustainability appraisal of the South Worcestershire Development Plan. Commentary on issues relevant to the protected characteristics is provided throughout the appraisal matrices (Appendices 2-6 of this report). In addition, a summary of the key issues arising for the protected characteristics from the plan's strategic (Development Strategy) policies is provided in the following matrices.
- The assessment uses a simplified version of the SA/SEA appraisal key applied across the plan's policies, with the assessment informed by decision aiding questions:
  - Will the policy have a negative impact on any of the protected characteristics?
  - Will the policy have a negative impact on any of the protected characteristics?
  - How can identified negative impacts be minimised or removed?
  - How can identified positive impacts be improved or enhanced?
  - Is monitoring of the issues required?

Assessment Key	
+	Positive Impact
x	Adverse Impact
0	Neutral Impact
?	Unknown or uncertain Impact

EqIA Protected Characteristics									
	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
Development Strategy (full policy wording detailed in SWDP)									
SWDP 1 Development Strategy and Settlement Hierarchy for South Worcestershire	+	+	+	+	+	+	+	+	+
<b>Commentary</b> <ul style="list-style-type: none"> <li>■ The policy should benefit all groups as it seeks to increase available homes and access to good quality/ affordable houses in urban and rural locations across the plan area.</li> <li>■ The approach reflects extensive community based consultation and a focus on meeting local needs as identified through background/ baseline and evidence base papers. <sup>1</sup></li> <li>■ Avoidance of development in flood risk areas is particularly positive for specific social groups (the elderly, travellers and disabled people) as they are more likely to be adversely affected by flood events.</li> </ul>									
SWDP 2 Employment, Housing and Retail Supply	0	?	+	+	+	+	+	+	+
<b>Commentary</b> <ul style="list-style-type: none"> <li>■ The policy is largely positive for all the groups as it provides support to the development and growth in employment opportunities across the plan area with a particular focus on urban areas.</li> <li>■ Access to employment opportunities is dependant on a transport system that provides equality of access and there is some uncertainty for disabled people where employment locations are developed in areas with limited transport options (e.g. technology parks, or city edge locations limited to road access). It is recommended that all new developments are required to address travel/ transport options, and work with transport providers to ensure that the issues faced by disabled travellers are appropriately catered for.</li> </ul>									

<sup>1</sup> See the South Worcestershire Development Plan publications list for relevant background papers and technical reports.  
<http://www.swdevelopmentplan.org/html/publications.html>

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	1	2	3	4	5	6	7	8	9
<b>Development Strategy (full policy wording detailed in SWDP)</b>									
<b>SWDP 3 Overarching Sustainable Development Requirements</b>	+	+	+	+	+	+	+	+	+
<b>Commentary</b> <ul style="list-style-type: none"> <li>■ Integral to this approach is the provision of a suitable mix of housing to meet the needs of all social groups in terms of affordability, location and size.</li> <li>■ The integration of lifetime homes requirements ensures that buildings are adaptable to disability and the needs of an ageing population, which is an identified issue for the South Worcestershire area.</li> <li>■ Positive impacts are likely for all user groups through improved access to sustainable homes, which provide a better quality of living standards and reduced running costs over the lifetime of the building.</li> <li>■ Addressing pollution and air quality issues through design is particularly beneficial for elderly and disabled people who are inherently more susceptible to the adverse effects arising from pollution.</li> </ul>									
<b>SWDP 4 Moving Around South Worcestershire</b>	+	+	+	+	+	+	+	+	+
<b>Commentary</b> <ul style="list-style-type: none"> <li>■ The requirements for travels plans, support for sustainable transport measures and the promotion of transport choice (particularly in rural areas) will provide positive benefits for all the groups considered.</li> <li>■ This approach will be particularly positive for South Worcestershire’s relatively high proportion of elderly people who face isolation and difficulty accessing essential services where transport options are limited. Similarly disabled people, young people and pregnant women without access to a private car, are advantaged by improvements to more regular and consistent public transport options.</li> </ul>									
<b>SWDP 5 Strategic Green Infrastructure</b>	+	+	+	+	+	+	+	+	+
<b>Commentary</b>									

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<b>Development Strategy (full policy wording detailed in SWDP)</b>									
<ul style="list-style-type: none"> <li>■ Aims to protect and enhance open/green space provide positive benefits for all groups.</li> <li>■ Different age and cultural groups have varying requirements in terms of access to and interaction with the natural environment (e.g. exercise, sport, peaceful enjoyment etc), there it is recommended that new provision addresses the aim to provide 'multifunctional' space in a manner that reflects the requirements of different interest groups.</li> <li>■ It is recommended that all improvement to Green Infrastructure assets consider the accessibility issues for those with disabilities and impairments. In addition, security and safety issues (e.g. in shared public spaces) may be of particular concern to women and walkways/ access routes should be designed with security in mind.</li> </ul>									