

Equality Impact Assessment

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| Title: | Erewash Core Strategy Review 2022 | |
| Version: | 1 | |
| Date of draft: | | 10 February 2022 |
| Date approved by Equalities Group | | 18 February 2022 |

Section 1A: Overview

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| Name of Policy, Procedure, Practice, Strategy or Service: | Core Strategy Review 2022 |
| Service, Group, Team: | Planning Policy Team |
| Equality Assessment Lead Officer: | Oliver Dove |
| Head of Service | Steve Birkinshaw |

| 1B: Please state the intended outcomes of the policy | How will you know these have been achieved? <i>What performance monitoring is in place?</i> |
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| <p><u>Housing</u> (See Strategic Policies 1, 1.1 – 1.6)</p> <p>Delivery of around 5,500 net new homes over the plan period 2022- 2037 comprising new housing allocations and urban capacity sites, including provision of affordable housing.</p> <p><u>Employment</u></p> <p>The economy of Erewash will be maintained, strengthened and diversified with new development being provided to meet restructuring, modernisation and inward investment needs. This will be achieved by:</p> <p>a) Protecting the following strategic employment sites to maintain a supply of good quality land and premises for industrial and warehouse uses:</p> <ul style="list-style-type: none"> • Acton Road/Fields Farm Road Industrial Estate (32ha); • Quarry Hill Road Industrial Estate (22ha); • Gallows Inn Industrial Estate (10ha); and <p>Manners Industrial Estate (27ha).</p> <p>Providing at least 40 hectares of high quality employment development at Stanton North to meet the identified needs for new and relocating industrial and warehousing/logistics uses (use classes B2 and B8).</p> <p><u>Town, Local and Village Centres</u></p> <ul style="list-style-type: none"> • Proposed Local Centre – Kirk Hallam (including a local supermarket of around 1,000-1,500 sqm gross internal area and a parade of smaller shops amounting to a similar floorspace); and | <p>Authorities Monitoring Report/ Government Housing Delivery Test</p> <p>Annual Employment Land monitoring / Authorities Monitoring Report (AMR)</p> <p>AMR</p> <p>AMR</p> |

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| <ul style="list-style-type: none"> Proposed Village Centre – South Stanton (including a neighbourhood convenience store of around 500-750sqm gross internal area and a parade of smaller shops amounting to a similar floorspace). | AMR |
| <p><u>Transport</u></p> | |
| <ul style="list-style-type: none"> Delivery of new Relief Road (associated with the proposed housing allocation and Local Centre at Kirk Hallam) Replace the Lows Lane / Sowbrook Lane / Ilkeston Road T-junction with a roundabout in a new location to the north-east of the current junction. | <p>Infrastructure Funding Statement/ AMR</p> |
| <p><u>Green Infrastructure</u></p> | |
| <p>Strategic Green Corridors to provide the following:</p> | |
| <ul style="list-style-type: none"> Sustainable flood water management; Biodiversity improvement, including natural carbon capture; Active travel; and Open space recreational uses. | |

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Section 2A: The policy. - How will the policy/plan/strategy impact on residents, visitors, businesses or other agencies that we work with? - *What work has been undertaken to advise these groups about the changes planned in the policy/plan/strategy?*

So far there have been two public consultation on the proposals. The first titled “Options for Growth” was carried out between January and July 2020 and second consultation “Revised Options for Growth” was carried out between March and May 2021. There is a consultation statement regarding each of these that provides the council’s response to the issues raised.

2B: What needs is the policy/service designed to meet? - *You could also refer to your current Service Plans and how the policy/service fits into EBC’s Corporate Plan Priorities. - How does the policy, procedure, practice, strategy or service align with Corporate Priorities?*

1. Government requirement to review Local Plan after five years and to deliver homes in accordance with objectively assessed needs.
2. Erewash Borough Council Corporate Plan 2021-23 Corporate Priority: *Planning for the future:*
 - *Provide a clear vision and direction of place shaping for the borough.*
 - *Enable a range of good quality affordable homes for our residents in an attractive environment.*
 - *Build sustainable communities where residents have good access to facilities and transport links for their wellbeing.*
 - *Support the business community to enable a thriving local economy that provides the jobs, services, training and career opportunities that we need.*

2C: Is the service provided subject to any element of outsourcing? - *Is the service delivered in part, or in its entirety by an outside company or organisation? - If challenged about a service delivered on our behalf you must show that the organisation meets the expectations with regard to equalities in its customer service and recruitment and retention of staff.*

N/A

Section 3A: Gathering Information

What equality monitoring information do you gather and how is this information used to develop services, functions and policies at the current time. - *You could look at the take up of services, customer satisfaction (complaints and compliments) and enforcement action.*

None relevant. No equality monitoring information has been collected in relation to the production of this strategy, which is a high level strategic planning document.

3B: What does available data and the results of any consultations show about the take up of services? - What is the impact on different groups? (Qualitative and Quantitative). - *You could look at previous community consultation exercises, customer reviews, census data, staff feedback etc. - Does your consultation identify responses by protected characteristic or identify particular community and voluntary groups that you worked with.*

Remember: by law you are required to be able to demonstrate, through data analysis and evidence, that you have considered the impact of your service on **ALL** of the relevant protected groups. This document is just a short summary of this process and a tool to help you to check that you have taken the Equality Act 2010 and the Council's equality objectives into consideration.

Government and county council data has been analysed in order to better understand the potential for correlation between the Strategy and any of the protected characteristics.

Gender

Economic Activity

In Erewash 51% of the population is female, 49% male (Source Derbyshire Observatory). Fewer women in Erewash are economically active than men. In 2020 the figure was 83.7% for women and 91.1% for men (Source Nomis Local Authority Profile).

Hourly earnings

Women who work in Erewash earn less than men: In 2020 this was £10.79 per hour for female full time workers compared to £14.23 for men (Nomis)

Age

Unemployment

The April 2021 unemployment rate for the 18-21 year old group is double the rate for all age groups across the borough: 10.7% against 5.2% for all 16-64 year olds (Nomis). The 18-21 age group comprises 4.6% of the Erewash population (Census 2011).

Disability

19.3% of people in Erewash consider that day to day activity is limited in some way by disability (Census 2011), but only 4.4% are marginalised by the job market to the extent that they qualify for disability related benefits (Nomis).

Ethnicity

In Erewash 95.2% of the population consider themselves to be White British. Within the non-white British proportion, the biggest group are Asian / Asian British at 1.2% (Census 2011)

Religion or Belief

In Erewash 57.8% of the population regard themselves as Christian and 33.9% consider themselves to have no religion. The largest other religious group is Hindu at 0.4%.

There is no suitable data available for other protected characteristics.

Section 4: Impact Assessment - *Here you need to analyse the needs of different groups and the possible impacts the service may have on them. - How is the policy or decision likely to affect the **promotion of equality** and the **elimination of discrimination** in each of the groups?*

| Stake Holder Group | Is this group likely to be affected in a positive way? | In what way will they be affected? | Is this group likely to be affected in a negative way? | In what way will they be affected? |
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| Age (older people, young people) | Yes | Job creation from Policy 2 (employment) and 2.1 (Stanton North) has socio economic benefits for those on lower incomes. In particular this has the potential to positively impact on young people aged 18-21 who have higher levels of unemployment than other age groups. The provision of bus services to the new development sites will positively impact on those with currently less access to private vehicle | No | |

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| | | use, including the young and elderly. | | |
| People with Disabilities (Both physical and mental impairments) | Yes | The provision of new homes is likely benefit those with disabilities due to building regulations for new build homes providing higher accessibility standards. Policy 1.1 specifies that streets shall prioritise walking, wheelchair use and cycling over motorised transport. This will lead to safer streets for wheelchair users. New industrial premises associated with Policy 2 (Employment) and 2.1 (Stanton North) will improve access for disabled due to building control requirements on new build units. | No | |
| Gender (Women, Men, Transgender, Transsexuals) | Yes | More accessible jobs in town centres and village centre will provide more opportunities for women, who as a group have less personal mobility than men. | No | |
| Race (Black, Asian, Minority Ethnic groups. Include people whose first language is not English) | No | | No | |
| Sexual Orientation | No | | No | |
| Religion and belief | No | | No | |
| Dignity, Human Rights and Socio-economic | Yes | Affordable housing provisions set out in site allocation policies 1.2 - 1.6) are | No | |

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| disadvantage | | likely to have a positive impact on residents on lower incomes. Policy 2.1 will lead to high quality modern employment stock across 80 Ha at Stanton North. The associated job creation has socio economic benefits in particular for those on lower incomes. It has the potential to positively impact on young people aged 18-21 who have higher levels of unemployment than other age groups. New | | |
| Marriage and Civil partnerships | No | | No | |
| Pregnancy and maternity/paternity | No | | No | |

| Section 5A: Actions How will you monitor the ongoing effect of the policy/strategy/plan? | When will this be undertaken? | Expected outcomes / performance measures | Which Corporate Plan aim will this action meet? |
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| Authorities Monitoring Report (all) Govt Housing Delivery Test report via DELTA (housing only) | Annual | As per 1B above | Planning for the future |
| Infrastructure Funding Statement ; Produced by EBC and submitted to govt (re highways infrastructure) | Annual | | |

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| 5B: If you have identified any negative impacts on any of the groups in section 4 how will you mitigate the effect? | | | | | |
| Negative impact | Action required to mitigate any potential negative impact | Outcome / performance measure | Lead Officer – who will the monitoring of this action be reported to? | Date that the monitoring will be undertaken, how often will it be done? | Which of the current Equality Objectives does this action meet? (State number *) |
| N/A | | | | | |
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*The Council's Equality Objectives are detailed below:

1. Provide a welcoming and safe place for our communities, visitors and businesses which embraces equality and is free from discrimination.
2. Provide relevant services that are free from discrimination and delivered in a way that is responsive and accessible.
3. Foster an accessible and inclusive working environment for all our staff and strive to achieve a workforce that is representative and diverse.