

# APPENDIX XI -EQUALITY IMPACT ASSESSMENT

Plymouth and South West Devon Joint Local Plan (JLP)



## STAGE I: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

Plymouth City Council, South Hams District Council and West Devon Borough Council have produced a single joint local plan covering their areas – the Plymouth and South West Devon Joint Local Plan (JLP). This Plan sets out the overarching strategy for the area, setting out where development will take place, what areas should be protected, and how the area will change through to 2034.

The JLP brings together work that has already been carried out separately by the councils on the Plymouth Plan, South Ham's 'Our Plan' and West Devon's 'Our Plan' and creates single objectives and policies whilst retaining the Council's individual identities. The strategy and policies of the Plymouth Plan have therefore been carried forward into the JLP and the same for the vision and themes in the South Hams and West Devon Our Plans.

Plymouth plays a key role in the wider area with important relationships to the surrounding market towns and villages. It has many facilities which people travel from the wider area to use and there are many employment opportunities. All of these connections mean that Plymouth is key to the lives of people living in and around the city. In addition to this is the surrounding towns in South Hams and West Devon which provide local services and facilities that support residents. It makes sense to produce a Local Plan which recognises these links.

We must therefore plan to meet the needs of this area – the Plymouth Housing Market Area (HMA). This is a requirement of the National Planning Policy Framework (NPPF). The Plymouth HMA is recognised as being the whole areas of the three local authorities so producing a JLP is the most effective way of meeting this requirement. A JLP will mean a more efficient use of resources, sharing skills and plan-making budgets; a simpler and more cost-effective process with one examination process

<b>STAGE 1: What is being assessed and by whom?</b>	
	<p>instead of three; giving the area a clear voice for engaging with regional bodies that guide funding decisions.</p> <p>Monitoring and management is critical to the delivery of the Joint Local Plan, it provides an understanding of how the plan is progressing against its targets, and whether the approach needs to be changed. It is an integral part of the Plan. It also enables the Protected Characteristics of the Equality Act 2010 and any Significant Effects identified in the SA and HRA to also be included within the monitoring regime.</p> <p><i>Please note that the data below has primarily come from 2011 Census Data and figures for South Hams and West Devon may also include data which covers part of Dartmoor National Park.</i></p>
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Date of Assessment	20/02/2017

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b> <small>See the <a href="#">guidance</a> on how to make this judgement.</small>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Age	<p><b>-17.51 per cent</b> of Plymouth's population is aged 15 or under.</p> <p><b>-16.27 per cent</b> of Plymouth's population is aged 65 or over.</p>	<p>When we deliver new development in the city it will be important to ensure the voice of all ages is considered.</p> <p>Currently young people struggle to be heard when consulting on decisions made through the planning process.</p>	<p>Recognising different age groups as part of creating sustainable communities is specifically mentioned within the spatial strategy of the plan and includes reference to creating communities with:</p> <p>“A sufficient number and demographic mix of</p>	<p>The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact? <small>See the <a href="#">guidance</a> on how to make this judgement.</small>	Actions	Timescale and who is responsible?
	<p><b>-15.15 per cent</b> of South Hams/West Devon's population is aged 15 or under.</p> <p><b>-23.49 per cent</b> of South Hams/West Devon's population is aged 65 or over.</p>	<p>In South Hams and West Devon the social implications of house price rises that far outstrip wage increases have seen a disproportionate amount of young people and working age families leave South Hams and West Devon for more affordable areas within cities such as Plymouth, Torquay and Exeter, or further afield.</p>	<p>people to engender a sense of belonging, vitality and safety, as well as support the range of services that people need in their daily lives.”</p> <p>And: “Social inclusion where the needs of all sections of the local population for housing, transport, employment, leisure, safety and accessibility are recognised and provided for. This includes the needs of young and older people, all race and faith groups, people with disabilities and women and men (for example, the needs of parents / carers with dependent children). People also need to be able to travel by sustainable transport between communities.”</p> <p>Strategic Objective 9.2 specifically mentions enabling a balanced demographic profile that retains and attracts young people and working age families in the Thriving Towns and Villages.</p>	
Disability	<p><b>-20.4 per cent</b> of Plymouth's population stated that their day-to-day activities were limited.</p> <p><b>-27.4 per cent</b> of South Hams' population stated that</p>	<p>It will be important that as the area grows in population we are catering for those with disabilities of all types, including 'invisible' disabilities such as mental health issues and dementia.</p>	<p>The Plan recognises the varied needs of existing and future residents and the fact that new development needs to ensure that a mixture of different types, tenure and sizes of homes are provided.</p>	<p>The life of the Plan – The Plymouth and South West Devon Joint Local Plan</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact? <small>See the <a href="#">guidance</a> on how to make this judgement.</small>	Actions	Timescale and who is responsible?
	<p>their day-to-day activities were limited.</p> <p><b>-28.58 per cent</b> of West Devon's population stated that their day-to-day activities were limited.</p>		<p>It specifically references the need to deliver accessible homes to accommodate the needs of an ageing population and households with restricted mobility, specialist housing projects for people with a range of disability, and opportunities for self and custom build and co-housing in the development policies chapter.</p>	Team
Faith/Religion or Belief	<p>-While the number of people who classify themselves as Christians has fallen, most of the minority religions/faiths have increased in all three areas.</p>	<p>As the area grows in population it will be important to recognise different faith, religions and beliefs and to incorporate their needs as the area expands and minority groups grow in numbers.</p>	<p>Recognising the need to have the appropriate level of facilities to meet the identified needs of the local community, including provision of places of worship is recognised in the spatial strategy chapter of the JLP.</p> <p>Recognising the needs of all faith groups is also referenced under social inclusion.</p>	<p>The life of the Plan – The Plymouth and South West Devon Joint Local Plan</p> <p>Team</p>
Gender - including marriage, pregnancy and maternity	<p><b>-49.4 per cent</b> of the population of Plymouth are classified as being male while <b>50.6 per cent</b> are classified as female.</p> <p><b>-48.25 per cent</b> of the population of South Hams are classified as being male while</p>	<p>Flexible working and a mixture of housing type and tenure is key to parents and work/life balance and it will be important to secure fairness and equality when decisions which can be affected by someone's gender is made.</p>	<p>Flexible work spaces and the provision of housing for all ages and genders are recognised in the JLP and it will be important to monitor this for the life of the Plan.</p>	<p>The life of the Plan – The Plymouth and South West Devon Joint Local Plan</p> <p>Team</p>

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact? See the <a href="#">guidance</a> on how to make this judgement.	Actions	Timescale and who is responsible?
	<p><b>51.75 per cent</b> are classified as female.</p> <p><b>-48.78 per cent</b> of the population of West Devon are classified as being male while <b>51.22 per cent</b> are classified as female.</p>			
Gender Reassignment	Transgender referrals are continually on the rise in the UK, including in the South West area.	It is important to recognise this growing sector of society as the area grows in numbers. More and more people are becoming aware of fluidity in gender and it will be important to recognise the needs of those and to cater for them.	The JLP contains policies linked to designing out crime and the fear of crime in the environment, ensuring diverse communities are valued for and enabled to contribute to the economy and culture of the city.	The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team
Race	<p><b>-7.1 per cent</b> of Plymouth's population identify themselves as Black and Minority Ethnic (BME)</p> <p><b>-1.64 per cent</b> of South Hams' population identify themselves as Black and Minority Ethnic (BME)</p> <p><b>-1.54 per cent</b> of West</p>	As we grow the area it is likely that the migrant population of the area will also grow, it will be important to breakdown language barriers between local communities and reduce hate crime.	<p>The JLP contains policies linked to designing out crime and the fear of crime in the environment, ensuring diverse communities are valued for and enabled to contribute to the economy and culture of the city.</p> <p>Recognising the need to have the appropriate level of facilities to meet the identified needs of the local community regardless of race is</p>	The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team

<b>STAGE 2: Evidence and Impact</b>				
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	Devon's population identify themselves as Black and Minority Ethnic (BME)		recognised in the spatial strategy chapter of the JLP.	
Sexual Orientation - including Civil Partnership	In 2015, <b>2.3 per cent</b> of the South West population identified themselves as gay or lesbian, bisexual or other.	As the area grows in population numbers it will be important to ensure services also grow to ensure the needs of all sectors of society are catered for.	The JLP contains policies linked to designing out crime and the fear of crime in the environment, ensuring diverse communities are valued for and enabled to contribute to the economy and culture of the city.	The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
Reduce the inequality gap, particularly in health between communities.	Inequality and fairness will be addressed for those living and working in the area as the population grows.	The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team
Good relations between different communities (community cohesion).	Every person who lives in or visits the area will be treated fairly and with respect through prioritising the importance of physical, financial and intellectual access to facilities, services and opportunities and promoting community cohesion.	The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team
Human Rights <small>Please refer to <a href="#">guidance</a></small>	Human Rights will be considered and at the forefront of decisions to ensure no breaches.	The life of the Plan – The Plymouth and South West Devon Joint Local Plan Team
Principles of Fairness	Delivering sustainable development is the first policy in the JLP	The life of the Plan – The Plymouth and South

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<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
Please refer to <a href="#">guidance</a>	and is a continuing theme throughout which will ensure that the Principles of Fairness will be adhered to.	West Devon Joint Local Plan Team

<b>STAGE 4: Publication</b>			
<b>Responsible Officer; Must be Director, Assistant Director or Head of Service.</b>		<b>Date</b>	



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