



Local Plan for the Broads
Pre-submission (publication) version
Equalities impact assessment
October 2017

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1. Introduction

- 1.1 The Equality Act 2010¹ came into force in October 2010. The Act provides protection from unlawful discrimination in relation to 9 protected characteristics. Under equalities legislation as a public Authority, the Broads Authority has a duty to assess the expected impact of its functions, strategies, policies and services on particular groups of people and specifically those with protected characteristic status. This is done by carrying out an Equality Impact Assessment.
- 1.2 An Equality Impact Assessment anticipates and recommends ways to avoid any discriminatory or negative consequences for a particular group on the grounds of the 9 protected characteristics which are:
- Age
 - Disability,
 - Gender Re-assignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion and belief
 - Sex
 - Sexual Orientation
- 1.3 This may be extended where relevant to include other potentially adverse or discriminatory factors such as socio-economic status or health. The assessment also helps to demonstrate the potential benefits for equality target groups, and ways these benefits might be improved. A definition of each of the protected characteristics is included in Appendix 1.

¹Equality Act 2010: guidance: <https://www.gov.uk/guidance/equality-act-2010-guidance>

2. What is being assessed?

- 2.1 An Equality Impact Assessment of the Local Plan has been undertaken to consider whether the Plan policies reflect the equality needs of the Broads' community and others potentially affected by the Plan.

Activity or project	Local Plan for the Broads
Aims	The Broads Local Plan contains policies and land allocations to help determine planning applications.
Who is affected	All those with an interest or stake in the future enjoyment, development or management of the Broads, including local residents and businesses, landowners, Government organisations, trusts and charities, visitors and volunteers Demographic data relating to the Broads Executive Area is set out in the Sustainability Appraisal report that accompanies the Sites Specifics DPD. The report is available on the Authority's website at: www.broads-authority.gov.uk.
Responsible body	Broads Authority

This assessment considers the impacts of the Local Plan policies and highlights their potential implications where these are known.

3. Gathering evidence

- 3.1 Information to support the Equality Impact Assessment comes from a number of sources. The assessment will help to identify gaps in information and the need for further consultation or research. Data sources include:
- Service monitoring: Profile data relating to age, disability, gender, and ethnicity is collected as part of the Authority's performance monitoring programme
 - Information from consultation exercises, including consultation on draft versions of the Plan and other consultations
 - Service user feedback
 - Staff feedback
 - Liaison with partners, community groups and forums
 - Census data and demographics
 - National Park data and audits
- 3.2 Equality policies and good practice already in place include the following:
- i. Corporate Equalities Policy: Sets out how the Equality Standard for Local Government will be achieved in respect to access to services and employment. Recently reviewed and adopted October 2017.
 - ii. Statement of Community Involvement (SCI)²: sets out how the Authority intends to involve local communities and other stakeholders in the production of its Local Plan (formerly Local Development Framework). The principles and practices of community involvement apply across the whole of the Authority's work. The SCI identifies existing and potential ways of involving under-represented groups in the Broads, including young people, people with disabilities, black and ethnic minority groups, and gypsies and travellers.
 - iii. Broads Authority Communication Strategy: The strategy states that *"Published information will be accessible to all, and available in formats which are suitable for people with disabilities in line with the Disability Discrimination Act 1995. All key publications can be produced in large print on request and Broadcaster is available on CD. The Authority will actively promote diversity in its communications"*. This will be reviewed late 2017/early 2018.
 - iv. Broads Authority website: The Broads Authority is committed to providing a web site that is accessible to the widest possible audience, regardless of ability or technology and including those who have visual, hearing, motor and cognitive impairments. The Authority is actively working to increase the accessibility and usability of its web site and meet its legal obligations under the UK Disability Discrimination Act (DDA). The website aims to achieve overall compliance with the Web Accessibility Initiative's (WAI) guidelines, which explain how to make web content accessible to people with disabilities.

² SCI: http://www.broads-authority.gov.uk/_data/assets/pdf_file/0006/576609/Final-Adopted-Statement-of-Community-Involvement-November-2014.pdf

- v. Visitor information: A range of information on accessibility to the Broads is provided by a variety of information providers, including the Authority:
<http://www.visitthebroads.co.uk/discover-the-broads/about-the-broads/access-for-all>
- vi. Member for Equalities: Members have received specific Equalities Training to assist them in their role.

4. General equality issues

4.1 Disability

The Broads is a flat, low-lying landscape but its wetland nature means that some areas can be difficult to access. It is not possible in practice to provide the same level of access to all users, but the needs of people with disabilities need to be considered by the Authority and its partners in the provision of access, services and facilities and in the development of planning policies. While not all areas can be accessible to all user abilities, a 'least restrictive' approach that removes or minimises barriers to access where possible, with a range of graded routes for varying user abilities, ensures that people with disabilities can access and enjoy the Broads. Furthermore, the concept of 'miles without stiles' is something that the Broads Authority is looking into.

Negative impacts or barriers:

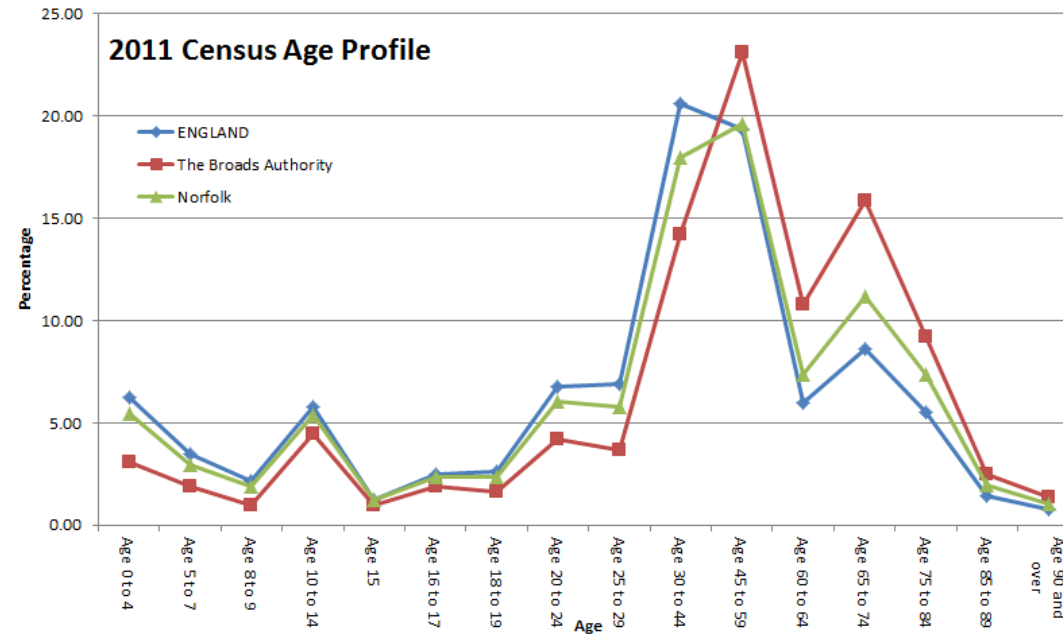
- There is no evidence to suggest that the Local Plan discriminates on the grounds of disability.

Positive impacts:

- Rights of Way Improvement Plan/Broads Public Rights of Way and Open Access Improvement Plan: includes assessment of needs for all user groups
- Broads Local Access Forum: Semi-independent body, established under the Countryside and Rights of Way Act, to advise on the improvement of public access to land within the Broads. It promotes closer liaison and understanding between the various groups and organisations with interest in access to the Broads and the adjacent parts of Norfolk and Suffolk.
- Information provision: The 'Easier Access in the Broads' leaflet provides information on land and water access opportunities for boating and boat trips, cycling, fishing, walking, visitor attractions, public facilities and public transport. The Barton Access Pack contains large print and Braille brochures, CD and audio cassette for people with disabilities visiting the accessible boardwalk at Barton Broad. In addition to the provision of information in large print and audiotape, Braille guides and interpretation boards are also available at a number of locations in the Broads.
- The Integrated Access Strategy (IAS), adopted by the Authority in March 2013 was shaped by the Local Access Forum and provides the overarching strategy for increasing sustainable access within the Broads for all users.
- Disabled Persons Transport Advisory Committee and Norfolk Coalition of Disabled People (Equal Lives) have been consulted on the Sites Specifics DPD.
- The design policy in the Local Plan refers to providing buildings designed to accommodate wheel chair users. It also refers to making buildings easily adaptable.
- The elderly and specialist needs policy is a criteria based policy to help determine such accommodation.
- The venues chosen for drop in sessions during the consultation stages of the Local Plan production had ramps and hand rails to help people access them.

4.2 Age

According to the 2011 Census, the population of the Broads Executive Area is 6,300 which is 6.7% (400 people) greater than the 2001 Census. With an area of 290 km², the population density is 21.7 per km². The population is markedly elderly, as shown in the following graph.



Negative impacts or barriers:

- There is no evidence to suggest that the Local Plan discriminates on the grounds of age.

Positive impacts:

- Age UK has also been consulted during the production of the Local Plan.
- A group of Young People helped inform the vision and objectives of the Local Plan.
- The Design policy of the Local Plan refers to Building for Life and Lifetime Neighbourhoods as well as the needs of those with dementia.
- The Residential Ancillary Accommodation policy enables the provision of such accommodation for those who need assistance.
- The elderly and specialist needs policy is a criteria based policy to help determine such accommodation.
- There is a health and wellbeing policy in the Local Plan.
- The Clinical Commissioning Groups have been consulted throughout the production of the Local plan.
- The venues chosen for drop in sessions during the consultation stages of the Local Plan production had ramps and hand rails to help people access them.

4.3 Race

Approximately 97% of residents in the Broads Executive Area are White British in origin³. Although about 10% of the national population are of an ethnic minority background, only about 1% of visitors to the National Parks and the Broads are from ethnic minorities.

Negative impacts or barriers:

³ 2001 Census; ONS

- There is no evidence to suggest that the Local Plan discriminates on the grounds of race; however it is recognised that more could be done to encourage people from black and ethnic minorities to experience and enjoy the Broads more generally.

Positive impacts:

- MOSAIC is a partnership project led by the Campaign for National Parks to build links between black and ethnic minority (BME) groups and National Parks. MOSAIC is working with the Broads Authority to develop BME champions to promote understanding and enjoyment of the Broads
- The National Federation of Gypsy Liaison Groups and The Gypsy Council have been consulted throughout the production of the Local plan.

4.4 Other equality groups

There is no evidence to suggest that the Local Plan discriminates on the grounds of gender re-assignment, marriage and civil partnership, pregnancy and maternity, religion and belief, sex or sexual orientation. The Plan's overarching objectives make a positive contribution to local rural economic sustainability.

Groups and organisations with knowledge and working experience relevant to equality target groups are represented on the Authority's consultation database and informed about the development of the Local Plan. This includes community and social groups including police authorities, town and parish councils, volunteer associations, Health and Safety Executive, education bodies, charities and trusts.

5. Assessment of Policies and Conclusion

- 5.1 An assessment of each policy contained within the Local Plan against each of the protected characteristics has been carried out and is in Appendix 2 of this document.
- 5.2 There is no evidence to suggest that the Local Plan discriminates any of the protected characteristics. Wherever possible, the Local Plan has sought to positively benefit everyone in society.

Appendix 1 – Protected Characteristics – Definitions

Age: Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment: The process of transitioning from one gender to another.

Marriage and civil partnership: Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race: This refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: A man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Appendix 2 - Individual Policy Assessment.

+	Positive
=	Medium
-	Negative

Policy	Race	Sex	Disability	Age	Gender reassignment	Religion and belief	Sexual orientation	Pregnancy and maternity	Marriage & Civil partnership
PUBSP1: DCLG/PINS Model Policy	=	=	=	=	=	=	=	=	=
PUBDM1: Water Quality and Foul Drainage	=	=	=	=	=	=	=	=	=
PUBDM2: Boat wash down facilities	=	=	=	=	=	=	=	=	=
PUBDM3: Water Efficiency	=	=	=	=	=	=	=	=	=
PUBSP2: Strategic Flood Risk Policy	=	=	=	=	=	=	=	=	=
PUBDM4: Development and Flood Risk	=	=	=	=	=	=	=	=	=
PUBDM5: Surface water run-off	=	=	=	=	=	=	=	=	=
PUBDM6: Open Space on land	=	=	=	=	=	=	=	=	=
PUBDM7: Green Infrastructure	=	=	=	=	=	=	=	=	=
PUBSP3: Climate Change	=	=	=	=	=	=	=	=	=
PUBDM8: Climate Smart Checklist	=	=	=	=	=	=	=	=	=
PUBSP4: Soils	=	=	=	=	=	=	=	=	=
PUBDM9: Peat soils	=	=	=	=	=	=	=	=	=
PUBSP5: Historic Environment	=	=	=	=	=	=	=	=	=
PUBDM10: Heritage Assets	=	=	=	=	=	=	=	=	=
PUBDM11: Re-use of Historic Buildings	=	=	=	=	=	=	=	=	=
PUBSP6: Biodiversity	=	=	=	=	=	=	=	=	=
PUBDM12: Natural Environment	=	=	=	=	=	=	=	=	=
PUBDM13: Energy demand and performance	=	=	=	=	=	=	=	=	=
PUBDM14: Renewable Energy	=	=	=	=	=	=	=	=	=
PUBSP7: landscape Character	=	=	=	=	=	=	=	=	=
PUBDM15: Development and Landscape	=	=	=	=	=	=	=	=	=
PUBDM16: Land Raising	=	=	=	=	=	=	=	=	=
PUBDM17: Excavated material	=	=	=	=	=	=	=	=	=
PUBDM18: Utilities Infrastructure Development	=	=	=	=	=	=	=	=	=
PUBDM19: Settlement fringe	=	=	=	=	=	=	=	=	=
PUBDM20: Amenity	=	=	=	=	=	=	=	=	=
PUBDM21: Light pollution and dark skies	=	=	=	=	=	=	=	=	=
PUBSP8: Getting to the Broads	=	=	=	=	=	=	=	=	=
PUBSP9: Recreational Access around the Broads	=	=	+	=	=	=	=	=	=
PUBDM22: Transport, highways and access	=	=	=	=	=	=	=	=	=
PUBDM23: Recreation Facilities Parking Areas	=	=	=	=	=	=	=	=	=
PUBSP10: A prosperous local economy	=	=	=	=	=	=	=	=	=
PUBSP11: Waterside sites	=	=	=	=	=	=	=	=	=
PUBDM24: New Employment Development	=	=	=	=	=	=	=	=	=
PUBDM25: Protecting General Employment	=	=	=	=	=	=	=	=	=
PUBDM26: Business and Farm Diversification	=	=	=	=	=	=	=	=	=
PUBDM27: Development on Waterside Sites	=	=	=	=	=	=	=	=	=
PUBSP12: Sustainable Tourism	=	=	=	=	=	=	=	=	=
PUBDM28: Sustainable Tourism	=	=	=	=	=	=	=	=	=
PUBDM29: Holiday Accommodation	=	=	=	=	=	=	=	=	=
PUBSP13: Navigable Water Space	=	=	=	=	=	=	=	=	=
PUBSP14: Mooring Provision	=	=	=	=	=	=	=	=	=

Policy	Race	Sex	Disability	Age	Gender reassignment	Religion and belief	Sexual orientation	Pregnancy and maternity	Marriage & Civil partnership
PUBDM30: Access to the Water	=	=	=	=	=	=	=	=	=
PUBDM31: Riverbank stabilisation	=	=	=	=	=	=	=	=	=
PUBDM32: Moorings, mooring basins and marinas.	=	=	=	=	=	=	=	=	=
PUBSP15: Residential development	=	=	+	+	=	=	=	=	=
PUBDM33: Affordable Housing	=	=	+	=	=	=	=	=	=
PUBDM34: Defined Development Boundaries	=	=	=	=	=	=	=	=	=
PUBDM35: Gypsy, Traveller and Travelling Show People	+	=	=	=	=	=	=	=	=
PUBDM36: New Residential Moorings	=	=	=	=	=	=	=	=	=
PUBDM37: Rural Enterprise Workers	=	=	=	=	=	=	=	=	=
PUBDM38: Residential Ancillary Accommodation	=	=	+	+	=	=	=	=	=
PUBDM39: Replacement Dwellings	=	=	=	=	=	=	=	=	=
PUBDM40: Elderly and Specialist Needs Housing	=	=	+	+	=	=	=	=	=
PUBDM41: Custom/self-build	=	=	=	=	=	=	=	=	=
PUBDM42: Design	=	=	+	+	=	=	=	=	=
PUBSP16: New Community Facilities	=	=	=	=	=	=	=	=	=
PUBDM43: Visitor and Community Facilities and Services	=	=	+	+	=	=	=	=	=
PUBDM44: Designing Places for Healthy Lives	=	=	+	+	=	=	=	=	=
PUBDM45: Safety by the Water	=	=	=	=	=	=	=	=	=
PUBDM46: Planning Obligations	=	=	=	=	=	=	=	=	=
PUBDM47: Conversion of Buildings	=	=	=	=	=	=	=	=	=
PUBDM48: Advertisements and Signs	=	=	=	=	=	=	=	=	=
PUBDM49: Leisure plots and mooring plots	=	=	=	=	=	=	=	=	=
PUBACL1: Acle Cemetery Extension	=	=	=	=	=	=	=	=	=
PUBACL2: Acle Playing Field Extension	=	=	=	=	=	=	=	=	=
PUBBEC1: Former Loaves and Fishes, Beccles	=	=	=	=	=	=	=	=	=
PUBBEC2: Beccles Residential Moorings	=	=	=	=	=	=	=	=	=
PUBBRU1: Riverside chalets and mooring plots	=	=	=	=	=	=	=	=	=
PUBBRU2: Riverside Estate Boatyards	=	=	=	=	=	=	=	=	=
PUBBRU3: Mooring Plots	=	=	=	=	=	=	=	=	=
PUBBRU4: Brundall Marina	=	=	=	=	=	=	=	=	=
PUBBRU5: Land east of the Yare public house	=	=	=	=	=	=	=	=	=
PUBBRU6: Brundall Gardens	=	=	=	=	=	=	=	=	=
PUBCAN1: Cantley Sugar Factory	=	=	=	=	=	=	=	=	=
PUBCHE1: Greenway Marine Residential Moorings	=	=	=	=	=	=	=	=	=
PUBDIL1: Dilham Marina (Tyler's Cut Moorings)	=	=	=	=	=	=	=	=	=
PUBDIT1: Maltings Meadow Sports Ground, Ditchingham	=	=	=	=	=	=	=	=	=
PUBDIT2: Ditchingham Maltings Open Space	=	=	=	=	=	=	=	=	=
PUBFLE1: Broadland Sports Club	=	=	=	=	=	=	=	=	=
PUBGTY1: Marina Quays (Port of Yarmouth Marina)	=	=	=	=	=	=	=	=	=
PUBHOR1: Car Parking	=	=	=	=	=	=	=	=	=
PUBHOR2: Horning Open Space (public and private)	=	=	=	=	=	=	=	=	=
PUBHOR3: Waterside plots	=	=	=	=	=	=	=	=	=
PUBHOR4: Horning Sailing Club	=	=	=	=	=	=	=	=	=
PUBHOR5: Crabbett's Marsh	=	=	=	=	=	=	=	=	=
PUBHOR6: Horning - Ferry Rd. & Ferry View Rd.	=	=	=	=	=	=	=	=	=
PUBHOR7: Woodbastwick Fen moorings	=	=	=	=	=	=	=	=	=
PUBHOR8: Land on the Corner of Ferry Road, Horning	=	=	=	=	=	=	=	=	=
PUBHOV1: Green Infrastructure	=	=	=	=	=	=	=	=	=
PUBHOV2: Station Road car park	=	=	=	=	=	=	=	=	=

Policy	Race	Sex	Disability	Age	Gender reassignment	Religion and belief	Sexual orientation	Pregnancy and maternity	Marriage & Civil partnership
PUBHOV3: Brownfield land off Station Road, Hoveton	=	=	=	=	=	=	=	=	=
PUBHOV4: BeWILDerwood Adventure Park	=	=	=	=	=	=	=	=	=
PUBHOV5: Hoveton Town Centre	=	=	=	=	=	=	=	=	=
PUBL0D1: Loddon Marina Residential Moorings.	=	=	=	=	=	=	=	=	=
PUBNOR1: Utilities Site	=	=	=	=	=	=	=	=	=
PUBNOR2: Riverside walk and cycle path	=	=	=	=	=	=	=	=	=
PUBORM1: Ormesby waterworks	=	=	=	=	=	=	=	=	=
PUBOUL1: Boathouse Lane Leisure Plots	=	=	=	=	=	=	=	=	=
PUBOUL2: Oulton Broad - Former Pegasus/Hamptons Site	=	=	=	=	=	=	=	=	=
PUBOUL3 - Oulton Broad District Shopping Centre	=	=	=	=	=	=	=	=	=
PUBPOT1: Bridge Area	=	=	=	=	=	=	=	=	=
PUBPOT2: Waterside plots	=	=	=	=	=	=	=	=	=
PUBPOT3: Green Bank Zones	=	=	=	=	=	=	=	=	=
PUBSOL1: Riverside area moorings	=	=	=	=	=	=	=	=	=
PUBSOL2: Land adjacent to A143 Beccles Road and New Cut	=	=	=	=	=	=	=	=	=
PUBSTA1: Land at Stalham Staithe (Richardson's Boatyard)	=	=	=	=	=	=	=	=	=
PUBSTO1 Land adjacent to Tiedam, Stokesby	=	=	=	=	=	=	=	=	=
PUBTSA1: Cary's Meadow	=	=	=	=	=	=	=	=	=
PUBTSA2: Thorpe Island	=	=	=	=	=	=	=	=	=
PUBTSA3: Griffin Lane – boatyards and industrial area	=	=	=	=	=	=	=	=	=
PUBTSA4: Bungalow Lane – mooring plots and boatyards	=	=	=	=	=	=	=	=	=
PUBTSA5: River Green Open Space	=	=	=	=	=	=	=	=	=
PUBTHU1: Tourism development at Hedera House, Thurne	=	=	=	=	=	=	=	=	=
PUBWHI1: Whitlingham Country Park	=	=	=	=	=	=	=	=	=
Policy PUBSSTRI: Trinity Broads	=	=	=	=	=	=	=	=	=
PUBSSUT: Upper Thurne	=	=	=	=	=	=	=	=	=
PUBSSCOAST: The Coast	=	=	=	=	=	=	=	=	=
PUBSSROADS: Main road network	=	=	=	=	=	=	=	=	=
PUBSSMILLS: Drainage Mills	=	=	=	=	=	=	=	=	=
PUBSSPUBS: Waterside Pubs Network	=	=	=	=	=	=	=	=	=
PUBSSSTATIONS: Railway stations/halts	=	=	=	=	=	=	=	=	=
PUBSSTRACKS: Former rail trackways	=	=	=	=	=	=	=	=	=
PUBSSLGS: Local Green Space	=	=	=	=	=	=	=	=	=
PUBSSSTAITHES: Staithes	=	=	=	=	=	=	=	=	=
PUBSSA47: Changes to the Acle Straight (A47T)	=	=	=	=	=	=	=	=	=

+ Positive
 = Medium
 - Negative