



Lewes District Council
South Downs National Park Authority

Lewes District Local Plan Part 1: Joint Core Strategy

Equality Impact Assessment: Update Addendum

April 2016

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1. Introduction

- 1.1. The aim of the report is to set out the results of the Equality Impact Assessment (EqIA) in relation to the Lewes District Council's Joint Core Strategy. The purpose of the EqIA is to find out whether the implementation of the Joint Core Strategy or its policies will affect different groups of people in different ways, and how this has been taken into account during the development of the documents and its policies.
- 1.2. The Equality Act 2010 defines the Public Sector Equality Duty and requires public bodies to be pro-active in achieving positive equality towards groups which may have been ignored in the past. The requirement to undertake an Equality Impact Assessment stems from the general duty placed on local authorities to eliminate unfair discrimination, advance equality of opportunity and foster good relations between people.
- 1.3. This assessment has been prepared in accordance with the Lewes District Council Equality Analysis process and in particular the *Equality Analysis Toolkit*, which can be found on the Council's website. This document follows the questions set out in the Lewes District Council *Full Equality Analysis Report Overview*. The document aims to assess the impact of the Joint Core Strategy on different groups. The Council's Equality Analysis programme covers:
 - Age;
 - Disability;
 - Marriage and civil partnership;
 - Pregnancy and maternity;
 - Gender reassignment
 - Race – this includes ethnic or national origins, colour and nationality;
 - Religion or belief – this includes lack of belief;
 - Sex (gender)
 - Sexual orientation

Although not a distinct group, Lewes District Council recommends that the following is also considered:

- Socio-economic factors – this includes income level, educational attainment etc.

2. What is the Joint Core Strategy?

- 2.1. The Joint Core Strategy is a pivotal document forming Part 1 of the new Local Plan for the district. It sets out the over-arching planning strategy for the district, to which other planning documents, such as Local Plan Part 2 (site allocations and development management policies) and Neighbourhood Plans should be consistent. Its purpose is to put forward the overall strategic vision of how Lewes as a district and its towns and villages will develop in the long term and through to 2030. The document includes a number of policies that address local priorities and challenges and names broad locations for development and supporting infrastructure. The Strategy also sets out the ways in which economic, social and environmental objectives will be delivered across the district in order to deliver the districts spatial vision.
- 2.2. Changes to the planning system since 2010, including the introduction of the Localism Act and the National Planning Policy Framework (NPPF), have seen a move away from the principle of producing a portfolio of planning policy documents in the form of an LDF. Instead, the Government refers to Local Planning Authorities producing a 'Local Plan', which, where possible, consists of a single plan for the area.
- 2.3. However, as these changes to the planning system have occurred through the later stages of the plan period, the Council and South Downs National Park Authority (SDNPA) have considered it appropriate to proceed with the production of the Joint Core Strategy as a strategic level plan for the whole of the district. This Joint Core Strategy forms 'Part 1 of the Local Plan', with a subsequent Site Allocations and Development Management Policies document to provide the non-strategic policies in 'Part 2 of the Local Plan'. Neighbourhood Plans (where made) will also provide non-strategic policies for their areas.
- 2.4. Collectively, these policy documents will set out the plan for how the district is expected to change over a period of time and will reflect other relevant strategies and policies in the area. It will make clear where, what, when and how development will take place and in doing so it will establish a clear vision for the district that helps to create sustainable communities where people want to live, work and visit, now and in the future.

Role of the South Downs National Park Authority

2.5. In 2009, the South Downs was designated as a National Park. The SDNPA became on the 1st April 2011 the sole planning authority within the National Park. As the Joint Core Strategy covers the whole of Lewes District, including the part within the South Downs National Park, Lewes District Council has been formally working with SDNPA in preparing it. Therefore, the Joint Core Strategy has been approved for publication and consultation by both the Lewes District Council and SDNPA.

Joint Core Strategy Beneficiaries

2.6. The Joint Core Strategy is ultimately a technical planning document which will be used by the Council and National Park Authority to aid decision making in the provision of future development. Its vision, objectives and policies are wide ranging across the social, economic and environmental spectrum. The Joint Core Strategy is therefore relevant to a number of stakeholders including:

- People living in, or who wish to live in Lewes;
- People who work in, or who wish to work in Lewes;
- People who study in, or who wish to study in Lewes;
- Visitors to the District;
- Businesses, developers and landowners;
- Voluntary and community groups; and
- Partner organisations.

3. The production of the Joint Core Strategy

What are the different stages to prepare the Joint Core Strategy?

3.1. To prepare the Joint Core Strategy up to its adoption, a specific process has been followed. The various stages are identified below. [Ongoing engagements](#) with the public and key organisations had been undertaken throughout the production of the Joint Core Strategy.

STAGES IN PREPARING THE JOINT CORE STRATEGY	
Issues and Emerging Options Topic Papers	May – July 2010
Emerging Strategy (including other options considered)	September – December 2011
Proposed Submission Document	January – March 2013
Proposed Submission Document – Focussed Amendments	May – July 2014
Formal Submission	September 2014
Examination	Hearings commenced January 2015 and resumed December 2015
Proposed Modifications to the Submission Core Strategy	August – October 2015
Adoption	Spring/Summer 2016

3.2. The challenge of the consultation period is not only about getting representations but to make sure the whole community feels they have the opportunity to get involved and give feedback, especially certain groups that are harder to reach.

What determines the content of the Joint Core Strategy?

3.3. The Joint Core Strategy has been informed by a number of different elements. The following list provides an overview of these elements. Those which are of significant importance to this document have been expanded on later in this chapter and in Chapter 6 (Consultation).

- National influences - e.g. National Planning Policy Framework and Planning Practice Guidance
- Regional influences - e.g. Regional Spatial Strategy for the South East (adopted and later revoked during the course of preparation of the Joint Core Strategy)
- Other statutory documents - e.g. Sustainable Community Strategy (SCS) for Lewes District, the National Park Management Plan.
- Evidence base studies - e.g. Gypsy and Traveller Site Assessment
- National Park Purposes and Duty
- Sustainability Appraisal/Strategic Environmental Assessment (SEA)
- Habitats Regulation Assessment
- Public and stakeholder consultation

NPPF

- 3.4. The National Planning Policy Framework was published on the 27th March 2012 and replaced a multitude of Planning Policy Statements and Guidance notes. The NPPF is a concise document that must be taken into account when preparing Local Plans. The framework sets out sustainable development principles for wide-ranging policies such as housing, sustainable transport, supporting local economies and promoting healthy communities which all impact on the protected equality groups recognised by Lewes District Council.

Evidence base studies

- 3.5. A key requirement in developing planning policies is that they are underpinned by robust evidence. Therefore, over the course of preparation of the Joint Core Strategy a number of background technical studies have been produced on different subject areas, for example housing, transport and employment. Many of the social and economic related studies provide specific information in relation to community groups with the aim of strengthening our understanding of the district and the issues and challenges it faces, as well as the key drivers for change. The evidence from these studies has contributed to the objectives and policies detailed within the Joint Core Strategy.

4. Approach to the Equality Impact Assessment

- 4.1. An Equality Impact Assessment (EqIA) is a tool for identifying the potential impact of a Council's policies, services and functions on its residents and staff. It can help provide and deliver excellent services to residents by making sure that these reflect the needs of the community. More importantly, an EqIA may ensure that services a Council provides fulfil the requirements of anti-discrimination and equalities legislation.
- 4.2. The Equality Impact Assessment process focuses on:
- Initial screening – Identify whether a full assessment is required
 - Scoping and defining – Deciding when the EqIA should occur who should be involved in the process
 - Information gathering – What are the different communities in the District (Chapter 5)
 - Making a judgment – Assessment of policy making and policies against the equality groups to identify potential impacts (Chapter 6 & 7)
 - Action planning – If any
 - Publication and review

Stage 1 – Initial Screening

- 4.3. This stage establishes whether a particular policy/strategy could have an impact on equality group and therefore whether or not a full EqIA is necessary.
- 4.4. The key questions which need to be assessed at this stage are:
1. What is the Joint Core Strategy trying to achieve?
 2. Who will benefit?
 3. Does the Joint Core Strategy have the potential to cause any adverse impact or discriminate against different groups in the community?
 4. Does the activity make a positive contribution to equalities?

If the answer is yes to the third question an equalities impact assessment is required.

- 4.5. The Joint Core Strategy sets out the overall vision and strategy for Lewes District Council. On adoption it will become the overarching basis of any

other local development plan documents and their policies. Given the scope of the Joint Core Strategy, there may be potential for it to cause adverse impact or discriminate against different groups in the community. Carrying out an EqIA was therefore relevant.

Stage 2 – Scoping and Defining

- 4.6. An EqIA has to be completed before the Joint Core Strategy is implemented.
- 4.7. This EqIA has been led by officers from the Strategic Policy Team which is also responsible for preparing the Joint Core Strategy.

5. Equality Groups in Lewes District Council

5.1. Evidence gathering is a key element in the policy making process, it helps to identify the key issues and challenges face by an area. This stage of the process is to find sources of information that can be used when assessing the potential impact of the Joint Core Strategy on specific groups

General characteristics

- Lewes District is located in East Sussex, in the south east region of England.
- The district covers an area of 292 sq km
- The total population is 97,500 (ONS, Census 2011), 77% of whom live in the five urban areas of Lewes, Newhaven, Peacehaven, Seaford and Telscombe Cliffs/East Saltdean. The remainder of the population live in 23 predominantly rural parishes.

Age

5.2. The Age structure of Lewes District in 2011 is detailed below.

Table 1 - Population by Gender and Age Group, 2011

	All	0 - 14	15 - 29	30 - 44	45 - 64	65+
England & Wales	56, 075, 900	17.6	19.9	20.5	25.4	16.4
South East	8, 634, 800	17.8	18.6	20.4	26.1	17.2
East Sussex	526, 700	16.1	15.9	17.2	28.0	22.7
Lewes	97, 500	16.2	15.3	17.3	28.5	22.8

Source: ONS, Census 2011

5.3. Lewes has a different age profile to the national average and the South East region. The district has a lower percentage of residents under 45, and consequently a higher proportion of residents over 45, than the national and south east average. The district has a significantly higher percentage of residents over 65 years of age (22.8%), compared to the national average (16.4%).

Table 2 – Projected Population, Policy-based, 2010 - 2026

	2010	2026	Percentage growth 2010 - 2026
East Sussex	515, 522	523, 688	1.6%
Lewes	97, 466	97, 594	0.1%

Source: East Sussex County Council, 2011

- 5.4. The table above shows the projected increase in population in Lewes up until 2026. This projection does not express the whole picture however, as Table 3 shows the expected population increase between 2010 and 2026 is not distributed evenly across the age groups. For example, the percentage of Under 14s is expected to fall by 2.5% and the percentage of people aged over 74 is projected rise by almost 5%. This will lead to significant changes to the Lewes population profile over the next 20 years.

Table 3 – Population Projections, Policy-based, 2010 - 2026

Lewes	2010	2015	2021	2026
0 - 14	16.2	15.7	14.9	13.7
15 - 29	14.6	13.9	13.3	13.0
30 - 44	16.6	14.4	12.9	12.9
45 -64	28.8	29.5	29.9	28.9
65 - 74	11.3	13.4	14.0	14.2
74+	12.5	13.1	14.9	17.4

Source: East Sussex County Council, 2011

Gender

- 5.5. It was recorded in the 2011 Census that there were 47,400 men (48.6%) in the district as opposed to 50,100 women (51.4%), which is approximately in line with the south east and national averages.

Table 4 – Gender Figures (percentage)

	Male	Female
East Sussex	48.2	51.8
Lewes	48.6	51.4

Source: ONS, Census 2011

- 5.6. In terms of employment, there are disparities between the average gross weekly earnings between males and females in the district, with male workers earning considerably more (£514) than female (£360), although this may be explained to some extent by a larger proportion of female workers being employed on a part-time basis.

Table 5 – Gross Weekly Earnings (£ Average) Per Week, Work-place Based, 2011

Type of Employee	All Employees			Full-Time			Part-Time		
	All People	Male	Female	All People	Male	Female	All People	Male	Female
Great Britain	493	601	382	608	662	523	198	208	196
South East	506	627	379	629	690	527	201	204	200

East Sussex	400	497	320	515	554	461	176	179	175
Lewes	427	514	360	538	583	484	211	189	218

Source: ONS, 2011

- 5.7. The table below shows the number of people claiming Jobseekers Allowance in the district. The results indicate that there are more men in the district who are unemployed than women, which reflects national and regional trends.

Table 6 – Jobseekers Allowance Claimant Count by Gender, September 2012

	Male	Female
Great Britain	962,770	525,970
South East	86,187	47,949
East Sussex	6,256	3,104
Lewes	914	508

Source: ONS/ NOMIS, 2012

Ethnic and Cultural Origins

- 5.8. Census figures from 2001 show that 97.9% of the district population were white compared with 91.3% in England and Wales, with the remainder of the population coming from a wide variety of ethnic groups, the largest of which are Bengalis and Cantonese.
- 5.9. Gypsy and Travellers are also an established ethnic group in Britain. It is difficult to establish the exact number of Gypsy and Travellers within the district as they are not currently identifiable as a separate ethnic group in the Census. However, it is considered, via the Gypsy and Traveller liaison officer at East Sussex County Council, that in comparison to other local authorities in East Sussex, Lewes has a low percentage of Gypsy and Travellers living within the District. This was found to be the case through the more recent Gypsy, Traveller and Travelling Showpeople Accommodation Needs Assessment in 2014, which found relatively low accommodation needs in the district.
- 5.10. The *East Sussex Traveller Strategy 2010-2013*¹ reported that Gypsies and Travellers have a significantly poorer health status and significantly more self-reported symptoms of ill-health than other UK-resident, English speaking ethnic minorities and economically disadvantaged white UK

¹ ESCC (2009) East Sussex Traveller Strategy 2010-2013. East Sussex County Council.

residents. The life expectancy for Gypsy and Traveller men and women is 10 years lower than the national average². The scale of health inequality between Gypsies and Travellers and the UK general population is large, with reported health problems between twice and five times more prevalent.

- 5.11. There is a low level of access to schools for Gypsy and Traveller children. Gypsy and Traveller pupils both nationally and locally are the lowest achieving of any group of pupils in schools³. A long history of discrimination, lack of safe and secure stopping places plus traditional values of family self-reliance goes a long way to explain parental fear or antipathy towards education. Attendance also remains an issue, with only 30% of Gypsy and Traveller children still in attendance at KS 4 (ESCC, 2009).

Religion/Belief

- 5.12. Table 7 shows the percentage of the population by religious belief. Therefore, of the population who declared a religion or belief in the 2001 Census, the majority (72%) identified themselves as Christian, with the next largest faith group being Muslim (0.4%) and 18.2% declaring that they didn't follow any religion. The table also shows that there is a lower than national and regional average representation of other faith groups within the district.

Table 7 – Religion in 2001, Percentage, ONS Census, 2001

	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	No Religion
England & Wales	71.7	0.3	1.1	0.5	3.0	0.6	0.3	14.8
South East	72.8	0.3	0.6	0.2	1.4	0.5	0.4	16.5
East Sussex	73.6	0.3	0.2	0.2	0.6	0	0.5	16.5
Lewes	72.0	0.3	0.1	0.3	0.4	0	0.4	18.2

Source: ONS, Census 2001

Sexual Orientation

- 5.13. Currently no accurate data exists for sexual orientation in Lewes District. However, national data suggests that 5-7% of the population is gay or

² SEERA (2008) Somewhere to Live: Planning for Gypsies, Travellers and Travelling Showpeople in the South East. South East Regional Assembly.

³ DCSF (2008) The Inclusion of Gypsy, Roma and Traveller Children and Young People. Department for Children, Schools and Families.

bisexual⁴. Lewes District is adjacent to Brighton and Hove authority area, which does have a higher than average gay/bisexual population and is likely to have an impact on Lewes District in terms of visitors and commuters for example.

Gender Reassignment

5.14. No local figures are available, however it is estimated that 0.2 - 0.6% of the population nationally are transgender⁵.

Disability and Health

5.15. In the UK only half of disabled people of working age are in work (50%), compared with 80% of non-disabled people⁶. Table 8 below shows that 4.3% of Lewes residents claim the Disability Living Allowance benefit, which is below the national and East Sussex average.

Table 8 - Disability Living Allowance (DLA) claimants, 2008-2012

	Feb 08	Feb 09	Feb 10	Feb 11	Feb 12
Great Britain	5.0	5.1	5.2	5.3	5.4
South East	3.3	3.5	3.7	3.8	3.9
East Sussex	4.1	4.3	4.5	4.7	4.9
Lewes	3.6	3.8	4.0	4.2	4.3

Source: ONS, 2012

5.16. Census figures from 2001 show that 17.9% of Lewes residents have a limiting long-term illness which is higher than the national (17.6%) and south east (14.8%) average. Lewes has a high percentage of residents whose health was 'good' (68.2%), which was approximately in line with the national average and higher than the East Sussex average (ONS, 2011). Also, the life expectancy of Lewes residents is higher than the national, regional and East Sussex average (for both males and females) as Table 9 demonstrates.

Table 9 – Life Expectancy at Birth by Gender, 2004-2010

		04-06	05-07	06-08	07-09	08-10
Geography	Gender					
England & Wales	Male	77.2	77.5	77.8	78.1	78.5
	Female	81.5	81.7	82.0	82.2	82.5
South East	Male	78.5	78.9	79.2	79.4	79.7

⁴ DTI (2005) Final Regulatory Impact Assessment: Civil Partnership Act 2004 (page 13), <http://www.berr.gov.uk/files/file23829.pdf>. Department of Trade and Industry

⁵ GIRES (2009) Gender Variance in the UK: Gender Identity Research and Education Society.

⁶ Shaw Trust (2012) <http://www.shaw-trust.org.uk>

	Female	82.4	82.7	83.0	83.3	83.5
East Sussex	Male	-	78.8	79.2	79.5	79.4
	Female	-	82.8	83.0	83.5	83.5
Lewes	Male	78.9	79.9	80.5	80.9	81.0
	Female	83.8	84.1	84.3	84.8	85.1

Source: ONS, Census 2011

Marriage and Civil Partnership

5.17. The table below shows the marital status of the district, with 44.9% of the population identifying themselves as 'married', which is higher than national, regional and the East Sussex averages. Further Census data from 2001 suggests that 55.7% of the district population are 'married or in a civil partnership' and 9.4% 'co-habiting'.

Table 10 - Marital Status

	Single	Married	Re-married	Separated	Divorced	Widowed
England & Wales	30.1	43.6	7.4	2.4	8.2	8.4
South East	28.4	44.7	8.3	2.3	8.2	8.1
East Sussex	24.6	43.3	9.9	2.4	9.2	10.6
Lewes	24.2	44.9	9.9	2.2	8.5	10.3

Source: ONS, Census 2011

Socio-economic Factors

5.18. Overall levels of deprivation across the district are relatively low, with Lewes being ranked 179 out of 326 local authorities in the Indices of Multiple Deprivation (IMD) 2010. However, there are pockets of deprivation (mainly within the towns), which fall within the worst 30% in England.

5.19. Another issue that the IMD flags up is the difficulty in accessing the housing market. There are wards within the district that rank poorly in terms of the barriers to housing and services sub-domain, which takes into account measures such as owner-occupation and access to services. House prices are relatively high with average house prices being more than eight times average earnings (a ratio of 8.56:1).

5.20. The mean household income for the district is £36,619 which is higher than the national and East Sussex average, although not as high as the south east average (£40,226).

6. Consultation

6.1. Throughout the preparation of the Joint Core Strategy, the views and opinions expressed by those individuals and organisations that have an interest in the area have been fundamental to the plan's content. The *Lewes District Council Revised Local Development Scheme* set out the timetable for consultation on the Joint Core Strategy. This can be found on the Council's website.

Summary of consultation stages

- 6.2. Along the different stages of the Joint Core Strategy's production, consultation exercises have been undertaken. They included:
- A six weeks consultation on the Core Strategy Issues and Emerging Options Topic Papers between May and July 2010.
 - A six weeks consultation on the Emerging Core Strategy between September and December 2011.
 - A ten weeks consultation on the Core Strategy Proposed Submission document between January and March 2013.
 - An eight weeks consultation on the Focussed Amendments to the Core Strategy between May and July 2014.
 - An eight weeks consultation on the Proposed Modifications in response to the Inspector's Interim Findings letter between August and October 2015.
- 6.3. For the stages outlined above the Council produced background documents summarising the consultation process and the responses received which have been compiled in a *Consultation Statement* and a *Consultation Statement Proposed Modifications Addendum*.
- 6.4. These documents detail the consultation process that was carried out for those stages of the Joint Core Strategy and can be viewed on the Council's website. However, a summary of the consultation that took place is detailed in the section below.

Summary of consultation methods

6.5. As part of the consultation stages shown above, numerous methods were used to engage, including: electronic-based communications (council website, online surveys, emails etc.); paper-based communications; publicity of consultation (posters, leaflets etc.); public events; telephone communication; as well as other methods. In addition,

the Local Strategic Partnership (LSP), Parish and Town Councils, stakeholders and community groups were involved throughout the process via a number of meetings and workshops. The consultation exercises were undertaken in accordance with the Lewes District Statement of Community Involvement.

- 6.6. The consultation stages followed the same pattern and can be summarised as follow:

Notification of Consultation

- 6.7. The initial step involved approval by Lewes District Cabinet and Council and the SDNPA Planning Committee and Authority, as appropriate, for consultation on a specific document. A letter or email alert notifying of the dates of the consultation, how comments could be submitted and where the Core Strategy and supporting documents could be viewed was sent to everyone on the Consultation Database⁷. This included members of the public, statutory bodies, District Councillors, Town and Parish Councils, MPs as well as non-statutory organisations. At the same time, the District Council's website displayed full information about the consultation. In addition, once the Joint Core Strategy had been submitted for examination, a dedicated examination webpage was set up.

Availability of the Document

- 6.8. Each consultation version of the plan was published on the Council's website (www.lewes.gov.uk/corestrategy) and hard copies were placed in the Council's main offices in Lewes and the SDNPA's offices in Midhurst.
- 6.9. As well as making the document available electronically, hard copies of the document were placed in the District's libraries, as well as libraries outside the District at Burgess Hill, Haywards Heath, Saltdean and Uckfield. Copies of the document were also placed in the mobile libraries that cover the District.
- 6.10. The document was also available on request in a number of different formats, including large print, brail, audiotape, disk or in another language.

⁷ A consultation database was set up at the start of the Joint Core Strategy process in order to engage with various stakeholders. It has been updated constantly with new contacts and amended details.

Representations received

CONSULTATION	REPRESENTATIONS RECEIVED	SUBMISSION TYPE
Issues and Emerging Options Topic Papers	126	Email, letter
Emerging Core Strategy	Over 800	Email, letter, survey (which allowed people to make comments on the key policy area without having to read the document or its supporting information)
Proposed Submission Core Strategy	283	Primarily via email
Proposed Submission Core Strategy Focussed Amendments	94	Primarily via email
Proposed Modifications to the Submission Core Strategy	322	Primarily via email

Publicity

- 6.11. In addition to the email notifications and letters sent out to the contacts on the Consultation Database, various methods summarised below were used to advertise the consultation and make sure interested parties would be informed about it.
- 6.12. A radio interview was conducted by Bright FM with a member of the Planning Policy Team before the first consultation. The interview explained the purpose of the consultation, where to find the documents and how comments on the content could be made.
- 6.13. Summary leaflets and posters were publicised for the first two consultations to provide information about the documents and how consultees could submit their views. These were distributed to Town and Parish Councils for advertising within their respective areas and placed in the libraries. In addition, to advertise the second consultation, planning officers handed out leaflets around the busy areas of the district, such as train stations and supermarkets.
- 6.14. Press releases containing information about the consultations were placed in local newspapers that cover the district in particular Sussex Express. Articles were placed in the District News, the Council's quarterly publication produces for every household in Lewes District, publicising the consultation and explaining where the document could be found and how people could submit comments upon it.

- 6.15. Lewes District Council's Facebook and Twitter accounts were used to advertise the consultations to followers and included a link to where the consultation documents could be found on the examination webpage.

Additional methods

- 6.16. The two first consultations, namely *Issue and Emerging Options Topic Papers* and *Emerging Core Strategy*, required extra meetings and debates to be organised in order to involve the interested parties in the content of the Core Strategy.

Meetings with Town/Parish Councils

- 6.17. Town and Parish Councils have invited to sessions to discuss the development of the Core Strategy at various stages. The meetings were generally orientated toward the issues more relevant to the area covered by the Town or Parish in question. An opportunity was given to discuss the arising issues, priorities and needs in their settlement or provide their views on the policy options considered in their relevant parishes and towns.

Discussion Forums and Drop-in Sessions

- 6.18. At the Issues and Emerging Options stage, Discussion Forums and Drop-in Sessions were arranged. These sessions were organised for members of the public and were attended by Planning Policy Officers, with the intention of presenting the key themes of the Topic Papers, promoting discussion and answering any questions.

Assessment of the Consultation methods

- 6.19. Lewes District Council followed the consultations using several methods to ensure that the community would be widely and properly informed about the ongoing process and the possibility to submit representations. The Council made sure that no particular group would be left aside of the consultation with a particular attention to the equality groups. A large database of interested parties from across the district's communities was soon established. This could then be used to notify people directly of progress and consultations on the Joint Core Strategy.
- 6.20. Specific measures were implemented to reach out distinctive groups. At the same time, consultation methods targeted at the wider community may have indirectly benefitted a particular equality group.

Table 1 – Consultation specific impacts

EQUALITY GROUP	SPECIFIC IMPACT
Age	<p>Younger and older persons who are less likely to have access to a vehicle were able to obtain information at various sources and potentially to attend sessions.</p> <p>Consultation of local groups who identify themselves as representing this equality group.</p>
Disability	<p>The accessibility of the Council's website was improved and the documents were available in other formats (large print, brail etc.).</p> <p>The locations selected for the consultation were seen as accessible to residents in various part of the district. This may have benefited those with a disability who could be restricted from travelling. The locations were also considered to be accessible in terms of access to the building.</p> <p>Consultation of local groups who identify themselves as representing this equality group.</p>
Marriage and Civil Partnership	No overall differential impact
Pregnancy and Maternity	The locations were considered to be accessible in terms of access to the building.
Gender reassignment	No overall differential impact
Race	<p>As part of the consultation process of the Gypsy and Traveller Accommodation Assessment (GTAA) the travelling community was specifically targeted to establish their housing needs.</p> <p>Consultation of local groups who identify themselves as representing this equality group.</p>
Religion or belief	<p>Hard copy documents were available on different days of the week.</p> <p>Public sessions were held on various days of the week.</p> <p>Consultation of local groups who identify themselves as representing this equality group.</p>
Sex	Consultation of local groups who identify themselves as representing this equality group.
Sexual orientation	Consultation of local groups who identify themselves as

	representing this equality group.
Socio-economic factors	<p>All documents on the website, in the Council Offices and local libraries were freely available.</p> <p>Those less likely to have access to a vehicle were therefore able to obtain information at various sources.</p> <p>The locations selected for the consultation were seen as accessible to residents in various part of the district.</p> <p>Liaison with the Council's Housing Strategy Team</p>

6.21. The engagement undertaken had to be proportionate to the Council's resources and coherent with the district geographical breakdown. The public consultations undertaken were in accordance the Council's Statement of Community Involvement, which had itself been subject to public consultation (where relevant it was also consistent with the SDNPA Statement of Community Involvement). The methods employed in consulting the public did not have any adverse impact.

6.22. Furthermore the last consultation on the Core Strategy was carried out following the initial Examination hearings. It led to the production of the Proposed Modifications version of the Joint Core Strategy which was submitted for resumed examination hearings after the consultation. The Inspector appointed by the Secretary of State for Communities and Local Government has found that, subject to modification, the Joint Core Strategy is sound and capable of adoption. The Inspector specified that "appropriate public consultation" was had been carried out.

7. Assessment of the Core Strategy Policies

7.1. The Spatial Strategy (section 6 of the Core Strategy) sets out a clear direction as to where development and change will take place in the district (relating to homes, employment, retail etc). The Spatial Policies set out the level of development and the locations within the plan area where this development and change will take place to help deliver the vision and objectives.

7.2. Following on from this, a set of core delivery policies (section 7 of the Core Strategy) have been formulated which set out how development and change will take place in order to achieve the vision, objectives and sustainable development across the plan area.

- 7.3. Both the Spatial Strategy and the Core Policies will be assessed against the Equality Impact Assessment, as it is these policies that will ultimately be felt on the 'ground' and will impact on those who live, work and visit the district.
- 7.4. The outcome of the Equalities Impact Assessment is detailed in Appendix 1. The tables summarise each of the spatial policies and core policies, detail the aim of the policy and identify whether the policy is likely to have a differential impact on different equality groups.
- 7.5. The following sets out how the EqIA has been carried out:

Key	
Symbol	Likely Impact
+	Positive
-	Negative
+/-	No overall differential impact
	Neutral

Outcome of the Equalities Impact Assessment

- 7.6. Overall the Equality Impact Assessment identified almost all of the policies of the Proposed Submission Core Strategy to have no differential or positive impact on the recognised equality groups, and no negative impacts on any of the protected characteristic groups.
- 7.7. Spatial Policy 1 was the only policy that was considered to have a potential negative impact. The policy sets out the provision of housing and employment land in the district, and it was thought that the additional housing (and potential rise in population) may place increased pressure on infrastructure, services, facilities and public transport, which may disproportionately impact upon certain groups (for example older and disabled people). It was also deemed to have potential positive impacts on these equality groups, and so was identified as having no overall differential impact.
- 7.8. Also, other Core Strategy policies (Strategic Policies 2 – 8 and Core Policy 7) go some way to mitigating this negative impact as they distribute development across the district (and to the most sustainable areas) and where appropriate delay development until there is sufficient capacity in the existing local infrastructure. Also the Council's Infrastructure Delivery Plan will detail what and when infrastructure is required and the risks associated with any non-delivery.

- 7.9. However, it is also pertinent to mention that stimulating growth and providing houses are key Strategic Objectives of the Core Strategy and in line with the sustainable development principles of the National Planning Policy Framework. Lewes District Council is required to set housing targets that insofar as possible meets the district's housing need, and so this Spatial Policy is has been key to the production of a Joint Core Strategy that has been found sound by an independent Inspector.
- 7.10. The Joint Core Strategy aims to redress current inequalities within the district and support sustainable communities, providing a better quality of life for all. The extensive preparation and consultation which has been carried out over the last few years has ensured that full consideration has been given to the needs of the various community organisations/groups and ethnic groups within the district. It can therefore be surmised that there will not be any unlawful discrimination on recognised equality groups as a result of the Joint Core Strategy policies.

Appendix 1 – Equality Impact Assessment Tables

Key	
Symbol	Likely Impact
+	Positive
-	Negative
+/-	No overall differential impact
	Neutral

Spatial Policy 1 – Provision of Housing and Employment Land									
Spatial Policy 1 is a strategic level policy setting out the level of provision of housing and employment space for the plan period.									
AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+/-	+/-								+
<p>The policy is intended to benefit the whole of the district by providing the housing and employment land needed to accommodate growth in the local economy and meet the housing needs of those who wish to live in the district.</p> <p>The provision of employment land will create jobs and so should benefit the whole of the community and help to reduce disparity across the district. These sites are likely to be in accessible locations, thus reducing the need to travel to places of work which could benefit certain groups who may experience difficulties with mobility (for example the disabled population).</p> <p>Providing additional housing may have a positive impact on low income families gaining access to the housing market, although it is also possible that the potential rise in population will have a detrimental effect on certain groups within the community. For example, it may lead to increased pressure on services such as public transport, community and health facilities which may disproportionately affect certain groups such as older and disabled people, who generally have a greater reliance on such facilities.</p> <p>However, Core Policy 7 (Infrastructure) details the Council’s approach to infrastructure delivery (including the Infrastructure Delivery Plan) and prevents development being brought forward where there is not a sufficient capacity in the existing local infrastructure. Also, Spatial Policies 2 to 8 aim to distribute development across the district as well as identify shortfalls in services and facilities, which may in turn impact upon certain groups. Therefore, there are measures in place, through other policies, to mitigate the potential adverse effects.</p>									

Spatial Policy 2 – Distribution of Housing

Spatial Policy 2 sets out the distribution of housing in the district in order to meet the overall housing target.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

The policy is intended to benefit the whole of the district by providing and distributing the housing required to meet the housing needs of those who wish to live in the district.

Providing additional homes may benefit lower income families by helping them to access the housing market. The policy identifies the Secondary Regional Centre (Hayward's Heath) and the District Centre's as the main focus for development. This should reduce the need to travel to local services and facilities which may impact positively on certain groups who may have a greater reliance on public transport (for example the young, older and disabled people).

There is a possibility that focussing housing development in the district's towns may adversely impact those community groups who require housing in other areas (for example the rural areas). However, this policy (as well as Core Policy 1) does set out mechanisms for the provision of housing in other areas (for example affordable housing on exception sites and infill developments within the planning boundaries).

Spatial Policy 3 – North Street and Eastgate area, Lewes

Spatial Policy 3 sets out a plan for the area that will deliver a new community (including new housing), employment floorspace, as well as community services and facilities.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+		+						+

This policy will have benefits for the whole community, primarily by delivering the housing needed to meet the district need.

This policy will provide additional dwellings (most likely including affordable homes) in a sustainable town centre location. This should assist lower income families accessing the housing market in an area where a significant demand for new housing exists. For the residents this should reduce the need to travel to local services and facilities which may benefit certain sections of the community who may not have access to a car and who may rely on local services (for example older and disabled people). Development on the site is also likely to include additional health and medical facilities which again may disproportionately benefit certain community groups.

Spatial Policy 4 – Old Malling Farm, Lewes

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

This policy will have benefits for the whole community by delivering the housing needed to meet the district need.

This policy will provide additional dwellings close to a sustainable town centre location. This should benefit lower income families accessing the housing market in an area where a significant demand for new housing exists especially thanks to the affordable housing delivery emphasis within the national park location of this site. The development will bring forward improvements to public access to the town centre. For the residents this should increase access to local services and facilities which may disproportionately benefit certain sections of the community who may not have access to a car and who may rely more heavily on local services (for example older and disabled people).

Spatial Policy 5 – Land at Greenhill Way, Wivesfield

Spatial Policy 5 sets out a development plan for the site at Greenhill Way/ Ridge Way.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

The provision of new housing, services and facilities will have benefits for the district as a whole.

This policy will bring forward new homes (including affordable units) which should help lower income families access the housing market. The site is adjacent to Haywards Heath, and the development would bring forward improvements to public transport links, particularly into the town centre. For the residents this should increase access to local services and facilities which may disproportionately benefit certain sections of the community who may not have access to a car and who may rely more heavily on local services (for example older and disabled people).

Spatial Policy 6 – Land North of Bishops Lane, Ringmer

Spatial Policy 6 sets out a development plan for the land north of Bishops Lane, Ringmer.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

The provision of new housing, services and facilities will have benefits for the district as a whole.

This policy will bring forward new homes (including affordable units) and so should impact positively on lower income families who are seeking a home in this area. Ringmer, as a Rural Service Centre, has a number of key services and facilities. Therefore this location is sustainable in terms of good access to local services and facilities which may disproportionately benefit certain sections of the community who may not have access to a car and who may rely more heavily on local services (for example older and disabled people).

Spatial Policy 7 – Land at Harbour Heights, Newhaven

Spatial Policy 7 sets out an outline for development at Harbour Heights, Newhaven.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

The provision of new housing, services and facilities will have benefits for the district as a whole.

Development at this location will bring forward new homes (including affordable units) and so this policy should benefit low income groups. The site is sustainable in terms of good access to local services and facilities which may disproportionately benefit certain sections of the community who may not have access to a car and who may rely more heavily on local services (for example older and disabled people). It will also help regenerate and employment area of the town providing better business premises and potentially more jobs, which will benefit socio-economic factors too.

Spatial Policy 8 – Lower Hoddern Farm, Peacehaven

Spatial Policy 8 sets out a development plan at Lower Hoddern Farm in Peacehaven.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

<p>The provision of new housing, services and facilities will have benefits for the district as a whole.</p> <p>Development at this location will bring forward new dwellings (including affordable units) and so this policy should benefit low income groups who are seeking a home in this area. The site is sustainable in terms of good access to local services and facilities which may disproportionately benefit certain sections of the community who may not have access to a car and who may rely more heavily on local services (for example older and disabled people).</p>									

Core Policy 1 – Affordable Housing									
Core Policy 1 is aimed at delivering the homes and accommodation for the needs of the district, particularly with regards to affordable housing provision.									
AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+
<p>This policy will have benefits for the district as a whole.</p> <p>The Policy should provide more opportunities to those who have difficulty accessing market or private rented accommodation. This could include older people for example.</p> <p>The Affordable Housing policy also applies to ‘sheltered’, ‘extra care’ and ‘assisted living residential development’ and so should positively impact upon older and disabled communities.</p>									

Core Policy 2 – Housing Type, Mix and Density									
Core Policy 2 is aimed at delivering homes that meets the identified local need, conserving and enhancing the high quality of the district’s built environment, and ensuring an appropriate density for development.									
AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+	+			+				+
<p>The policy should benefit all sections of the community.</p> <p>Recent evidence suggests that over the course of the plan period, the most significant demand will be for single dwellings for older people and single person households.</p>									

This policy aims to provide for this and so should have a positive impact.

Also, the policy aims to provide appropriate housing to meet the requirements for specific groups such as those with disabilities or minority groups etc.

Core Policy 3 – Gypsy and Traveller Accommodation

Core Policy 3 is aimed at delivering Gypsy and Traveller Pitches to meet an identified need.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+				+				

This policy ensures that additional pitches are provided in appropriate locations (near to existing settlements, services etc), with appropriate access and are suitable in terms of size and topography. This should bring about benefits, not only to the Gypsy and Traveller community as a whole, but also to those who have a disability or of an age that have certain requirements (for example health facilities). Therefore, this policy aims to reduce social inequalities for the Gypsy and Traveller community.

Core Policy 4 – Encouraging Economic Development & Regeneration

Core Policy 4 is aimed at stimulating and maintaining a buoyant and balanced local economy.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+		+				+		+

This policy will benefit the whole district.

This policy should benefit a large cross-section of the community by enabling the provision of jobs for the working age population. This should have a disproportionate benefit to the socio-economic group by providing further job opportunities for those who are unemployed, or are on low incomes.

Encouraging the upgrading of existing employment sites, promoting high-speed e-communications and the promotion of sustainable working practices (e.g homeworking and live/work) should make employment units more accessible to all, as well as enabling those who have access issues to work from home. It may also have benefits for the 'pregnancy and maternity' and 'gender' groups by allowing those who are pregnant or in the maternity period to continue working (should they wish to). Also, it may benefit women who generally deal with child care duties to a greater extent by causing less disruption and allow more flexibility should they wish to continue working.

Core Policy 5 – The Visitor Economy

Core Strategy 5 is aimed at bringing about the sustainable development of the district's visitor economy.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS

Encouraging and facilitating the local tourism industry can bring money into the local economy, thus having a positive impact on the entire district.

No disproportionate impacts have been identified on any of the protected characteristics from this policy.

Core Policy 6 – Retail and Sustainable Town and Local Centres

The aim of Core Policy 6 is to promote and enhance the vitality and viability of retail and town centres in the district.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+					+			+

This has the potential to improve quality of life and so has benefits for the district as a whole.

The policy sets out a clear retail hierarchy that supports the district and local centres, safeguarding local services and facilities for those who require them the most (for example older people or those with transport/access constraints etc.).

The policy also safeguards community facilities such as places of worship, which will impact positively on the religion/belief characteristic

It is also possible that this policy may have a benefit for the socio-economic group as local services/facilities may disproportionately benefit lower income families who to a greater extent rely on these services/facilities and may not have access to a car in order to travel to other service centres.

Core Policy 7 – Infrastructure

Core Policy 7 aims to improve the accessibility to key community services and facilities, as well as providing new and upgraded infrastructure.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER	RACE	RELIGION	SEX	SEXUAL	SOCIO-ECONOMIC

		PARTNERSHIP	MATERNITY	REASSIGNMENT		AND BELIEF	(GENDER)	ORIENTATION	FACTORS
+	+								
<p>This policy will have positive impacts for the whole community.</p> <p>The production and implementation of a Community Infrastructure Levy (CIL) by the local planning authorities should increase the positive impact of this policy. The CIL intends to provide for wider infrastructure and community needs. Collected funds will be spent on chosen bids regarding the benefit for the local community.</p> <p>The policy may have a disproportionate positive impact on older members of the community. The policy makes reference to protecting, retaining and enhancing facilities and services which serve important function including those for older people.</p>									

Core Policy 8 – Green Infrastructure									
Core Policy 8 is aimed at protecting and enhancing the quantity, quality and accessibility of open spaces throughout the district.									
AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								
<p>Providing high quality green infrastructure has the potential to benefit the district as a whole in terms of health and recreation benefits.</p> <p>Additional and improved provision has the ability to benefit all cross sections of the community. For example, this may include a positive impact on health inequalities by encouraging healthy lifestyles. Also, improving accessibility to the districts green infrastructure network may impact positively on older people or those with a disability, especially those without a car.</p>									

Core Policy 9 – Air Quality									
Core Policy 9 seeks to improve the air quality throughout the district, in particular the Air Quality Management Areas (AQMA's).									
AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								

Improving air quality has the potential to benefit the entire district, across all sections of the community. This policy may have a positive impact on health inequalities as a result of its implementation.

Also, the policy seeks to address air quality issues through sustainable transport improvements. This may have benefits for certain groups such as older and disabled groups.

Core Policy 10 – Natural Environment and Landscape Character

Core Policy 12 is aimed at reducing the impact and extent of flooding.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS

This is an environmental base policy which should benefit the entire community.

No disproportionate impacts have been identified on any of the protected characteristics from this policy.

Core Policy 11 – Built Historic Environment and High Quality Design

Core Policy 11 is aimed at securing high quality design in all new development.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								

This policy has the potential to benefit the entire district by improving community satisfaction.

The policy highlights the importance of high quality design that is adaptable, safe and accessible to all. This should have a positive impact on those with mobility issues (such as older people, and the disabled).

Core Policy 12 – Flood Risk, Coastal Erosion, and Sustainable Drainage

Core Policy 12 is aimed at reducing the impact and extent of flooding.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS

This is an environmental base policy which should benefit the entire community.

No disproportionate impacts have been identified on any of the protected characteristics from this policy.

Core Policy 13 – Sustainable Travel

Core Policy 13 seeks to promote and support sustainable modes of travel, with the aim of reducing the proportion of journeys made by car.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS
+	+								+

This policy will have benefits for the entire district by improving road safety, as well as helping to reduce health inequalities by encouraging healthier lifestyles (for example through increased provision of facilities for cycling and walking).

However, it is also likely that this policy will have significant benefits for those with mobility issues (for example older people, low-income groups and disabled people) as improvements to public transport provision are made. This will ensure it is easier for these communities to access key services and facilities.

Core Policy 14 – Renewable and Low Carbon Energy and Sustainable Use of Resources

Core Policy 14 is aimed at reducing locally contributing causes of climate change, for example through high sustainable construction standards.

AGE	DISABILITY	MARRIAGE AND CIVIL PARTNERSHIP	PREGNANCY AND MATERNITY	GENDER REASSIGNMENT	RACE	RELIGION AND BELIEF	SEX (GENDER)	SEXUAL ORIENTATION	SOCIO-ECONOMIC FACTORS

This is a built and natural environment based policy which should benefit the entire district community. It is also possible that health benefits will be felt as a result of

improved construction techniques, leading to healthier places to live (for example improved natural light and fewer harmful emissions) and adaptability for future needs. No disproportionate impacts have been identified on any of the protected characteristics from this policy.

Overall the Equality Impact Assessment identified almost all of the policies of the Joint Core Strategy, as proposed for adoption, to have no differential or a positive impact on the recognised equality groups, and no negative impacts on any of the protected characteristic groups. The only policy considered to have a potential negative impact on a protected equality group (in this case older and disabled people) was Spatial Policy 1; although other policies have sought to mitigate this and positive impacts on these groups were also likely. Therefore, it can be concluded that the Joint Core Strategy will promote equality by helping, so far as is relevant to its scope, to meet the needs of the identified protected equality groups.