

**SHIPLEY AND CANAL ROAD CORRIDOR AREA ACTION PLAN:
PUBLICATION DRAFT**

INITIAL EQUALITIES IMPACT ASSESSMENT

December 2015

1.0 INTRODUCTION

1.1 The City of Bradford Metropolitan District Council is preparing an Area Action Plan (AAP) for Shipley and Canal Road Corridor as part of the Local Plan for the District.

1.2 The Area Action Plan will guide the transformation of the Shipley and Canal Road Corridor area up to 2030. It will identify the location of new development and help make decisions on planning applications. It will also influence decisions about transport, infrastructure, community facilities and economic development.

1.3 The Shipley Canal Road Corridor Area Action Plan is needed in order to:-

- Deliver proposed growth within the Corridor over next 15 years (as established in the Local Plan – Core Strategy) through series of development proposal statements and planning policies.
- Provide an up to date development plan with a catalogue of potential developments sites to provide certainty to investors and developers
- Stimulate regeneration through use of innovative delivery tools such as the Joint Venture Partnership
- Assist with land assembly through, for example, Compulsory Purchase Orders (CPO) to enable development and critical infrastructure
- Protect and enhance built heritage whilst proactively accommodating new developments
- Ensure developments are of an appropriate use, scale, mix and design quality

1.4 The production of the Area Action Plan consists of 4 stages:

1. Issues and Options
2. Publication Draft
3. Submission Draft
4. Adoption post examination

The Area Action Plan will be subject to an Equalities Impact Assessment (EqIA) at all stages of production. The EqIA be reviewed and re-published following the end of the consultation period and considered in the production of each stage.

- 1.5 This initial Equalities Impact Assessment (EqIA) has been produced alongside the Publication Draft of the AAP to assess the potential adverse impacts of the document on various equality groups. The assessment process will be ongoing throughout all stages of production of the AAP, from Issues and Options to Adoption. This will also include monitoring and reviewing the impacts of the AAP and where necessary seeking to mitigate against any unexpected adverse effects
- 1.6 This document will set out how the needs of equality groups have been taken into account during the preparation and development of the Publication Draft report. Its purpose is to thoroughly and systematically assess the likely implications of the proposed AAP on various equality groups once it is adopted. This enables the Local Planning Authority to identify direct and non-direct discrimination against equality groups and explore options for mitigating such impacts and improving the document.
- 1.7 This initial EqIA sits alongside the Publication Draft for public comment. Representations received at this stage will be taken into account and where appropriate or necessary, changes may be made to the Publication Draft report to ensure that all equality groups positively benefit from the AAP.

2.0 EQUALITY IMPACT ASSESSMENTS

- 2.1 The City of Bradford Metropolitan District Council is fully committed to ensuring that everyone has an equal opportunity to play an active and positive role in considering the planning issues which affect them and the District as a whole.
- 2.2 The production of an Equality Impact Assessment (EqIA) is a proactive approach to ensuring it meets its general duty under the Equality Act 2010 to have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected and persons who do not share it.
- 2.3 These general duties are supplemented by specific duties to be undertaken by the Council in the way of its Equality Objectives for 2012-2016. In particular Objective 2: which aims to Embed Equality through the effective use of Equality Impact Assessments for all relevant procedures, processes and policies.

Extent of the Equality Impact Assessment

- 2.4 It is the responsibility of the Council to ensure that the organisation does not discriminate in the way it provides services and employment and that it promotes equality, diversity and positive community relations across the district.
- 2.5 This initial EqIA ensures that equality issues are addressed from all angles in the preparation and development of the AAP. This report highlights the equality and diversity considerations which have been discussed via a working group comprised of key officers within the Council. This supports

the assessment process and could potentially pre-empt any adverse impacts on equality groups which may result from the content of policies within the AAP. It will also enable Bradford Council to review the document and consider alternative ways of achieving the same ends.

2.6 For the purpose of this assessment, the following equality groups have been identified:

- Age
- Disability
- Gender
- Religion & Belief
- Race
- Sexual Orientation
- Gender Reassignment
- Pregnancy and Maternity

2.7 This report explores and recommends actions that, if adopted, will help Bradford Council to anticipate and address any negative consequences which may arise and identify opportunities for the ongoing promotion of equality within the District.

Overview of the Equality Impact Assessment Process

2.8.1 In undertaking the EqIA, the Council has followed guidance from the Improvement and Development Agency (I&DeA) for Local Government. The Council's Equality and Diversity Team has also produced corporate guidance, which includes the pro-formers completed in sections 3 and 4. The EqIA methodology consists of the following six key stages as outlined in Table 1 below.

Table 1: Six Stages of an Equality Impact Assessment

Stage	Process	Description
1	Initial Screening	This stage determines whether a full EqIA should be undertaken through the completion of a series of questions. If the work is deemed to potentially cause an adverse impact or discriminate against different groups within the community then an EqIA should be undertaken.
2	Scoping and Defining	This stage defines the scope of the assessment which will take place. It requires an understanding of what the activity is looking to achieve. A series of questions about the work will be answered at this stage.
3	Information Gathering	The assessment should be based upon up-to-date and reliable information which outlines the current state of the area which uses a variety of sources of information.
4	Making a Judgement	This is the most important element of an EqIA. Information gathered in the earlier stages is used to decide whether or not there is a potential for the policy, strategy, procedure or function to result in a less favourable outcome on any group within the community or unlawful discrimination of any kind.
5	Action Planning	The real value of completing an EqIA comes from the actions that will take place and the positive changes that will emerge through conducting the assessment.
6	Publication and Review	It is a legal requirement to publish the EqIA to allow the public to see that the Council is actively engaged and committed to challenging potential discrimination, as well as improving service delivery. Progress against the action plan should be reviewed bi-annually.

2.9 This report completes Stages 1, 2, 3, 4 and 5 of the process as outlined above. However, it should be noted that this report is not final and that it will be amended to reflect the comments of consultees, including equality groups, if necessary. Once it is finalised the EqlA of the AAP will be reviewed and updated on a regular basis to identify any unexpected impacts.

3.0 INITIAL EQUALITY IMPACT ASSESSMENT

- 3.1 The Shipley and Canal Road Corridor Area Action Plan has been subjected to a initial and revised Equalities Impact Assessment (EqIA). The initial assessment and revised assessment have identified no negative impacts upon the identified characteristics. The results of the revised assessment can be found in Appendix 1 to this report.
- 3.2 The initial and revised assessment did, however, highlight a number of likely positive effects the AAP may have on fostering good relations between different groups, eliminating victimisation and advance equality of opportunity between different groups.

Delivering a wide choice of high quality homes in the Corridor.

- 3.4 The planned delivery of a range of good quality housing offer is considered likely to increase activity and footfall within the Shipley Town Centre and the Corridor during evening and night time hours, thus contributing towards a reduction anti social behaviour and fear of crime. This is considered to aid in eliminating victimisation of protected characteristics, as these groups can often be targeted by criminal activity (during evening / night time hours after trading hours) in areas with little or no activity or footfall in 'empty' streets within Shipley Town Centre and the Corridor. The AAP includes requirements to provide affordable housing, specialist housing for older people and accessible homes on larger sites. Providing a range of high quality new housing is considered likely to have a positive effect on these groups in particular in relation to age, disability and poverty/social deprivation.

Shopping and Leisure

- 3.5 The planned delivery of an improved night time leisure uses are considered to increase activity and footfall within the Shipley Town Centre during

evening and night time hours, thus contributing towards a reduction anti social behaviour and fear of crime. This is considered to aid in eliminating victimisation of protected characteristics, as these groups can often be targeted by criminal activity (during evening / night time hours after trading hours) in areas with little or no activity or footfall in 'empty' streets within the centre. The retail strategy for the AAP is to support retail growth of an appropriate scale within and around Shipley town centre, the new neighbourhood centre within the New Bolton Woods site and Valley Road Retail area. This is considered likely to have a positive impact on areas and communities across the Corridor, help contribute to meeting local needs, reduce the need to travel, provide a range and choice of shops and have a positive impact upon poverty and social deprivation by providing job opportunities to those entering the job market for the first time and those currently without employment

Achieving sustainable economic growth in the Corridor.

- 3.6 The AAP will allocate a number of mixed use sites for the delivery of sustainable economic growth within the corridor. The AAP will also seek to safeguard and enhance key employment areas and the vitality and viability of Shipley town centre. This is expected to have a positive impact upon poverty and social deprivation by providing job opportunities to those entering the job market for the first time and those currently without employment.

Promoting healthy, strong and inclusive communities living in and alongside the Corridor.

- 3.7 The AAP will plan for the provision of future open space requirements within new developments and the enhancement of the existing provision. The enhancement of open space within the corridor is thought to increase the likelihood of residents congregating through recreational activities and thus considered to positively contribute towards the fostering of good relations between different groups. The AAP will seek to deliver a linear park of linked green spaces. This green corridor is expected to help connect communities along the corridor and aid in creating a safe and secure

environment for people along the Corridor. The provision of a safe and inclusive public realm and green space is considered to have a positive impact upon advancing equality of opportunity between different groups.

Promoting sustainable transport options and connecting the Corridor.

- 3.8 Improvements to Shipley and Frizinghall Railway Stations will aid in creating a safe and secure environment for people arriving and leaving Shipley. This is considered to aid in eliminating victimisation of protected characteristics, as these groups can often be targeted by criminal activity (during evening / night time hours after trading hours) in these areas as they can suffer from reduced usage late at night. The provision of a safe and inclusive public realm including the Canal Road greenway is expected to help connect communities along the corridor and aid in creating a safe and secure environment for people travelling along the Corridor by foot or bike and is considered to have a positive impact upon advancing equality of opportunity between different groups.

Protecting and enhancing the natural and built environment of the Corridor.

- 3.9 The AAP is also considered to aid in the building good relationships between groups by encouraging residents to visit and congregate in the Shipley Town Centre and other public spaces within the corridor during evening / night time hours, due to the improved visual appearance of these areas as a result of the policies put forward in the AAP which encourages the enhancement of the built and natural environment and public realm.

Promoting healthy, strong and inclusive communities living in and alongside the Corridor

- 3.10 The delivery of community infrastructure to support housing growth in the Corridor is likely to have a positive effect upon an area and the businesses and residents who live there. The AAP is also considered to aid in the building good relationships between groups by identifying areas for open

space, sport and recreation, including playing pitches and allotments, which provide areas for people to visit and congregate and participate in healthy activities and thus is considered to positively contribute towards the fostering of good relations between different groups

- 3.11 Taking the above into account, the 'Shipley and Canal Road Corridor Area Action Plan' is considered likely to have a positive impact upon protected characteristics.

Initial Equalities Impact Assessment Template

Appendix 1

Department: Regeneration	Completed by (lead): Alex Bartle	Date of initial assessment: 13/12/2012 Revision Dates: 04/12/2015
Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)	Shipley and Canal Road Corridor Area Action Plan	
Is this existing or new function/policy, procedure, practice or decision?	New function/policy to supersede sections of the existing Replacement Unitary Development Plan relating to the Shipley Town Centre and the Canal Road Corridor	
What evidence has been used to inform the assessment and policy? (please list only)		
SCRC AAP Transport Study SCRC AAP Infrastructure Delivery plan SCRC Green Infrastructure Study SCRC AAP Ecological Assessment SCRC AAP Viability Assessment SCRC AAP Sustainability Appraisal Shipley and Canal Road Corridor Strategic Development Framework		

1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.	<p>The Area Action Plan will guide the transformation of the Shipley and Canal Road Corridor area up to 2030. It will identify the location of new development and help make decisions on planning applications. It will also influence decisions about transport, infrastructure, community facilities and economic development.</p> <p>The Shipley and Canal Road Corridor Area Action Plan is needed in order to:-</p> <ul style="list-style-type: none"> • Deliver proposed growth of the Shipley and the Canal Road Corridor over next 15 years (as established in the Local Plan – Core Strategy) through series of development proposal statements and planning policies; • Provide an up to date development plan with a catalogue of potential developments sites to provide certainty to investors and developers; • Stimulate regeneration through use of innovative delivery tools such as Joint Venture Partnerships; • Assist with land assembly through, for example, Compulsory Purchase Orders (CPO) to enable development and critical infrastructure; • Protect and enhance built heritage whilst proactively
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		<p>accommodating new developments;</p> <ul style="list-style-type: none"> • Ensure developments are of an appropriate use scale, mix and design quality. <p>It is considered that the AAP will bring the following benefits to the area:</p> <ul style="list-style-type: none"> • Deliver a wide choice of high quality dwellings • Achieve sustainable economic growth • Promote sustainable transport options and help connect the Corridor • Protect and enhance the natural and built environment • Promote healthy, strong and inclusive communities 		
<p>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</p> <p>(1) eliminate unlawful discrimination, harassment and victimisation; (2) advance equality of opportunity between different groups; and (3) foster good relations between different groups (see guidance notes)</p>		<p>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</p> <p>Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</p>	<p>4. If there is a disproportionately negative impact what mitigating factors have you considered?</p>
Protected characteristics	Age	N	Positive Impact – See Text in Main Report	N
	Disability	N	As Above.	N
	Gender reassignment	N	As above	N
	Race	N	As above	N
	Religion/Belief	N	As above	N
	Pregnancy and maternity	N	As above	N
	Sexual Orientation	N	As above	N
	Sex	N	As above	N

	Any other area	Poverty/Social Deprivation	As Above	N
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5. Has there been any consultation/engagement with the appropriate protected characteristics?		YES <input type="checkbox"/>	NO <input type="checkbox"/>
6. What action(s) will you take to reduce any disproportionately negative impact, if any?			
7. Based on the information in sections 2 to 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)		YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>
Assessor signature: Alex Bartle	Approved by: Bhupinder Dev	Date approved: 04/12/2015	