

Local Plan for the Bradford District

Core Strategy - Publication Draft

Equality Impact Assessment

February 2014

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Please contact the Local Development Framework Group on:

- Telephone (01274) 433679
- E-mail ldf.consultation@bradford.gov.uk.

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1.0 INTRODUCTION

Background to the Equality Impact Assessment

- 1.1 The Race Relations Amendment Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006 require an Equality Impact Assessment, hereafter referred to as an 'EqIA', to be carried out for all services, plans, policies, and strategies delivered by Local Authorities. As of 1st October 2010, this requirement has been consolidated into once single act, the Equality Act 2010.
- 1.2 The need to undertake an EqIA stems from this duty placed on local authorities by law to eliminate unlawful discrimination, promote equality of opportunity and promote good relations between people of different equality groups.
- 1.3 The purpose of the Equality Impact Assessment (EqIA) is to highlight the likely impact of the Core Strategy and its draft policies on the protected characteristic groups and to take action to improve the policies where appropriate as a result.
- 1.4 This document sets out the EqIA of Bradford's Local Plan: Core Strategy - Publication Draft consultation document.
- 1.5 For the purpose of this assessment, the following protected characteristic groups, as identified in the Council's 'Guidance and Templates for Equality Impact Assessments' (December 2010) have been considered;
- Age
 - Disability
 - Gender Reassignment
 - Race
 - Religion and belief
 - Pregnancy and maternity
 - Sexual Orientation; and
 - Sex.
- 1.6 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 various equality groups. EqIAs are not about treating everyone the same, but is a means of recognising individual requirements and taking the needs of different communities and groups into account when delivering a range of services. The outcome of a service must be the same for all users; however the way in which they receive that service may very well differ.

1.7 The Council's Equality and Diversity Strategy: 2010-2013 develops equality and diversity within the Council and throughout the District. The production of an EqlA is a proactive approach which meets the aspirations of this strategy and statutory obligations under the Equality Act (2010) which can be summarised as:

- Eliminating unlawful discrimination in the provision of goods, facilities and services;
- Promoting equality of opportunity; and
- Promoting good relations between different groups.

Core Strategy Development Plan Document

1.8 In 2004 the Planning and Compulsory Purchase Act 2004 introduced a new style of development plan, the Local Development Framework (LDF). All Local Authorities are required to prepare an LDF for their area. This contains a portfolio of planning documents which make up the Development Plan for an area.

1.9 The Core Strategy Development Plan Document forms part of Bradford's LDF which will, in time, replace the Replacement Unitary Development Plan (RUDP), as adopted in October 2005.

1.10 The Core Strategy DPD is a key document that sets out a planning framework for the District over the next 15 years until 2030. It includes broad aims and strategic objectives for sustainable development along with spatial and area based policies for steering and shaping new development within the District. The Core Strategy will inform all other Development Plan Documents (DPDs) to be produced as part of the LDF for the Bradford District.

1.11 It will identify areas and settlements to which new development to meet the needs of the District in the future, in terms of new housing and employment development, retail, leisure, community facilities, transport and waste, will be focused.

1.12 The Core Strategy DPD, to date, has been prepared following extensive community consultation, the collection of a wide and robust evidence base and partnership working with key stakeholders including the Local Strategic Partnership, utility and infrastructure providers and agents/developers. Public consultation has taken place at the following stages on the documents preparation to date and been held over a period of 6-12 weeks:

- Issues and Options Topic Papers - February 2007
- Further Issues and Options Reports - January 2008
- Further Engagement Draft Report - October 2011

- 1.13 Further information about these public consultations can be found in Section 5 of this report.
- 1.14 This Equalities Impact Assessment is a background document which accompanies the Core Strategy Publication Draft report and is available for public comment. It will form part of an ongoing assessment process until the final Core Strategy submission document is produced. Any comments received at this stage will be taken into consideration and where appropriate the report will be reviewed and re-published alongside any further consultations on the Core Strategy DPD.
- 1.15 The Core Strategy DPD will then be formally submitted to Government and the ‘soundness’ of the plan will be considered by a Government appointed independent Inspector at an Examination. This EqIA will be submitted alongside the Core Strategy DPD for consideration.

The Structure of this Report

- 1.16 Following this introduction, Section 2 sets out the approach which has been taken in preparing this report. This section outlines the protected characteristic groups that have been considered when assessing the impacts that the policies within the Core Strategy Publication Draft report may have on these groups.
- 1.17 Section 3 sets out an initial assessment of the individual policies within the Publication Draft report to ascertain whether these are likely to have an adverse impact on any equality groups which are being considered. The outcomes of this initial assessment have then been used to determine which policies need to be further explored in Section 4.
- 1.18 Section 5 outlines the consultation process which has been undertaken in preparing the Core Strategy DPD to date and highlights the various organisations which represent the diversity of groups within the District that have been consulted.
- 1.19 The final section (Section 6) summaries the outcomes of this assessment and sets out how the impacts of the Core Strategy on equality groups could be monitored in the future.

2.0 THE APPROACH TO EQUALITY IMPACT ASSESSMENT

2.1 In undertaking the EqIA, the Council has followed in principal, guidance from the Improvement and Development Agency (I&DeA) for Local Government. The Council's Equality and Diversity section have produced corporate guidance, based upon this national guidance, which has also informed this EqIA. 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 consideration of a number of questions relating to the potential impact of the strategy. 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 and who will be involved in the assessment process.
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.

Stage 1 – Initial Screening

- 2.2 The IDeA recommends that initial screening needs to take place for all new and revised policies, strategies, procedures and functions. This stage should be completed at the earliest opportunity to determine whether or not it is necessary to carry out a full Equality Impact Assessment for this area of work. Consideration has been given to the following question, as set out within CBMDC guidance, to determine if a full assessment of the Core Strategy should be undertaken: *‘are their any groups which might be expected to benefit from the Core Strategy but which do or that the Core Strategy could adversely affect?’*.
- 2.3 To help answer this key question, it is important to understand the scope of the Core Strategy. This is best set out within the Core Strategy as the ‘vision’ for the District until 2030. This vision is set out below:

Spatial Vision for Bradford:

By 2030 the Bradford District:

Has become a key driver of the Leeds City Region’s economy and a much sought after and desirable location where people want to live, do business, shop and spend their leisure and recreation time. The district has demonstrated that it is a place that encourages sustainable lifestyle choices and responds positively to the challenge of climate change.

The growth of the City of Bradford and the towns along Airedale and Wharfedale has been supported by a significant increase in the delivery of new houses, both market and affordable. This growth has driven the economic and social transformation of the district. Sustainable development and management has been at heart of this growth and prosperity. The District’s unique landscapes, heritage and biodiversity assets have played a vital role in making great places that encapsulates what makes Bradford so special.

Economic transformation of the district has been achieved based on Bradford’s key strengths of its unique young, growing and international workforce as well as its culture of entrepreneurship, high quality places where businesses can thrive and its rich historic and cultural identity and wealth of environmental assets.

- 2.4 It has been concluded that the Core Strategy Publication Draft consultation document, including its draft policies, concern the whole of the Bradford District and its communities, including equality groups therefore an Equality Impact Assessment would be required.

Stage 2 – Scoping and Defining

- 2.5 The Improvement and Development Agency recommend that different perspectives and experiences are used in undertaking the Equality Impact Assessment. The ideal is that those responsible for delivering the strategy are involved and others with technical expertise or with specialist or first hand knowledge are involved where appropriate.
- 2.6 This EqIA and report has been lead by planning officers in the LDF Group who are responsible for preparing the Core Strategy. The technical expertise and specialist knowledge of the following officers from the Council has also been utilised where possible:
- Cohesion & Inclusion Lead Officer
 - Strategy Manager - Planning Policy
 - Development Officer - Inclusion & Mobility
 - Community Engagement Officer
 - Planning Policy Officers
- 2.7 In order to build capacity, the Council's Equalities and Diversity Section has provided specialist training on the production of Equality Impact Assessments for all officers within the LDF Group and selected officers involved within the assessment process. This training session took place on Tuesday 23rd June 2009 and was attended by 15 officers.

Stage 3 – Information Gathering

- 2.8 Stage 3 of the EqIA is to identify sources of information which can be used to assist in the determination of whether the Core Strategy is likely to have an adverse impact or discriminate against different groups within the community. The IDeA identifies sources of information which include Census data and national and local statistics. Guidance from the Planning Advisory Service (PAS) however, recognises that local authorities need to go beyond Census data as it does not capture recent changes in demographics and sheds little light on the needs, experiences and aspirations of local groups in relation to their communities and the wider built environment.
- 2.9 The following sources of information have been used and are referred to where appropriate in this report:
- 2001 Census Data;
 - 2011 Census Data;
 - National and Local Statistics;
 - Indices of Multiple Deprivation (IMD) (2004 & 2007);
 - Strategic Housing Market Assessment (SHMA) for Bradford (2013);

- Bradford Housing Needs Study (Various);
- Bradford PCT Health Inequalities Report;
- West Yorkshire Gypsy & Traveller Accommodation Study (2009)
- National Survey of Sexual Attitudes and Lifestyle (NSSAL) 2000;
- Bradford's Sustainable Community Strategy - 'The Big Plan' and baseline evidence;
- Bradfordinfo.com
- Core Strategy – Issues and Options – Statement of Consultation (2009)

2.10 Using the information gathered from the sources listed above, the following provides a profile of what is known about each of the equality categories in the Bradford District. Further information about this can be found in the Council's 'State of the District' report (September 2010) which can be viewed at:

www.bradford.gov.uk/NR/rdonlyres/66A950B4-A1C5-4361-8DAF-7C6E7431D42E/0/StateoftheDistrictreportv1.pdf

Population

2.11 The Bradford District has a population of 522,500¹ at the time of the 2011 Census of Population.

Age Profile

2.12 The age profile of the District based on the 2011 Census is shown in Table 4 below.

2.13 This data shows that the population of Bradford is both a growing and aging population, with younger under 16 years and older people of retirement age each accounting for one fifth of the population. The Core Strategy DPD includes policies to help cater from this growing need, including Policy HO8 Housing Mix and Policy HO11 Affordable Housing.

Table 4: Age Profile of Bradford District 2011

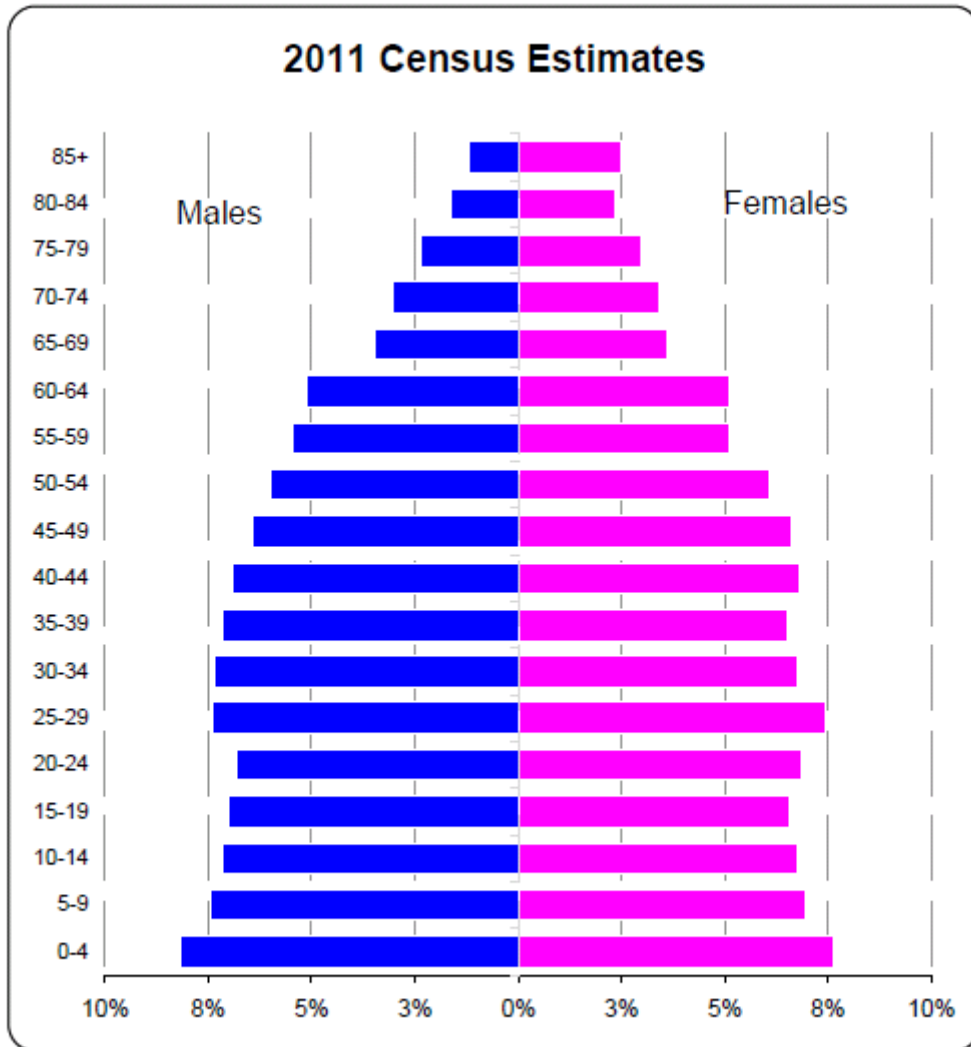
Age Group	Rounded Number of People in Age Groups	Percentage of the District's Population (%)
0 to 14 years	115,000	22.1
15 to 24 years	71,100	13.6
25 to 44 years	147,200	28.1
45 to 64 years	119,900	22.9
65+ years	69,400	13.3

Source: 2011 Census

¹ Source: 2011 Census

2.16 Figure 1 overleaf illustrates that the age structure of the Bradford District is relatively similar to that of England and Wales, although Bradford has a youthful population structure. A large proportion of the total population is made up of people in the youngest age groups. On Census day 2011 there were 115,000 0-14 year olds making up 22% of the total population of the District, compared to 17.6% for England and Wales.

Figure 1: Bradford’s population structure compared to the UK’s average (2011)



Source: 2011 Census / 2001 mid-year population estimates , ONS

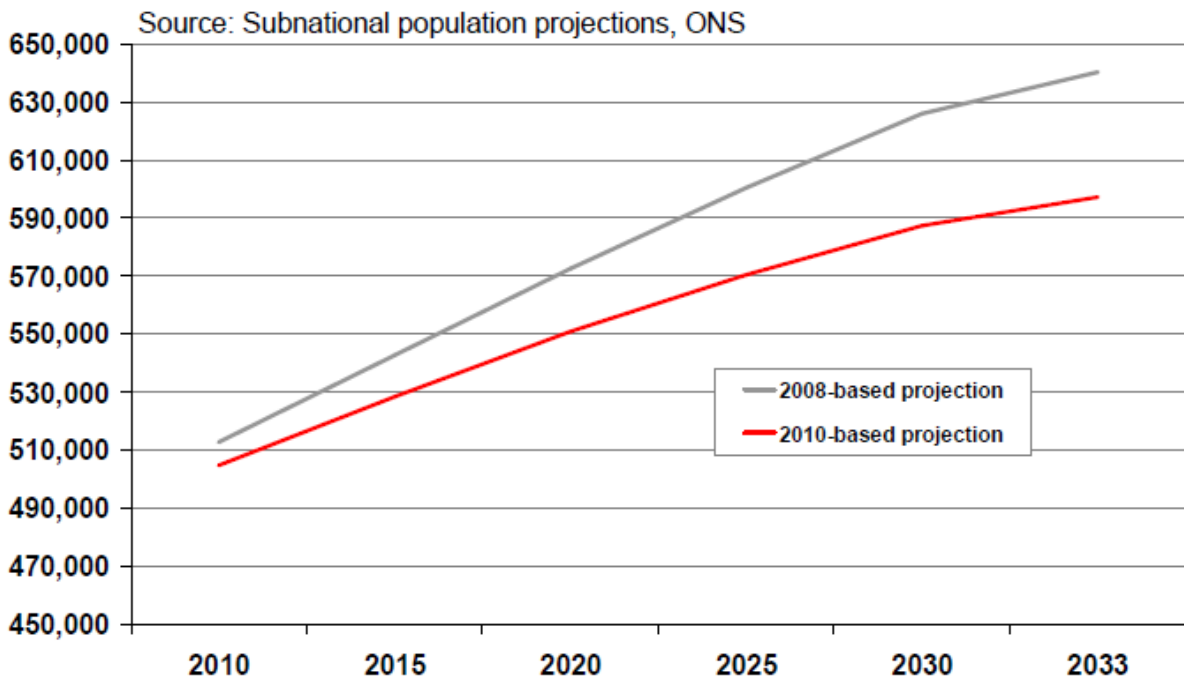
Populations Projections

2.17 The Office of National Statistics (ONS) has produced a range of population projections based on modelling techniques applied to mid-year population estimates. Births, deaths and other factors such as migration are taken into account when the data is modelled. As the other projections are based on models they should only be used as a guide for future population trends.

2.18 The population of the District is increasing, as illustrated in Table 2. During the 1990's population figures were relatively stable, however since 2001 the population has increased by approximately 51,700. Based on current ONS projections, the population of Bradford is anticipated to grow even further to 604,000 by 2035.

2.19 The anticipated population growth will occur right through the age profile spectrum with the highest projected growth, 50.7% expected in the 65+ age group. There will be an expected 36,200 more residents over 65. Growth in the populations is also being driven by higher than average birth rates. Younger people therefore make up a larger portion of the Districts population.

Figure 2: Projected population growth of Bradford District (2010-2033)



Source: ONS Population Projections (2010) Sub National Population Projections – March 2012

Gender

2.20 The 2011 census show the approximate population of the District was 522,600. This was split with 257,100 males (49.2%) and 265,300 females (50.8%). These figures have levelled out since the 2001 Census whereby there was a slightly greater gap with 51.9% females and 48.1% males.

2.21 The total working age population (people aged between 16 and 64) is set out in Table 5.

Table 5: The number of males and females of working age in Bradford and percentage compared to the Yorkshire & Humber and Great Britain in 2009

	Bradford District (No.)	Bradford District (%)	Yorkshire & The Humber (%)	Great Britain (%)
All People of Working Age	236,300	72.3	75.4	76.5
Males	136,500	83.9	81.5	82.7
Females	99,800	60.7	69.4	70.3

Source: NOMIS (2010) Bradford Resident Population – Mid-year Population estimates 2009 ²

2.22 In respect of the average gross weekly pay and hourly pay, this is set out below in Table 6.

Table 6: Average Pay for Males and Females in Bradford compared to the Yorkshire & Humber and Great Britain in 2009

	Bradford District (£)	Yorkshire & The Humber (£)	Great Britain (£)
Gross Weekly Pay			
Full Time Workers	423.3	450.8	490.2
Males	462.6	487.9	533.8
Females	365.9	395.6	426.6
Hourly Pay			
Part Time Workers	10.73	11.37	12.46
Males	11.19	11.92	13.14
Females	9.88	10.62	11.44

Source: NOMIS (2010) Office of National Statistics - Bradford Resident Population – Mid-year Population estimates 2009 ³

2.23 As can be seen from Table 6 above, both males and females in the District earn considerably less than the regional and national average.

² NOMIS (2010) Resident Population – Mid-year Estimates 2009
<http://www.nomisweb.co.uk/reports/lmp/la/2038432028/report.aspx#tabrespop>

³ NOMIS (2010) Resident Population – Mid-year Estimates 2009
<http://www.nomisweb.co.uk/reports/lmp/la/2038432028/report.aspx#tabrespop>

Race

- 2.24 In considering the ethnicity of the population within the Bradford District, the 2011 Census of Population showed that the District has a high proportion of Black and Minority Ethnic (BME) communities, approximately 32.2% of the entire population.
- 2.25 The authority is ranked has having the 29th highest BME population in the country. The largest ethnic groups included: people of Asian: Pakistani origin accounting for 20.41% of the total population.

Table 7: Ethnic Groups in Bradford (2011)

Ethnic Group	Bradford (No.)	Bradford (%)	West Yorkshire (%)	England (%)
All People	522,452			
Total White	352,317	67.44	81.76	85.41
White: British	333,628	63.86	78.45	79.75
White: Irish	2541	0.49	0.67	0.98
White: Other White	15715	3.01	2.56	4.58
White: Gypsy and Traveller	433	0.08	0.08	0.1
Mixed	12,979	2.49	2.17	2.25
Mixed: White and Black Caribbean ¹	4663	0.89	0.94	0.78
Mixed: White and Black African	875	0.17	0.21	0.31
Mixed: White and Asian	5677	1.09	0.68	0.63
Mixed: Other Mixed	1764	0.34	0.34	0.53
Asian or Asian British	140,149	26.83	13.09	7.82
Asian or Asian British: Indian	13555	2.59	2.39	2.63
Asian or Asian British: Pakistani	106614	20.41	8.52	2.1
Asian or Asian British: Bangladeshi	9863	1.89	0.7	0.82
Asian/Asian British: Chinese	2086	0.4	0.48	0.72
Asian or Asian British: Other Asian	8031	1.54	1.0	1.55
Black or Black British	9267	1.78	2.09	3.48
Black or Black British: Caribbean	3581	0.69	0.7	1.12
Black or Black British: African	4993	0.96	1.11	1.84
Black or Black British: Other Black	693	0.13	0.28	0.52

Other Ethnic Group	7740	1.48	0.9	1.04
Other Ethnic Group: Arab	3714	0.71	0.41	0.42
Other Ethnic Group: Any other ethnic group	4026	0.77	0.49	0.62

Source: Adapted from the 2011 Census (ONS, 2011)

- 2.26 Bradford has experienced significant levels of immigration since the 1950s, particularly from Pakistan. Information from local sources shows that economic migrants from Poland, the Czech Republic and Slovakia have migrated to Bradford District in recent years. However, current trends indicate that partly due to the economic downturn within the UK since late 2008, the number of Eastern European migrants leaving the UK has out numbered those entering. The number of migrants on the Worker Registration Scheme (WRS) for A8 countries (the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia) peaked in 2006 at 0.4% of the population in Yorkshire and Humber. In Bradford district there were 8,200 A8 workers in 2008, comprising 1.3% of the population based on WRS data⁴.
- 2.27 At the Ward level there are discernable patterns of where different minority groups choose to settle and it was found that the Wards with the highest concentration of people from BME communities were located in:- Bowling and Barkerend, Bradford Moor, City, Great Horton, Heaton, Keighley Central, Little Horton, and Manningham.⁵
- 2.28 The Bradford District also contains a small Gypsy and Travellers population along with travelling show people. These small communities occupy a number of authorised Council owned (2 sites; 47 pitches) and private sites within the District. Amongst the Council owned sites there is a population of around 135 people, 55 of whom were children (41%). The ethnic groups' among site residents was English Gypsy/Traveller and Irish Traveller. Data collected highlighted that 35% of people lived in static living units with 65% living in trailers or tourers.⁶

Faith

- 2.29 The 2011 Census provides information which can be used to illustrate the percentage of people in different faith groups across the District and this is illustrated in Table 8.

⁴ Bradford Joint Strategic Needs Assessment (November 2009) – Para 2.2: Ethnicity

⁵ ONS Census 2011

⁶ West Yorkshire Gypsy and Traveller Accommodation Assessment (May 2008)

Table 8: Number of people in different faith groups in Bradford compared to the Yorkshire & Humber and England (2011)

	Bradford District	West Yorkshire	England
Christian	45.9	54.64	59.38
Buddhist	0.19	0.26	0.45
Hindu	0.93	0.67	1.52
Jewish	0.06	0.34	0.49
Muslim	24.7	11.34	5.02
Sikh	0.98	0.81	0.79
Other Religion	0.32	0.32	0.43
No Religion	20.68	25.06	24.74
No Religion Stated	6.23	6.56	7.18
Source: Office of National Statistics / Census 2011			

2.30 As can be seen from Table 8 above the dominant faith group within the District is Christian; however there is also a significant Muslim population within the District.

Disability

2.31 There is very limited information from the 2011 Census regarding disability. The 2011 Census identified 75,600 people of working age (18.5%) within Bradford are disabled.

2.32 Data from Communities of Interest state that “there is a high incidence of disability within the Asian community and significantly over the next few years there will continue to be higher numbers of Asian disabled people coming through the system. The disabled Asian population is very diverse (including disabilities and ethnicities) and spread over the district, however the bulk and concentration of people is located in the inner city areas. Services will have to respond and reorganise in order to meet a majority demand rather than a minority demand for specific services”⁷.

2.33 Data from Bradfordinfo.com highlights that there are about 1400 people with a learning disability living within the Bradford District. People with learning disabilities are likely to be located through day centres, group homes, hospitals, leisure groups, colleges, work places, voluntary organisations and in the educational special needs service.

⁷ Communities of Interest (2006) A Framework for Recording Information, Issues and Proposals for Action About Your Community of Interest - (www.bradfordinfo.com – Communities of Interest)

- 2.34 There are a number of ways that the Core Strategy can help people affected by a disability, including housing provision, access to employment opportunities, service provision and general accessibility. These matters are address in a number of policies within the Core Strategy, primarily in Policy SC7: Health, Recreation and Sport and Policy HO4 Housing Mix.

Health Inequalities

- 2.35 The Department of Health (2008) stated that ‘the health of people in Bradford is significantly worse than the England average overall, going on to state that there are health inequalities within Bradford’. These inequalities are evident within some wards within Bradford and East Keighley which are amongst the most deprived in England. Research shows that men from the most deprived areas have over eight years shorter life expectancy than those in the least deprived areas.
- 2.36 The highest rate of age standardised long standing limiting illness is in University Ward (26.3%) and the lowest in Ilkley (11.5%). The age standardised rate of people reporting ‘not good’ health is highest in University (16.8%). As with age standardised long term limiting illness the lowest rate of age standardised ‘not good’ health was in Ilkley ward (5.0%).⁸
- 2.37 Therefore on a Ward by Ward basis the highest rate of ill health are concentrated around the inner city of Bradford. There is also a close link between the level of age standardised ill health and the extent of deprivation at Ward level.

Sexual Orientation

- 2.38 In Britain there is relatively little national research on the lives of homosexuals and bisexuals. The only nationwide surveys that have already provided information on sexual orientation are Census data. However, recent figures published by the ODPM suggest that 5-7% of the national population are homosexual and bisexual⁹
- 2.39 As a result, there is very limited data relating to the sexual orientation of the Bradford District population. The 2001 Census identified that a total of 516 people (0.1%) were living as same sex couples within the Bradford District¹⁰.

Deprivation

- 2.40 The Index of Multiple Deprivation (IMD) is a measure of multiple deprivation at the small area level (census based Super Output Areas or SOA’s) and is based on the idea of distinct domains of deprivation which can be recognised and measured separately, these include the

⁸ CBMDC Research and Consultation Service (October 2003) Health across the Bradford District - www.bradfordinfo.com/census/pdfs/Health%20bulletin.pdf

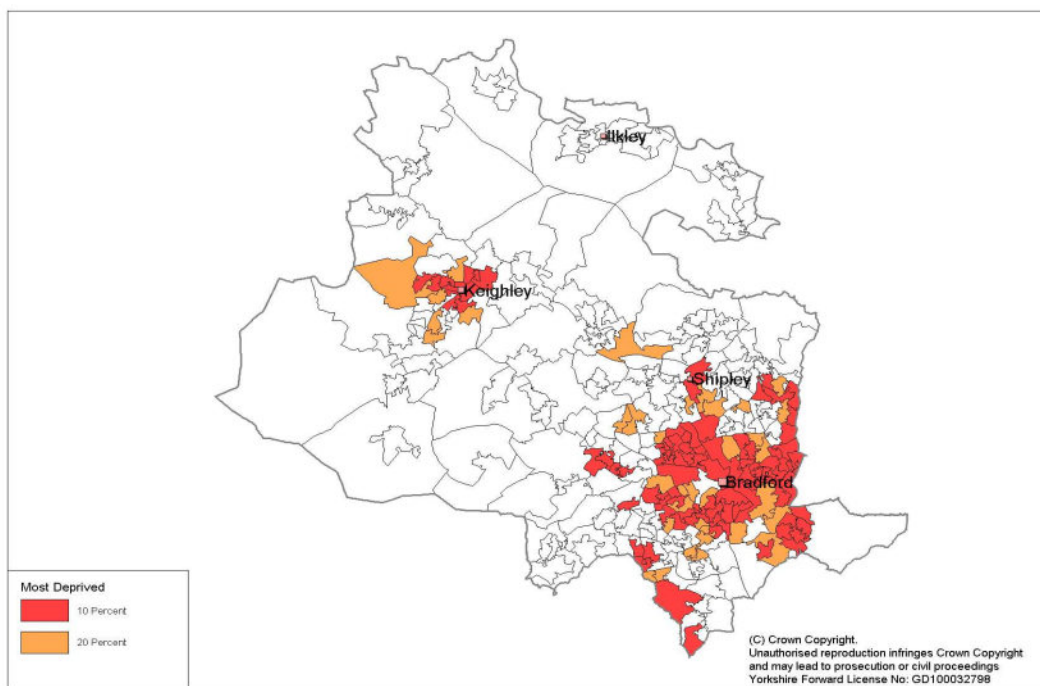
⁹ Equality Partnership (Oct 2007) Bradford LGB Health Needs Assessment

¹⁰ ONS Census 2001

seven domains of: income, employment, health, education, barriers to housing, crime and living environment.

2.41 The Bradford District is one of the most unequal districts in the country, with areas of affluence such as Ilkley, Addingham and Ben Rhydding offering a stark contrast to the extreme deprivation of some areas of the inner city of Bradford, peripheral social housing estates and parts of Keighley. Poverty, unemployment, low paid and stressful work, poor and unaffordable housing, low educational attainment and crime are all indicators of deprivation and are strongly associated with poor health. Map 1 below highlights the most deprived areas within the District.

Map 1: Areas of Deprivation in Bradford¹¹



Source: Yorkshire Forward (July 2008) Local Area Briefing

2.42 A summary of the key findings for IMD for Bradford is set out below:

- The IMD 2007 highlighted that the Bradford District is one of the most deprived areas in the country.
- Bradford as a whole ranks 26th out of 354 local authorities in the 2010 IMD, placing it firmly within the bottom 10% deprived authorities nationally. Relative to other English districts Bradford's position has worsened by 6 places, moving up the rankings from 32nd place in 2007.

¹¹ Map 1 - Source: Yorkshire Forward (July 2008) Local Area Briefing: Bradford Deprivation

- Yorkshire Forwards analysis of the IMD for Bradford (2008) states “in 2004, Bradford had 30.3% of its Super Output Areas (SOAs) in the bottom 10% deprived nationally, and by 2007 this had declined to 29.3% despite some movement of SOAs into and out of the bottom 10%. However, the proportion of SOAs in Bradford that fall into the second decile/bottom 20% has increased from 11.4% in 2004 to 11.7% in 2007”¹².
- Within the district there is inevitably disparity between Wards in terms of deprivation, 42% of residents living in areas that fall into the 20% most deprived nationally, and 5% (over 20,000 people) living in areas that are among the 1% most deprived.
- In 2010, Bradford ranked 5th and 6th nationally for income and employment deprivation respectively. More than 32,000 people experienced income deprivation in the Bradford District.¹³
- 94 LSOAs in Bradford District fall into the most deprived 10% of areas nationally. Around one third of the population of the district (around 157,000 people) live in these areas. This figure rose to 75% of people in the most deprived area of Undercliffe.¹⁴
- As well as being one of the most deprived areas in the country, Bradford district is the most deprived in West Yorkshire. Table 9 below indicates Bradford’s position in comparison to the other West Yorkshire local authorities.

Stage 4 – Making a Judgement

- 2.43 This Equality Impact Assessment will provide an overall judgement of the impact that the draft Core Strategy DPD will have upon the residents of the Bradford District. This assessment will be available for public comment to test whether the outcomes of this process are supported by the residents, communities and stakeholders who will be affected by the plan.

Stage 5 – Action Planning

- 2.44 During the production of this Equality Impact Assessment, outcomes from Working Group meetings have influenced the content of the Core Strategy policies. This process will continue throughout the preparation of the plan through to its adoption.

Stage 6 – Publication and Review

- 2.45 The Council is required to monitor the planning policies within the development plan to assess their use and effectiveness through an Annual Monitoring Report (AMR). This document is produced each December and is submitted to the Council’s Executive Committee and then formally to the Government Office. The document is also made publically available.
- 2.50 As new data becomes available, such as the Census data, the assessment should be reviewed in light of this data which provides a profile of the Districts population.

¹² Yorkshire Forward (July 2008) Local Area Briefing: Bradford Deprivation

¹³ Index of Multiple Deprivation (2007) <http://www.communities.gov.uk/documents/communities/xls/576504.xls>

^{2 & 14} Index of Multiple Deprivation (2007) <http://www.communities.gov.uk/documents/communities/xls/576504.xls>

3.0 STAGE 1: INITIAL EQUALITIES IMPACT ASSESSMENT

- 3.1 This section provides an initial assessment of the individual policies contained within the Core Strategy Preferred Approach report.
- 3.2 The format of the assessment below is taken from the Council’s standard proforma for Equality Impact Assessments. These tables will aim to ascertain whether the Core Strategy policies are likely to have an adverse impact on any equality groups.
- 3.3 The outcomes of this initial assessment will be used to determine which, if any, policies need to be further explored in Section 4.

Table 9: Screening of the Local Plan: Core Strategy – Publication Draft Policies

Department of Regeneration Planning Service Local Development Framework Group	Completed by (Lead): Emma Higgins	Date of initial assessment: May 2009 – October 2011 (During Policy formulation)
Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)	Local Plan: Core Strategy – Publication Draft	
Is this existing or new function/policy, procedure, practice or decision?		New
What evidence has been used to inform the assessment and policy? (please list only)		
<ul style="list-style-type: none"> ▪ Equality Act 2010 ▪ 2001 Census Data ▪ 2011 Census Data ▪ Demographic Data ▪ National and Local Statistics ▪ National Planning Policy Framework ▪ Bradfordinfo.com ▪ ‘The Community Strategy’ and ‘Understanding Bradford District’ ▪ Core Strategy DPD – Issues and Options – Summary of Written Representations (2007) ▪ Core Strategy DPD – Further Issues and Options – Summary of Written Representations (2008) ▪ Core Strategy – Further Engagement Draft – Summary of Representations ▪ Core Strategy DPD – Evidence Base reports – relating to housing, economy and jobs, transport, environment. 		

Strategic Core (SC) Policies

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy SC1 - Overall approach and key spatial priorities</p> <p>This policy sets out that sustainable growth and change over the plan period will be managed across the Bradford District within all places and communities.</p> <p>The provision of quality housing to meet local need, increased job opportunities, local services and facilities in accessible and inclusive locations will reduce the need to travel and will benefit all. In particular the policy will benefit people with disabilities, young and older people without access to a private car. It may also benefit people on low incomes through the concentration of local facilities.</p> <p>Further policies contained within other Development Plan Documents (DPD's) which deal with specific themes or areas of change within the District will allow for a more robust assessment of the potential differential impacts on equality groups.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy SC2 - Climate change and resource use</p> <p>This policy sets out how the Council seeks to address climate change including the reduction of carbon emissions; planning for longer term adaptation and resilience to the predicted impacts of climate change and more efficient energy, water and resource usage.</p> <p>The principles and indirect implications of this policy could benefit all equality groups as it reinforces sustainable patterns of development. In particular the current young population would benefit as it is this generation who will live with the longer term consequences of climate change.</p> <p>It has been recognised that those people who are economically less well off, in particular young children living in poverty and older people may have difficulties, financially, in moving towards low carbon living. Therefore the finer details of the policy will need to be determined to assess the full impact of the policy on these people.</p> <p>In general, this policy would be neutral in terms of equalities considerations.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>Low</p>	<p>This policy aims to address the issues associated with climate change and plan for a more resilient future. Whilst interim measures maybe costly to implement, the long term benefits for all groups will outweigh this initial impact and will bring about significant benefits thereafter.</p>	
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy SC3 – Working together to make Great Places</p> <p>This policy supports the concept of the Leeds City Region and supports local regeneration initiatives, housing and employment opportunities within the District and beyond its boundary.</p> <p>It has relevance to all equality groups as it seeks to address a number of issues with regards housing (high and low demand), regeneration of urban and rural areas, along with current and future employment opportunities which will benefit all.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect	<p>This policy aims to make places and communities within the Bradford District great places to live, work and play, therefore benefiting all and furthering equality of opportunity to live in decent homes and neighbourhoods with access to a range of facilities and services.</p>	
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy SC4 - Hierarchy of Settlements</p> <p>This policy sets out the hierarchy of settlements within the Bradford District from the Regional City, Principal Towns (Ilkley, Keighley & Bingley), Local Growth Centres, Local Service Centres and Rural Areas. It sets the main focus for development of each settlement in terms of broad housing allocations, employment development and transport & connectivity.</p> <p>Concentrating development to address local housing needs in more accessible locations and close to existing local facilities and services should reduce the need to travel and will benefit all. In particular it will benefit people with disabilities, older and younger people, and potentially people on low incomes.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy SC5 - Location of Development</p> <p>This policy sets out the sequential priorities for the development of land within the District and that this approach should be linked to the transport orientated approach set by the Council.</p> <p>There is no specific target population for this strategic policy. The principles of the policy will benefit all through concentrating development within the main urban areas and incorporating it into the existing transport infrastructure, thus reducing the need to travel. Due to the broad nature of this policy, it has neither direct nor indirect impacts on the equality groups therefore it is deemed that this policy has a neutral impact on equality groups.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy SC6 - Green Infrastructure</p> <p>This policy promotes the protection, management and creation of existing and new open spaces within the District. It also aims to address any deficiencies in open space to ensure a more accessible and healthy environment is available to all.</p> <p>This policy has relevance to all equality groups as it will help to increase access to local green spaces and open spaces within the District through a series of interlinked green networks both on a local and district wide scale. In particular, it will benefit older people, disabled people, parents and young people as these groups are more likely to use such spaces and are least likely to have access to a private car.</p> <p>It will, however, be the responsibility of the Council to ensure, where appropriate, that the accessibility to both formal and informal open spaces do not adversely affect people with certain disabilities or impairments from using them. As a result of this issue, it has been considered to potentially have a neutral impact and further impact assessments would be necessary on a site by site basis.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>This policy hopes to ensure that people from all age groups get the benefit of access to green infrastructure so it is valued within its setting.</p>	
	<p>Disability</p>	<p>Low</p>	<p>This policy aims to provide accessible green infrastructure to all, however depending on the nature of the location of the green space, some disabled people may be unintentionally prevented from using the area(s).</p>	<p>By their very nature some natural open spaces, accessible to the general public, can be difficult to access due to uneven surfaces for example. Such areas may not be suitable for some people who have mobility impairments.</p>
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		

Local Plan for Bradford

Religion/Belief	No effect		
Pregnancy and maternity	No effect		
Sexual Orientation	No effect		
Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy SC7 - Green Belt</p> <p>This policy reinforces the value of the Green Belt within the District in its role in supporting planned change as well as conservation and recognises the potential need for localised reviews of the boundary to aid the delivery of the long term housing growth.</p> <p>The protection and enhancement of the Green Belt and open spaces will benefit all, especially those people who use such spaces and in turn it will contribute towards improving people's quality of life whilst preventing urban sprawl.</p> <p>However, the approach to concentrate development within the main urban areas could result in the loss of used open spaces within settlements and/or diminished quality of life for poorer people or those with certain disabilities who may not have the capabilities or funds to travel elsewhere to gain access to the open spaces.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy SC8 - Protecting the South Pennine Moors and their zone of influence</p> <p>The policy ensures potential impacts of policies and proposals in the plan on four nature conservation sites of European importance, the North and South Pennine Moors SAC and SPA are sensitively managed.</p> <p>Specific potential for adverse effects on European Sites was identified via the following impact pathways include:</p> <ul style="list-style-type: none"> • Loss of supporting habitats; • Increased emissions to air from road traffic • Collision mortality risk and/ or displacement from wind turbine developments • Recreational impacts • Urban edge effects 			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy SC9 - Making Great Places</p> <p>The policy ensures development proposals and plans contribute to creating high quality places, and attractive, cohesive, sustainable settlements through good quality design. The policy sets out a number of criteria which should be considered when considering design in the composition of development proposals and plans.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>The policy encourages the provision of a well connected network of attractive routes and spaces that are safe and easy to move around for all members of the community.</p>	
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

Sub Area Policies – City of Bradford

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Sub Area Policy (BD1) - City of Bradford including Shipley and Lower Baildon</p> <p>This policy sets out the level of housing and employment development which will be needed within the City of Bradford area; along with priorities for affordable housing, regeneration, economic development, the environment and transport and accessibility.</p> <p>The provision of housing, affordable housing, retail, employment opportunities, protection of the local environment and transport infrastructure is all critical to the creation of balanced and sustainable communities. The provision of new and enhanced facilities will improve inclusion and accessibility for all equality groups. In particular this policy will benefit low incomes and may also bring benefits to those with disabilities and the young, as these groups tend to have a higher need for more affordable housing.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (BD2) - Investment priorities for the City of Bradford including Shipley and Lower Baildon</p> <p>This policy sets out the investment priorities needed to deliver the transformation change within the City of Bradford including: public transport, regeneration and local infrastructure.</p> <p>Improved services and infrastructure will benefit all, but are likely to have beneficial impacts on the protected characteristics. In particular, increased provision of employment opportunities, improved public transport systems, regeneration and renewal of housing estates will benefit those people low incomes, living in deprived areas, and those without access to a car e.g. young and older people and those on low incomes.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

Sub Area Policies – Airedale

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (AD1) – Airedale</p> <p>This policy sets out the level of housing and employment economic development which will be needed Airedale; along with priorities for regeneration, economic development, the environment and transport and accessibility.</p> <p>The provision of housing, affordable housing, retail, employment opportunities, protection of the local environment and transport infrastructure is all critical to the creation of balanced and sustainable communities. The provision of new and enhanced facilities will improve inclusion and accessibility for all equality groups. In particular this policy will benefit low incomes and may also bring benefits to those with disabilities and the young, as these groups tend to have a higher need for more affordable housing.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (AD2) - Investment priorities for Airedale</p> <p>This policy sets out the investment priorities needed to deliver the transformation change within Airedale including: public transport, regeneration and local infrastructure.</p> <p>Improved services and infrastructure will benefit all, but are likely to have beneficial impacts on the equality groups. In particular, increased provision of employment opportunities, improved public transport systems, regeneration and renewal of housing estates will benefit those people low incomes, living in deprived areas, and those without access to a car e.g. young and older people and those on low incomes.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

Sub Area Policies – Wharfedale

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (WD1) – Wharfedale</p> <p>This policy sets out the level of housing and employment development which will be needed Wharfedale; along with priorities for regeneration, economic development, the environment and transport and accessibility.</p> <p>The provision of housing, affordable housing, retail, employment opportunities, protection of the local environment and transport infrastructure is all critical to the creation of balanced and sustainable communities. The provision of new and enhanced facilities will improve inclusion and accessibility for all equality groups. In particular this policy will benefit low incomes and may also bring benefits to those with disabilities and the young, as these groups tend to have a higher need for more affordable housing.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>Principles and aims of policy have not been changed. 'Help to connect disadvantaged communities to job opportunities has been taken out in CSPD but there is still the general ambition for this in the employment policies</p>	
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (WD2) - Investment priorities for Wharfedale</p> <p>This policy sets out the investment priorities needed to deliver the transformation change within Wharfedale including: public transport, regeneration and local infrastructure.</p> <p>Improved services and infrastructure will benefit all, but are likely to have beneficial impacts on the equality groups. In particular, increased provision of employment opportunities, improved public transport systems, regeneration and renewal of housing estates will benefit those people low incomes, living in deprived areas, and those without access to a car e.g. young and older people and those on low incomes.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

Sub Area Policies – South Pennine Towns and Villages

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (PN1) - South Pennine Towns and Villages</p> <p>This policy sets out the level of housing and employment development which will be needed within the south Pennine towns and villages; along with priorities for regeneration, economic development, the environment and transport and accessibility.</p> <p>The provision of housing, affordable housing, retail, employment opportunities, protection of the local environment and transport infrastructure is all critical to the creation of balanced and sustainable communities. The provision of new and enhanced facilities will improve inclusion and accessibility for all equality groups. In particular this policy will benefit low incomes and may also bring benefits to those with disabilities and the young, as these groups tend to have a higher need for more affordable housing.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>The objective and purpose of the policy has not changed. In CSPD under PN1 D ‘Help to connect disadvantaged communities to job opportunities has been removed but there is still the general ambition for this in the employment policies.</p>	
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Sub Area Policy (PN2) - Investment priorities of South Pennine Towns and Villages</p> <p>This policy sets out the investment priorities needed to deliver the transformation change within the south Pennine towns and villages including: public transport, regeneration and local infrastructure.</p> <p>Improved services and infrastructure will benefit all, but are likely to have beneficial impacts on the equality groups. In particular, increased provision of employment opportunities, improved public transport systems, regeneration and renewal of housing estates will benefit those people low incomes, living in deprived areas, and those without access to a car e.g. young and older people and those on low incomes.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

Thematic Policies:

Planning for Prosperity - Economy Policies

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EC 1 – Delivering Economic Growth</p> <p>This strategic policy sets out the priorities for achieving economic growth within the Bradford District over the plan period. It sets out areas for targeted investment opportunities and the types of services and employment sectors which should be promoted in areas across the District to create a sustainable economy.</p> <p>A sustainable economy with local job opportunities will benefit all through access to local employment in a range of sectors. Whilst the young and elderly population may not directly benefit from this policy, a healthy, sustainable and growing local economy will provide indirect positive benefits in the form of new infrastructure, services and facilities. Therefore this policy is considered to be positive in terms of equality.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EC2 – Supporting Business and Creating Jobs</p> <p>This policy sets out the level of new jobs that will be created within the District to 2030 and where these will broadly be located.</p> <p>Additional employment opportunities will benefit all including the potential to address social, gender, age and disability inequalities. The retention of existing employment sites in accessible locations will in particular benefit those without access to a car, particularly the young and old and people with disabilities. The implementation of regeneration proposals in key strategic locations within the District will enhance the job offer, skills base and accessibility to opportunities. Our future workforce, young people, will benefit from having access to employment opportunities within the District.</p> <p>Despite the positive impacts which surround this policy, the Working Group highlighted that this policy seeks to concentrate employment development in key areas within the District, such as the City Centre, Airedale, South Bradford along with the Towns and District Centres, therefore this could have a disproportionate impact on those people living outside of these areas. Transport planning will be vital over the plan period in ensuring that all communities are well connected to employments areas across the District and beyond.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EC3 - Employment Land Requirement</p> <p>This policy sets out the proportion and broad locations of the overall District employment land requirement which will be planned for within the Allocations, Bradford City Centre and the Shipley Canal Road Corridor DPD's over the plan period to 2030.</p> <p>Additional employment opportunities will benefit all including the potential to address social, gender, age and disability inequalities. The retention of existing employment sites in accessible locations will in particular benefit those without access to a car, particularly the young and old and people with disabilities. The implementation of regeneration proposals in key strategic locations within the District will enhance the job offer, skills base and accessibility to opportunities. Our future workforce, young people, will benefit from having access to employment opportunities within the District. However, there is a need to link employment supply with demand to ensure that certain communities outside the key employment areas of Aire Valley and South Bradford do not adversely fail to seek any of the benefits brought about by this strategy.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EC4 – Sustainable Economic Growth</p> <p>This policy sets out how the Council will plan, monitor and manage the economic and employment growth in a sustainable manner until 2030.</p> <p>The sustainable management of employment growth within the District, particularly within urban and rural areas; the support for tourism and rural diversification will benefit all through additional job opportunities and the protection and enhancement of unique economies. The principles of this policy, particularly supporting the live-work idea and maximising access to jobs and services could directly benefit disabled people unable to go to work, but could work from home; women with children and childcare issues and the economically disadvantaged would have better access to services and jobs.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EC5 – City, Town, District and Local Centres</p> <p>This policy sets out the hierarchy of retail centres within the District and states that these should be the prime focus for retail development in the future.</p> <p>The distribution of retail centres throughout the District enable business such as supermarkets and small outlets to become more accessible to the local population and communities, thus benefiting everyone.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

Transport Policies

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy TR1 - Travel Reduction and Modal Shift</p> <p>This policy aims to reduce travel demand, traffic growth and congestion and improving journey times whilst promoting a shift towards other modes of transport with lower environmental impacts.</p> <p>The policy is intended to benefit everyone; directly by reducing congestion, improving journey times; and indirectly by securing a safe, physical attractive, people orientated, quiet, vibration free environment with good air quality.</p> <p>The aim to create a modal shift away from the private car may adversely affect people with disabilities who are unable or find it difficult to use public transport or walk to their destinations.</p> <p>In addition, this policy provides the option to introduce parking charging schemes within the District, which could potential adversely impact certain groups who are economically less well off.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>Low</p>	<p>The promotion of a modal shift away from the private car may have implications for people with disabilities who use a car to get about. Despite this policy, disabled people may not be impacted in any way.</p>	<p>Whilst a potentially disproportionate impact has been identified here, there is no reason why people who use a private car cannot continue to do so.</p>
	<p>Disability</p>	<p>Medium</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>Low</p>	<p>The option to potentially introduce parking charging schemes in congested areas within the District could cause discrimination and prevent the equality of opportunity for those people who are less well off economically. Bradford is ranked as one of the most deprived areas within the country with a large proportion of protected characteristic groups living within these areas.</p>	<p>Whilst road and parking charging schemes will affect everyone who uses the area, there are other options for more sustainable modes of travel such as public transport, walking and cycling, which are being supported and encouraged. The Core Strategy aims to improve the efficiency and effectiveness of these sustainable travel modes to promote the shift from the private car.</p>
	<p>Religion/Belief</p>	<p>Low</p>		
	<p>Pregnancy and maternity</p>	<p>Low</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy TR2 - Parking Policy</p> <p>This policy seeks to manage the demand to travel through an approach, which seeks to control parking levels and parking facilities over the life of the plan, increasing park and ride facilities and reassessing parking charges whilst supporting the use of public transport.</p> <p>The policy aims to implement elements of the Core Strategy's vision for Bradford. It seeks to influence the ways in which people go about their daily lives, in particular the methods of travel they will use which are more sustainable than the private car. As a result this policy could have a potentially negative effect on all groups as it could restrict travel choice. In particular, there is a potential adverse impact for disabled people and their ability to use disabled parking facilities within convenient locations and for certain lengths of time.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>Parking standards will apply to everyone who uses the facilities therefore this policy will not unlawfully discriminate against the majority of groups. However parking spaces specifically for disabled people or parents with children may be adversely affected by possible reduction or limits to designated parking spaces or facilities which have become more familiar within our towns and cities in recent years.</p>	<p>This policy aims to facilitate and promote a gradual shift towards other modes of transport.</p> <p>Any proposal to introduce parking facilities or reduce them will need to undertake an Equality Impact Assessment to ascertain the impact of the scheme on particular groups.</p>
	<p>Disability</p>	<p>Medium</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>Low</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>Low</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy TR3 - Public Transport, Cycling and Walking</p> <p>This policy aims to safeguard and improve public transport infrastructure and services, along with cycling and walking facilities through a number of different measures.</p> <p>Current and future users of these facilities will benefit from the infrastructure improvements promoted by this policy. However, it is noted from Policy TR1 that a modal shift away from the private car may adversely affect people with disabilities who are unable or find it difficult to use public transport or walk to their destinations. Furthermore issues lie within the safety of these modes for all members of society, including the young and elderly.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>Low</p>	<p>People with disabilities may be unable, due to their circumstances, to use these modes which are being promoted by the Council. However they still have a choice as to their preferred method if transport</p>	
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy TR4 - Transport and Tourism</p> <p>This policy aims to ensure that access to tourist destinations within the Bradford District is accessible by all in order to support local tourism and economies.</p> <p>This policy will benefit local residents as well as all that intend to visit the Districts tourist destinations, however special care will need to be given to ensure that certain ethnic groups, those with cultural differences and language barriers and disabled users are able to easily access the sites and use facilities within the district..</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect	<p>When implementing this policy, care should be given to ensure that certain groups are not adversely hindered from accessing these sites, whether by cultural, physical, or social barriers. These concerns will need to be addressed when new proposals are considered either by the Council or by stakeholders.</p>	<p>This policy does not disproportionately impact on any group; it is the implementation of this policy that will need careful consideration for equality groups. There is no justification for any disproportionate impact on any groups as a result of this policy; only positive benefits should be gained.</p>
	Disability	Low		
	Gender reassignment	No effect		
	Race	Low		
	Religion/Belief	Low		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy TR5 – Improving connectivity in poorly serviced areas</p> <p>This policy aims to address the issue of accessibility faced by rural and isolated communities within Bradford District. It aims to encourage solutions to these problems by influencing the ways in which services are improved and delivered to communities.</p> <p>This policy is intended to have a positive impact on communities affected by transport isolation, therefore is deemed to have a neutral impact on equality groups.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy TR6 – Freight</p> <p>This policy encourages the development of an integrated freight distribution system, which makes the most efficient and effective use of all modes of transport suitable for distributing freight.</p> <p>This policy may have a negative impact on the Districts population living along side freight distribution networks and in the vicinity of consolidation centres. It will be the locational impact of storage/distribution and consolidations centres which may have an impact on some equality groups. As this is a strategic policy it is difficult to assess this impact any further, however this issue can be addressed within the Allocations DPD to follow. Overall, this policy is considered to have a very low impact on equality groups.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy TR7 – Transport Investment and Management Priorities</p> <p>This policy sets the priority hierarchy for transport investments or management priorities during the life of the plan. At the heart of these priorities is the degree to which the transport investments or management priorities support regeneration or the use of sustainable travel options both at the micro and macro scales.</p> <p>This policy will benefit all through the improvement to transport infrastructure, therefore it is considered that it will have a neutral impact in terms of equality considerations.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy TR8 – Aircraft Safety</p> <p>This policy aims to ensure that development does not adversely impact upon the operation of aircraft, aerodromes or aircraft navigations systems within the District.</p> <p>Due to the nature of this policy, it is considered that this policy will be neutral in equality terms and will not have a disproportionate effect on any of the groups listed below.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	No effect		
	<p>Disability</p>	No effect		
	<p>Gender reassignment</p>	No effect		
	<p>Race</p>	No effect		
	<p>Religion/Belief</p>	No effect		
	<p>Pregnancy and maternity</p>	No effect		
	<p>Sexual Orientation</p>	No effect		
	<p>Sex</p>	No effect		

Housing Policies

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy HO1 - The Scale of Housing Required</p> <p>Through this policy the Council aims to deliver approximately 42,100 new homes (as evidenced in the Housing Requirement Study) by 2030. The policy is primarily aimed at shaping the content of subsequent Development Plan Documents (DPDs).</p> <p>The provision of new housing has relevance to all groups. The increased provision of within the District will particularly benefit people on low incomes living in deprived areas, the young and old, single parent families and disabled people within these areas to gain access to appropriate housing.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>The key issue is the quality and type of housing that is built. As an ageing population all housing will need to be sustainable/flexible/adapt able to meet changing lifetime needs, which is address in HO8 HO9 and HO4 (C3).</p>	
	<p>Disability</p>	<p>No Effect</p>	<p>The key issue is the quality and type of housing that is built. As an ageing population all housing will need to be sustainable/flexible/adapt able to meet changing lifetime needs, which is address in HO8 HO9 and HO4 (C3).</p>	
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No Effect</p>	<p>A variety of house types</p>	

			and designs will need to be offered to address needs of some BME communities, which is address in HO8 HO9 and HO4 (C3).	
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy HO2 – Strategic Sources of Supply</p> <p>This policy sets out how the Council aims to deliver approximately 42,100 new homes as outlined Policy H1a above. The policy states which LDF documents will identify the sites to deliver the required homes, and which areas will be the focus for growth including extensions to the urban area and green belt releases. It also requires account to be taken of reducing vacancy rates and the need to replace dwellings lost through clearance. The policy is primarily aimed at shaping the content of subsequent Development Plan Documents (DPDs).</p> <p>The provision of new housing has relevance to all groups. The identification of specific area based initiatives in key strategic locations within the District will particularly benefit people on low incomes living in deprived areas, the young and old, single parent families and disabled people within these areas to gain access to appropriate housing. The regeneration and re-modelling of communities such as Manningham, due to their demographics and social composition, will benefit people of different races, religions and beliefs in this area.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>One key issue is the quality and type of housing that is built. As an ageing population all housing will need to be sustainable/flexible/adapt able to meet changing lifetime needs, which is address in HO8 HO9 and HO4 (C3)</p>	
	<p>Disability</p>	<p>No effect</p>	<p>One key issue is the quality and type of housing that is built. As an ageing population all</p>	

			lifetime needs, which is address in HO8 HO9 and HO4 (C3)	
	Gender reassignment	No effect		
	Race	No effect	A variety of house types and designs will need to be offered to address needs of some BME communities. which is address in HO8 HO9 and HO4 (C3)	
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy HO3 - Distribution of the Housing Requirement</p> <p>This policy sets out the proportion of the overall district housing requirement for new homes which will be planned for within the Allocations, Bradford City Centre and Shipley Canal Road Corridor DPD's until 2030.</p> <p>The principals of this policy, through the distribution of housing provision within the District, will benefit all.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy HO4 – Phasing the Release of Housing Sites</p> <p>This policy has two goals – to ensure that the right numbers of new homes are provided and that this housing growth is delivered in a sustainable way. Delivery itself is encouraged by ensuring that a 5 year supply of deliverable sites is identified. Four policy tools are identified to ensure sustainable development: a phasing approach which promotes the use of brownfield land and times the release of development land to match the provision of services and infrastructure; a density policy to ensure efficient use of land; Previously Developed Land targets for different parts of the district and site allocation principles.</p> <p>The principals of this policy, through the provision and management of housing growth within the District, will benefit all.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>HO4 (C3) will ensure a range and choice of dwellings of different types, sizes and tenures which will meet local need.</p>	
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy HO5 – Density of Housing Schemes</p> <p>This policy sets the context for ensuring the efficient use of land within the Bradford District over the plan period through setting out the minimum density requirement that should be achieved.</p> <p>The principals of this policy will benefit all as it will ensure that the required housing target is met over the plan period though the efficient use of land.</p> <p>The detailed density targets for specific areas will be addressed in subsequent DPDs. During the preparation of these DPDs, an Equality Impact Assessment will be undertaken to assess the impact of these details.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy HO6 – Maximising the Use of Previously Developed Land</p> <p>This policy sets out the District wide targets for developing upon Previously Developed Land (PDL), including targets for the hierarchy of settlements over the plan period.</p> <p>Whilst this policy may intensify development within the main urban areas, it accords with sustainability principles and reduces the need to provide Greenfield or green belt land for development. Through the provision of land and management of housing growth within the District, this policy will benefit all.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy HO7 – Housing Site Allocation Principles</p> <p>This policy provides the framework and approach for the subsequent Development Plan Documents to allocate sites for housing within the key areas of the District.</p> <p>The principals of this policy, through the provision and management of housing growth within the District, will benefit all.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	No effect		
	<p>Disability</p>	No effect		
	<p>Gender reassignment</p>	No effect		
	<p>Race</p>	No effect		
	<p>Religion/Belief</p>	No effect		
	<p>Pregnancy and maternity</p>	No effect		
	<p>Sexual Orientation</p>	No effect		
	<p>Sex</p>	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy HO8 - Housing Mix</p> <p>This policy aims to deliver sustainable and balanced communities by ensuring that the type of housing delivered actually meets local need in terms of type, size and tenure. It identifies key priorities including, provision of family housing, provision for older people including lifetime homes and larger housing for BME communities. It requires that plans for housing growth improve local choice and compliment adjoining local housing markets, rather than undermining them.</p> <p>The provision of a mix of housing in terms of type, size, and tenure would benefit all, particularly young people seeking first time buyer housing; older people seeking smaller, one level accommodation; larger family housing often more desirable within BME communities; a range of tenure opportunities for those unable to afford to buy their own home; and Lifetime Homes suitable for all, but particularly for older people and disabled people.</p> <p>Further information needs to be obtained regarding the Sexual Orientation equality strand relating to hate crime / anti-social behaviour.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>The policy has positive effect both in terms of sustainability and life choices</p>	
	<p>Disability</p>	<p>No effect</p>	<p>The policy has positive effect both in terms of sustainability and life choices</p>	
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy HO9 – Housing Quality</p> <p>This policy sets the future standards of house building; encouraging new homes to be designed to be accessible and easily adaptable to support the changing needs of families and individuals over their lifetime, including people with disabilities; and a phased approach which delivers ever more challenging standards under the Code For Sustainable Homes is set out.</p> <p>The development of quality housing according to the national standards for Lifetime Homes and under the Code for Sustainable Homes so that they are flexible, adaptable and equipped to cater for a variety of different and changing needs in people’s lives. The policy will particularly benefit the young, older and disabled people. People living on low incomes, who require social housing, may also benefit through the opportunity to live in decent accommodation which meets Government housing standards. Therefore it is considered that these groups will be the main target population who will positively benefit from these standards applied to new housing.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>	<p>The policy has positive effect both in terms of sustainability and life choices</p>	
	<p>Disability</p>	<p>No effect</p>	<p>The policy has positive effect both in terms of sustainability and life choices</p>	
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>	<p>The the policy has positive effect both in terms of sustainability and life choices</p>	
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		

Local Plan for Bradford

	Sex	No effect		
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<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy HO10 – Overcrowding</p> <p>This policy seeks to address the issue of overcrowding within the Bradford District and sets out an approach for plans, programmes and strategies to make the best use of land and to improve the quality of the existing housing stock. This is a co-ordinated approach and policy which functions alongside the Council’s District Housing Strategy.</p> <p>The reduction of overcrowding, particularly in the urban areas, will benefit all living in such conditions. This may be particularly applicable to BME groups living within Bradford and Keighley.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>	<p>The Householder SPD reinforces the need to ensure that this policy helps to mitigate against the pressure to extend in already overcrowded areas.</p>	
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy HO11 - Affordable Housing</p> <p>This policy seeks to increase the availability of differing types, sizes and tenures of homes in Bradford, by stipulating that 30% of new housing developed is affordable (PPS3 defined). In order to achieve this, varying percentage requirements for affordable housing are set out based on the level of identified need. Varying site size thresholds at which these requirements will kick in are identified, with this policy element in particular aimed at boosting affordable housing delivery in smaller rural settlements particularly in Wharfedale.</p> <p>The provision of affordable housing can address the needs of many different groups within a population, therefore could benefit all. In particular, young people and families on low incomes, disabled people, older people and single parents who may find it difficult to by market housing. However, it is vital that this provision through housing schemes is carefully considered to ensure that the housing being built is addressing the local needs. The Strategic Housing Market Assessment (SHMA) should facilitate this assessment of need within the District.</p> <p>The Council will monitor the provision of affordable housing within the District to ensure that it is meeting the right needs in the right locations. This will be undertaken through the Annual Monitoring Report which is produced by the LDF Group each December.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy HO12- Provision of sites for Gypsies, Travellers and Travelling Showpeople</p> <p>This policy aims to ensure that provision is made for enough additional pitches to meet identified need and sets out the new pitch targets to this end; new pitches are to be identified through the Allocations and Area Action Plan DPDs. Sites should be in sustainable locations with accessibility to local services and transport infrastructure. Temporary planning permission may be granted in cases to facilitate local need ahead of any permanent development of a site.</p> <p>Gypsy's, travellers and travelling show people are recognised as a minority ethnic group within the District and this policy will be beneficial in terms of 'race' as the policy will provide accommodation sites for them to live. Having permanent sites will benefit young residents of the community as they will be able to benefit from continued access to education facilities. Access to health care facilities will benefit the young and old, those with disabilities and child bearing women who may require these facilities more frequently. A small portion of this community may have low incomes.</p> <p>In considering the detailed needs of this minority group further work will need to be undertaken to establish the exact needs of the groups with regards to accessibility to services without the need for a car which particularly affects the young, elderly and those with mobility difficulties.</p> <p>There are a number of local and regional studies which have been undertaken to assess the current and required future provision of gypsy and traveller sites; these studies have been used to inform this policy. In terms of future provision, the Council monitors the number of additional pitches within the Annual Monitoring Report. This will provide an indication of this policies effectiveness over the plan period.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>	<p>Potential for significant effect that will improve quality of life given location of current pitches</p>	
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		

	Sex	No effect	
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Environment Policies

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EN1 – Open Space, Sports and Recreation</p> <p>This policy sets out a clear direction for the protection and provision of areas of open space within the Bradford District from development.</p> <p>The protection of these spaces and the development of new areas of open space will benefit all through the protection of the environment and spaces which are used for sports, recreation and have amenity value for residents.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>No effect</p>	<p>Good open space helps improve health and well being for all residents and needs to be valued as such. In CSPD Urban Greenspace has been replaced by Green Infrastructure and Local Green space policies. Stronger link to community involvement.</p>	
Age	No effect		
Disability	No effect		
Gender reassignment	No effect		
Race	No effect		
Religion/Belief	No effect		
Pregnancy and maternity	No effect		
Sexual Orientation	No effect		
Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN2 – Biodiversity and Geodiversity</p> <p>This policy aims to provide appropriate protection to all the Districts biodiversity and geological heritage as a result of development proposed in or around a site.</p> <p>This strategic policy primarily seeks the protection of biodiversity and habitats within the District, therefore general access to designed sites (Nature Reserves and Bradford Wildlife Areas etc) may be restricted to everyone. Where sites are accessible by the public, surfaces which are sympathetic to their surroundings may not be adequate for all, such as young, old, disabled people which may have implications for inclusion within the local amenity site. Overall this policy is highlighted as neutral any impacts will have to be assessed on a site by site basis.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EN3 – Historic Environment</p> <p>This policy aims to safeguard and enhance the Districts rich historic environment from inappropriate development which may be detrimental to the character and appearance of buildings, places and spaces within the District.</p> <p>The enhancement and protection of the historic environment (buildings and spaces) contributes to equality of opportunity for all by ensuring that historic areas such as the city and town centres are attractive and valued places that people want to live, work and visit. Therefore this aspect is relevant to all, especially the elderly, disabled and young who do not have access to a car and have access to historic buildings and spaces.</p> <p>A clear direction on the maintenance and adaptation of the historic environment will mean that buildings and spaces are encouraged to be adapted more appropriately (in line with the Equality Act 2010 which supersedes the Disability Discrimination Act) to allow them to be more accessible to all. Therefore this is particularly relevant to disabled people, who would otherwise be excluded from such buildings.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>Medium</p>	<p>This policy has the potential to discriminate against this group and minimise the equality of opportunity to buildings or spaces if certain changes relating to access are rejected within Planning.</p>	<p>The conservation of historic buildings relies upon the integrity of the structures remaining somewhat intact. Modern methods to aid access to these buildings/spaces require a careful and imaginative approach. This policy could accommodate sensitive changes which could be reversed, therefore furthers points 1 and 2.</p>
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
<p>Sex</p>	<p>No effect</p>			

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN4 – Landscape</p> <p>This policy seeks to further safeguard and enhance the landscapes within the District which contribute towards its distinctive character.</p> <p>It is not anticipated that this policy will adversely impact on any specific equality group; therefore it is considered to have a neutral impact on equality groups.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN5 –Trees and Woodlands</p> <p>This policy seeks to protect and enhance the contribution that trees and areas of woodland make to the character of the District, and where appropriate continue to use powers afforded to the authority to impose Tree preservation Orders.</p> <p>This strategic policy is considered to be neutral in equality terms. Any site based issues affecting equality groups (such as people with disabilities and the location of trees in residential grounds) will need to be assessed separately to mitigate against any adverse impacts.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN6 - Energy</p> <p>This policy sets out the Council's approach to maximise energy efficiency and support the development of renewable and low carbon sources of energy.</p> <p>It is anticipated that this policy should positively impact on a number of protected characteristics (keeping people warm at low cost is key for older and disabled people's well being and needs to be reflected in all housing design). This policy is part of the strategic framework which will require developers to develop in accordance with this local policy as well as current national policies.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN7 - Development and Flood Risk</p> <p>This policy seeks to avoid development being built in areas which may be liable to flooding through a sequential approach informed by evidence via a Strategic Flood Risk Assessment (SFRA).</p> <p>By reducing the impacts of climate change and the resultant risks (such as flooding) within the District, a number of equality groups could directly and indirectly benefit as the possibilities of them suffering the consequences of increased works/costs to protect homes and/or to repair damage caused as a result of flooding would be significantly reduced. In particular, those people on lower incomes, disabled, young and older people who may not necessarily have the funds or ability to overcome the impacts of flooding would benefit. Therefore it is considered that this policy would have a positive impact on these groups in particular and a neutral impact on the remaining groups.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN8 – Environmental Protection</p> <p>This policy aims to protect public health and the environment through addressing the impact that air quality, contaminated land, nuisance, water and resources can have on residents.</p> <p>The requirements of this policy would ensure that developers fully assess these issues as part of their proposals, therefore this would have a positive impact on residents and potential impacts can be mitigated at the outset of the planning process.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EN9 - New Minerals Extraction Sites</p> <p>This policy seeks to control the opening up of new mineral extraction sites on undeveloped land, unless its can be justified to do so.</p> <p>It is not anticipated that this policy will impact any specific equality group. However it is considered that it may have a disproportion impact on rural communities where these sites are generally located near to within the District. As there are few sites across the District which are locally specific and defined, existing communities currently do well to get their voices heard within the planning system. On balance it is considered that this policy is justified.</p> <p>An Equalities Impact Assessment will be required as part of the preparation of the Waste Management DPD; it will be in this document that the impact on groups and communities will be assessed where more details are provided.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EN10 – Sandstone Supply</p> <p>This policy supports the quarrying of sandstone for the production of high quality building, roofing or paving stones, especially where particularly scarce natural stone materials will be produced, and sets out the criteria for defining an area of search.</p> <p>It is not anticipated that this policy will impact any specific equality group. As these sites are locally specific, the impact of this policy would be dependant on those people living within this vicinity of building stone extraction sites.</p> <p>An Equalities Impact Assessment will be required as part of the preparation of the Waste Management DPD; it will be in this document that the impact on groups and communities will be assessed where more details are provided.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EN11 – Sand, Gravel, Fireclay and Coal Supply</p> <p>This policy supports the extraction of sand and gravel and coal and fireclay and sets out the criteria for defining an area of search. The policy also seeks to restrict opencast coal mining except where fireclay would also be recovered and the proposal would be environmentally acceptable or provide overriding community benefit.</p> <p>It is not anticipated that this policy will impact any specific equality group. As these sites are locally specific, the impact of this policy would be dependant on those people living within this vicinity of aggregate extraction sites as to the potential impacts of this policy.</p> <p>An Equalities Impact Assessment will be required as part of the preparation of the Waste Management DPD; it will be in this document that the impact on groups and communities will be assessed where more details are provided.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN12 - Minerals Safeguarding</p> <p>This policy aims to safeguard sandstone, sand, gravel, coal and fireclay resources within the District.</p> <p>It is not anticipated that this policy will impact any specific equality group. As these sites are locally specific, the impact of this policy would be dependant on those people living within this vicinity of such mineral sites.</p> <p>An Equalities Impact Assessment will be required as part of the preparation of the Waste Management DPD; it will be in this document that the impact on groups and communities will be assessed where more details are provided.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy EN13 – Waste Management</p> <p>This policy sets out the Council commitment to managing waste arisings within the District and reducing reliance on neighbouring authorities. The policy sets criteria for waste treatment and disposal within the District.</p> <p>This policy is indirectly intended to benefit all through the effective and efficient removal and disposal of local waste.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	Low	<p>With an increasing population, this policy ensures that the entire population of Bradford can dispose of their waste and that this is done is the most sustainable means possible.</p>	
	Disability	Low		
	Gender reassignment	Low		
	Race	Low		
	Religion/Belief	Low		
	Pregnancy and maternity	Low		
	Sexual Orientation	Low		
	Sex	Low		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy EN14 – Identifying Waste Management Sites</p> <p>This policy recognises the need to identify new sites for waste management within the Bradford District. It sets out a framework approach to selecting sites via an Area of Search process and an order of priority by which they will be considered and selected. The policy sets out that the Waste Management DPD will establish detailed site assessment criteria with a number of considerations.</p> <p>This policy is intended to benefit through the effective and efficient removal and disposal of local waste materials. However, due to the geographical location of some waste sites, some equality groups may be disproportionately affected.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>Low</p>	<p>In broad terms, the provision of waste sites within the District is sustainable and aims to advance equality of opportunity for everyone to dispose of household waste. However some waste sites may be selected in areas typically occupied by ethnic minorities, younger people or people with disabilities such as the inner city or industrial areas therefore could have an impact on personal quality of life.</p>	<p>Proposed sites for waste management will have to meet set criteria as set out within this policy which includes consideration of ‘adjacent uses’ and ‘potential visual intrusion’. Waste sites will not be located where they are deemed to have an adverse impact on surrounding uses or people. The detailed choice of sites is dealt with in the Waste Management DPD, which itself is subject to an EqlA.</p>
	<p>Disability</p>	<p>Low</p>		
	<p>Gender reassignment</p>	<p>Low</p>		
	<p>Race</p>	<p>Low</p>		
	<p>Religion/Belief</p>	<p>Low</p>		
	<p>Pregnancy and maternity</p>	<p>Low</p>		
	<p>Sexual Orientation</p>	<p>Low</p>		
	<p>Sex</p>	<p>Low</p>		

Design Policies

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy DS1 – Achieving Good Design</p> <p>This policies objective is to achieve good designed and high quality places by taking a comprehensive and holistic approach to design and redevelopment schemes. It aims to do this by working with local communities. Schemes will also be referred to a design review.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No Effect	<p>Good design and working with local communities should help to create better places to live and work for all the population.</p>	
	Disability	No Effect		
	Gender reassignment	No Effect		
	Race	No Effect		
	Religion/Belief	No Effect		
	Pregnancy and maternity	No Effect		
	Sexual Orientation	No Effect		
	Sex	No Effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy DS2 – Working with the landscape</p> <p>Some of the aims of this policy are to take opportunities to link developments into the wider landscape and green space network and ensure new landscape features and open spaces have appropriate management and maintenance regimes. It also seeks to retain existing landscape and ecological features and integrate them within developments.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	No Effect	<p>Helping people to recognise places by incorporating distinctive features in their design. Using public art and retaining existing building features will help this.</p>	
	<p>Disability</p>	No Effect		
	<p>Gender reassignment</p>	No Effect		
	<p>Race</p>	No Effect		
	<p>Religion/Belief</p>	No Effect		
	<p>Pregnancy and maternity</p>	No Effect		
	<p>Sexual Orientation</p>	No Effect		
	<p>Sex</p>	No Effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy DS3 – Urban Character</p> <p>This policy aims that plans and proposals should be designed to foster a strong sense of place. They should be designed appropriately for their setting in terms of layout, scale, density, details and materials.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No Effect</p>	<p>Helping people to recognise places by incorporating distinctive features in their design. Using public art and retaining existing building features will help this.</p>	
	<p>Disability</p>	<p>No Effect</p>		
	<p>Gender reassignment</p>	<p>No Effect</p>		
	<p>Race</p>	<p>No Effect</p>		
	<p>Religion/Belief</p>	<p>No Effect</p>		
	<p>Pregnancy and maternity</p>	<p>No Effect</p>		
	<p>Sexual Orientation</p>	<p>No Effect</p>		
	<p>Sex</p>	<p>No Effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy DS4 – Streets and Movement</p> <p>This policy contains aims for achieving an accessible network of routes; social cohesion through using streets as social places; and designing car parking so it is convenient and safe.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No Effect</p>	<p>Integrating cycle routes helps young people use sustainable means of transport.</p>	
	<p>Disability</p>	<p>No Effect</p>	<p>Routes to be convenient and easy for all people to move around. Safe and convenient car parking.</p>	
	<p>Gender reassignment</p>	<p>No Effect</p>	<p>Encouraging people to use streets as social places encourages social cohesion for all. (Including Age and Disability)</p>	
	<p>Race</p>	<p>No Effect</p>		
	<p>Religion/Belief</p>	<p>No Effect</p>		
	<p>Pregnancy and maternity</p>	<p>No Effect</p>		
	<p>Sexual Orientation</p>	<p>No Effect</p>		
	<p>Sex</p>	<p>No Effect</p>		

1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.		<p>Policy DS5 – Safe and inclusive places</p> <p>This policy has the objective of creating safe and inclusive designs. It does this by creating a safe and secure environment; allowing flexibility to adapt to changing needs; encouraging social interaction and providing opportunities for people to meet: and finally safeguarding users and residents amenity.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
Protected characteristics	Age	No Effect	Reducing fear of crime	
	Disability	No Effect	Adaptable designs so can provide access for all. Part C specifically mentions people with disabilities.	
	Gender reassignment	No Effect	(To include Age and Disability as well) Part D encourages social interaction and providing opportunities for members of communities to meet. Policy gives opportunity for social cohesion amongst all groups.	
	Race	No Effect		
	Religion/Belief	No Effect		
	Pregnancy and maternity	No Effect		
	Sexual Orientation	No Effect		
	Sex	No Effect		

Implementation and Delivery Policies

1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.		Policy ID1 – Development Plan Documents and Authority Monitoring Report This policy sets out the Development Plan Documents (DPDs) which will be produced to deliver the vision and objectives for the Bradford District along with the core, sub-area and thematic policies. This policy is a process policy and is therefore considered to be neutral in equality terms. The content and process of consultation on the DPDs will be subject to an EqIA.		
The Equality Act 2010 requires public bodies to have “due regard” to the need to:- (1) eliminate unlawful discrimination, harassment and victimisation; (2) advance equality of opportunity between different groups; and (3) foster good relations between different groups		2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.	3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).	4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.
Protected characteristics	Age	No Effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy ID2 – Viability</p> <p>The policy sets out planning guidance on the viability of development proposals and how this will be assessed within a planning application.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy ID3 – Developer Contributions</p> <p>This policy sets out the Council’s approach to developer contributions as a result of needs arising as a result of development. The Council will seek to secure planning obligations or agreements to make a scheme acceptable in planning terms. The monies gained as a result of this process will be re-invested back into the local communities to fund services or facilities which are needed. As a result this policy is considered to benefit all.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy ID4 – Working with Partners</p> <p>This policy sets out the Council’s commitment to working with a range of partners to ensure that requirements for new infrastructure and services can be met.</p> <p>This policy will have an indirect impact on everyone as facilitated development will help to provide homes, jobs, infrastructure, improved accessibility, services and facilities to all. This policy is considered to be neutral in terms of equality.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy ID5 – Facilitating Delivery</p> <p>This policy sets out how the delivery sustainable growth will be supported and the mechanisms through which this will be made possible.</p> <p>This policy will have an indirect impact on everybody as facilitating the delivery of development will help to provide homes, jobs, infrastructure, improved accessibility, services and facilities to all. This policy is considered to be neutral in terms of equality.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy ID6 – Simplification of planning guidance to encourage sustainable development</p> <p>This policy sets out a number of tools which could be used to simplify planning guidance in order to facilitate the efficient and effectively delivery of sustainable development within the Bradford District.</p> <p>This policy will have an indirect impact on everyone as facilitated development will help to provide homes, jobs, infrastructure, improved accessibility, services and facilities to all. This policy is considered to be neutral in terms of equality.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>	<p>Policy ID7 – Community Involvement</p> <p>This policy sets out that the Council’s Statement of Community Involvement (SCI) will provide the details of how people will be consulted on Local Development Plan Documents, such as the Core Strategy, and Planning Applications. This will include any future revisions to the SCI.</p> <p>The SCI demonstrates the Council’s commitment to community involvement and in providing transparency in decision making. This Equality Impact Assessment forms part of this commitment. As a result, this policy and the SCI itself indirectly benefit all through the provision of information affecting local people and subsequent impact assessments which influence the policies being formulated.</p>			
<p>The Equality Act 2010 requires public bodies 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</p>	<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>	
<p>Protected characteristics</p>	<p>Age</p>	<p>No effect</p>		
	<p>Disability</p>	<p>No effect</p>		
	<p>Gender reassignment</p>	<p>No effect</p>		
	<p>Race</p>	<p>No effect</p>		
	<p>Religion/Belief</p>	<p>No effect</p>		
	<p>Pregnancy and maternity</p>	<p>No effect</p>		
	<p>Sexual Orientation</p>	<p>No effect</p>		
	<p>Sex</p>	<p>No effect</p>		

<p>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</p>		<p>Policy ID8 – Regeneration, Funding and Delivery</p> <p>This policy sets out the tools the Council could use to promote and incentivise economic growth.</p> <p>The economic outcome which may be derived from this policy is likely to benefit all, either directly through potential job opportunities or indirectly through local economic growth. Therefore this policy is considered to be neutral in policy terms.</p>		
<p>The Equality Act 2010 requires public bodies 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</p>		<p>2. Could the function/policy, procedure, practice or a decision have a disproportionately negative effect impact in terms of the aims set out in (1) to (3) of the Act on any of the protected characteristics? Please indicate high (H) medium (M), low (L), no effect (N) for each.</p>	<p>3. Briefly explain how the function/policy, procedure, practice or decision furthers or prevents the aims set out in (1) to (3).</p>	<p>4. If there is a disproportionately negative impact on any protected characteristics, can it be justified on the grounds of promoting equality or any other reason? If yes, please explain.</p>
<p>Protected characteristics</p>	Age	No effect		
	Disability	No effect		
	Gender reassignment	No effect		
	Race	No effect		
	Religion/Belief	No effect		
	Pregnancy and maternity	No effect		
	Sexual Orientation	No effect		
	Sex	No effect		

4.0 ASSESSMENT OF THE CORE STRATEGY POLICIES – Publication Draft

4.1 A number of policies have been amended following the consideration of comments and updates to the Baseline Evidence Report. This required testing to establish whether the change to the policy was significant, and whether a new Equalities Impact Assessment was required for the amended policies. This amended policy test can be found in the Appendices to this report.

4.2 The Core Strategy: Publication Draft also contains a number of new policies including:

- **Policy P1: Presumption in Favour of Sustainable Development**
- **Policy ID2: Viability**
- **Policy SC8 - Protecting the South Pennine Moors and their zone of influence**
- **Policy SC9 – Making Great Places**
- **Policy DS1 - Achieving Good Design**
- **Policy DS2 - Working with the landscape**
- **Policy DS3 - Urban Character**
- **Policy DS4 - Streets and Movement**
- **Policy DS5 - Safe and inclusive places**

4.3 The new policies have been subjected to a new Equalities Impact Assessment, the results (and accompanying commentary) of which can be found in this report.

4.4 The results of the amended and new policies have established they will not have a negative impact upon the protected characteristics, with some positive impacts being identified through the assessment process.

4.1 The screening assessment of the Core Strategy DPD: Publication Draft identified the majority of policies within the DPD are likely to have either an indirect positive or neutral impact upon certain equality groups within the Bradford District. No policies were considered to have a potential negative impact on any equality group.

4.2 Through this screening assessment a policy was recognised as having a direct positive impact on a certain equality group, however that it also had the potential to ‘exclude’ other community and equality groups from the likely benefits of the policy. This policy consisted of:

- Policy HO12 - Provision of sites for gypsies, travellers and travelling show people

4.3 This section therefore examines why this policy has been introduced within the Core Strategy, focusing on Government policy and guidance along with consideration of the individual needs of the equality groups which it aims to benefit.

Policy HO12: Provision of sites for gypsies, travellers and travelling show people

4.4 Policy HO12 sets out the number of additional pitches that will be provided over the plan period for traveller communities and for travelling show people. The policy also sets out the criteria that will be used to guide the process of allocation of such sites within the Allocations DPD and any relevant Area Action Plan DPD's.

4.5 As identified in the screening assessment in Section 3, this policy is likely to have a direct positive impact on the equality group relating to race and ethnicity. Having a permanent site will also benefit younger residents of the community as they will be able to benefit from continued access to educational facilities. Furthermore, access to healthcare facilities will benefit younger and older people, women of child rearing age and those with disabilities within the community who may require such facilities more frequently than others. A small portion of this community may have low incomes and therefore will also benefit from such facilities.

4.6 It is considered that this specific policy related to Gypsies, Travellers and Travelling Show People is required to meet the needs of this discrete community as their housing needs are not and will not be met by the general housing market within the Bradford District.

4.7 Policy HO12 is in accordance with Government guidance, which is contained in the document 'Planning Policy for Traveller Sites' issued in March 2012. This guidance supersedes previously issues PPS3 and Circulars 01/2006 and 04/2007. Paragraph 2 of the guidance states that "The Government's overarching aim is to ensure fair and equal treatment for travellers, in a way that facilitates the traditional and nomadic way of life of travellers while respecting the interests of the settled community". Paragraph 6 states that local planning authorities should use a robust evidence base to establish accommodation needs to inform the preparation of local plans. Using this evidence they should set pitch targets for gypsies and travellers and plot targets for travelling showpeople. Paragraph 10 also states that criteria should be set to guide land supply allocations where there is an identified need.

4.9 The pitch targets contained within Policy HO12 have been based on the recommendations of the West Yorkshire Gypsy and Traveller Accommodation Assessment (GTAA) 2008. The study found that there was both current unmet need within the district and likely to be further need generated by household growth. As the study only covers the period to 2026 the targets within Policy HO12, which have to cover the period to 2030, have been increased on a pro rata basis to match the rates of need which the study identified for the period 2016-26. The

total need identified within Policy HO12 is therefore for 74 pitches for the Gypsy and Traveller communities and 22 plots for Travelling showpeople. This would represent a substantial increase in accommodation over the plan period. Given that it was completed several years ago, the Council is also mindful of the need to ensure that the needs assessment contained within the West Yorkshire study is still a robust one and has therefore commissioned an update of the Bradford element of the assessment from consultants Arc4.

- 4.10 Whilst it has been identified that this policy may benefit certain groups and exclude others, it could be considered that the provision of addition pitches/sites will reduce the number of unauthorised encampments/developments and will allow the Council to deal with such situations more effectively should they arise. The provision of such sites could potentially reduce the cost which is often incurred whilst trying to take enforcement action against illegal encampments/developments, therefore benefit local communities these cases affect.

5.0 CONSULTATION ON THE CORE STRATEGY DPD

5.1 The policies in the Local Plan: Core Strategy Publication Draft consultation document has been developed in partnership with a number of consultees and stakeholders through consultation exercises and continued community involvement.

5.2 The purpose of this section is to focus upon:

- How the Core Strategy DPD has drawn on other plans, strategies and background documents and how these take into consideration the particular needs of various equality groups within the District;
- How consultation events undertaken were available/accessible to the various equality groups within the District (and all other consultees and key stakeholders); and
- The various organisations which have been consulted that represent the various equality groups within the District.

Drawing on Plans, Strategies and other Background Evidence

5.3 The Core Strategy draws upon a wide spectrum of information within policies, plans and strategies across a wide range of services for example the Community Strategy for Bradford. Developed by the Bradford District Partnership, the Local Strategic Partnership (LSP) for Bradford, it is the key body that brings together the public, private, voluntary and community sectors with the aim to improve the quality of life for the district's residents. The plan sets out a number of key priorities for the District which have been developed through ongoing dialogue with the local community and key organisations which reflects their desires, wishes and aspirations for the District.

5.4 Members of the LSP include volunteers from the private, public and community sector with the community plan taking into account the priorities and strategies of these organisations where appropriate. Some of the key organisations include: Bradford & Airedale NHS; Bradford Chamber; Bradford College; Bradford Council; Bradford CVS; Incommunities; Keighley Voluntary Service; Metro, University of Bradford; West Yorkshire Fire Authority; West Yorkshire Police and Yorkshire Water.

5.5 The Core Strategy has also been informed by other evidence and key data relating to particular community groups within the District. For example the Strategic Housing Market Assessment (SHMA) whose main purpose is to establish a strong piece of evidence to develop a long term strategic view of housing need and demand to inform housing and planning strategies and to justify a certain level of affordable housing which will be required in the District.

5.6 Additional information focusing upon particular community groups within the District have also been produced; these include:

- Bradford District Baseline Study (2010)
- Housing Needs and Requirement Study (2005)
- Local Housing Assessments (various)
- West Yorkshire Gypsy & Travellers Accommodation Assessment (2008)
- Children and Young People's Plan 2009-2012

Consulting on the Core Strategy

5.7 At each of the consultation stages (as outlined in paragraph 1.12) the Council has sought feedback from the public and general stakeholders to help shape the development of the Core Strategy DPD and the policies contained within it. The consultations have been undertaken in line with the Statement of Community Involvement (SCI) which was adopted in 2008.

5.8 The SCI recognises that there are a number of hard to reach groups and Communities of Interest within the Bradford District and it sets out a range of ways in which the Council can engage with these communities within the planning process.

5.9 The Council has sought to make all its consultations and engagement on the Core Strategy accessible through facilitated workshops and local neighbourhood forums, interactive DVD movie media, summary leaflets, distribution of letters and consultation documents and articles in Community Pride which is delivered to every household within the District.

5.10 As far as possible, the Core Strategy documents and evidence base material have been written in Plain English and details of the document and language translations placed to the front of each consultation document.

5.11 Consultation methods targeted at the wider community may have indirectly benefited a particular equality group, including:

- Making paper copies of all consultation documents freely available for viewing through a variety of sources including:
 - Main Council libraries,
 - Planning offices, and
 - Council One-stop shops.

- Making documents available to view and download on the Council's website – the website is speech enabled (via Browse Aloud) to allow users to listen to the website being read out. It also allows users to increase the text size on the screen.
- Making documents available on request in alternative formats;
- Holding a series of public workshops across the District in locations accessible to local communities from both rural and urban areas; and
- The venues were accessible and held at different times, including in the evening and at weekends, to enable a wide range of people as possible to attend.

5.12 In addition, the Council has worked in partnership with Yorkshire Planning Aid to specifically target consultation with hard to reach groups such as BME communities, young and older people and people living in deprived areas of the city. Local groups and organisations linked to the equality strands were invited to a series of workshops held by Yorkshire Planning Aid to gain an understanding of their needs and views for the future of the Bradford District.

5.13 As part of the consultation stages, the Council sought to engage with representative equality groups and consulted a number of specific umbrella groups, listed in Appendix 2.

5.14 The Statement of Consultation for the Issues and Options Stage of the Core Strategy sets out the full consultation process that has been undertaken in preparing the Core Strategy to date. It details all organisations, stakeholders and others who were invited to make representations, how they were invited, and a summary of representations received and how these were taken into account. This document will be available on the Council's website and will be available on request.

5.15 In general, it is not considered that consultation arrangements for the Core Strategy have affected any person or group of persons differently. Where instances may or may not have occurred during this time they would have been dealt with accordingly to avoid any inequality taking place.

6.0 SUMMARY

Core Strategy DPD: Publication Draft Policies

- 6.1 This Equality Impact Assessment has examined the policies contained within the Publication Draft consultation document and the previous consultation arrangements to assess whether these will or could cause an adverse impact or discriminate against different groups within the local community.
- 6.2 This assessment has revealed that the majority of policies in the Publication Draft such are likely to have an in-direct beneficial impact upon certain community groups as well as the wider population within the District. There are some policies which are considered to benefit some groups over others, however the justification for this stems from the Council's evidence base, the consultations undertaken along with guidance as issues by the Government.
- 6.3 The overall strategy will contribute directly and indirectly to the provision and accessibility of additional homes, employment opportunities, schools, community facilities and associated infrastructure.
- 6.4 Based on the judgements made in this assessment by the EqlA Working Group, it is not considered that any further measures are required to mitigate any adverse impact a policy may have on any equality group. Where the policy is considered to be too strategic to assess its exact impact, it will be role of plans, strategies and proposals linked to the policy which will be required to undertake further equality impact assess to ascertain any adverse impacts on any equality group.
- 6.5 The Council will monitor the implementation of the Core Strategy policies through the production of an Annual Monitoring Report (AMR). The Core Strategy will also set out a monitoring framework which should provide a robust basis for future monitoring and assessment of policies and their impacts.

Consultation on the Core Strategy DPD

- 6.6 As set out in Section 5 of this Report and in Appendix 2 (A2.7), the Council has undertaken a variety of consultation events, exercises and methods to engage with the local community, stakeholders and organisations. It is considered that the engagement strategy was in accordance with the Statement of Community Involvement (SCI) and therefore did not cause an adverse impact or discriminate against any equality group within the community during this period.

- 6.7 Nether-the-less, the Council will continue to reflect upon such exercises and will continually review its consultation lists to ensure that all relevant community groups are involved with the consultation process.

APPENDIX 1: EQUALITY CONSULTEES & CONSULTATION SUMMARY

A1.1 The table below outlines all the equality groups and organisations that were consulted as during the consultations in 200, 2008 and 2011. Each of these groups were sent a letter to notify them of the consultation, how they could view or access the information and how they were able to make any comments.

Table 10: Targeted Consultation with Key Groups within the Community

EQUALITY GROUP	GROUP / ORGANISATION CONSULTED	CONSULTATION METHOD
Age	<ul style="list-style-type: none"> • Age Concern • Anchor Trust • Baildon Parents and Tots Group • Bradford and District Senior Power • Bradford Care Consortium Ltd • Bradford CVS • Bradford Older People’s Alliance (BOPA) • CBMDC – Early Years and Child Care Services • CBMDC – Youth Services • Hannover Housing Association • Housing 21 • Older People’s Focus Group • The Homekey Project 	<p>General Consultation;</p> <p>Yorkshire Planning Aid held a number of consultation sessions with both:</p> <ul style="list-style-type: none"> • Young people (at Bradford, Shipley and Keighley Colleges and the Bangladeshi Youth Organisation); and • Older people (Bradford Older Peoples Alliance) <p>These events aimed to raise awareness of the planning system and the Further Issues and Options consultation.</p>
Disability	<ul style="list-style-type: none"> • Able All • Bradford Access Action • CBMDC – Mobility Planning Group • CBMDC – DDA Task Team (no longer exists) • Habingteg Housing Association • Mencap • Morley Street Resource Centre • Bradford Association of Visually Impaired People • Strategic Disability Partnership • Learning Disabilities Partnership 	<p>General consultation;</p> <p>The Council offered for all documents to be made available in Braille, large print or tape on request.</p> <p>The Council subscribes to ‘Brousealoud’ whereby users can download software to listen to articles on the website pages.</p>

	<ul style="list-style-type: none"> • PDSN Partnership • Mental Health Service Users • • Deaf Independence Project 	
Gender	<ul style="list-style-type: none"> • Bradford Women's Aid 	<p>General consultation;</p> <p>Yorkshire Planning Aid held a session with Keighley Asian Women and Children in April 2008 to gain an understanding of local issues and to raise awareness of planning and the Core Strategy.</p>
Health Inequalities	<ul style="list-style-type: none"> • Age Concern • Bradford Community Health Trust • Bradford CVS • Bradford Primary Care Trust 	<p>General consultation;</p> <p>No specific consultation method was used to consult this community group.</p>
Income & Deprivation	<ul style="list-style-type: none"> • Age Concern • Asian Business Forum • Black Mountain Millennium Green / Brunel Community Association • Bolton Woods Community Association • Bradford Community Housing Trust • Bradford CVS • Bradford & Northern Housing Association • CBMDC – Neighbourhood Support Services • Horton Housing Association • Incommunities • Manningham Housing Association • Newlands Community Association • Sanctuary Housing Association • Yorkshire Housing Group (formally Brunel Housing) 	<p>General consultation;</p> <p>All consultation documentation was available free of charge from the website and copies were made available on request.</p> <p>Consultation events were held on a variety of days and at different times to allow people who work to attend one of the workshops.</p> <p>Consultation events and workshops were held around the District (Bradford, Saltaire, Keighley and Ilkley). These locations were selected as they were seen as accessible venues to the surrounding residents in both urban and rural parts of the District.</p> <p>Therefore those without access to a car were able to attend one of these events.</p> <p>A targeted consultation event, held by the Council and Yorkshire Planning Aid took place within Holme Wood in November 2008 to discuss the potential for an urban extension to the existing estate. Those less likely to be aware of planning or have</p>

		access to the internet were made aware of the plans for this area of the District.
Race	<ul style="list-style-type: none"> • Bradford Action for Refugees • Bradford CVS • Khidmat Centre 	<p>General consultation;</p> <p>Yorkshire Planning Aid held a number of sessions with members of the BME community and ethnic groups within the District to gain an understanding of local issues and to raise awareness of the planning system and the Core Strategy.</p>
Religion / Belief	<ul style="list-style-type: none"> • Bradford Cathedral • Holme Christian Care Centre Ltd • St Aiden's Presbytery • The Touchstone Project • Trinity Methodist Church 	<p>General consultation;</p> <p>No specific consultation method was used to consult this community group.</p>
Sexual Orientation	<ul style="list-style-type: none"> • No specific organisation consulted 	<p>General consultation;</p> <p>No specific consultation method was used to consult this community group.</p>

Yorkshire Planning Aid

A1.2 Yorkshire Planning Aid provides a free, independent and professional planning advice service to individuals and groups from within the Yorkshire and Humber region who cannot afford professional fees. Yorkshire Planning Aid is part of a network of nine Planning Aid Services throughout the country, all of which are part of the Royal Town Planning Institute, a Registered Charity. Services operate through small staff teams and a network of professionally qualified volunteers.

A1.3 The service is targeted at disadvantaged communities and at groups which represent or work with people who need support and guidance in order to get involved with the planning system, for example young people, people with disabilities, or people from ethnic minority communities.

A1.4 Throughout the Issues and Options stage for the Core Strategy, Yorkshire Planning Aid has engaged with BME communities, older people and younger people throughout the District.

A1.5 Bradford Council will continue to work with Yorkshire Planning aid throughout the preparation of the Core Strategy DPD. In addition, the Council will publicise Yorkshire Planning Aid's services at its public access points, and will work in partnership with the organisation to increase local community involvement in the preparation of the Core Strategy.

Key issues related to Equality Groups

Table 11: Key Issues Relating to Equality Groups

Issue	Young	Older	Disability	Gender	Health	Religion / Faith	Race	Sexual Orientation
1. Housing Needs	✓	✓	✓	✓	✓	✓	✓	
2. Economy & Employment	✓	✓	✓	✓		✓	✓	
3. Accessibility	✓	✓	✓	✓	✓			
4. Community Facilities	✓	✓	✓	✓	✓	✓	✓	
5. Safety	✓	✓	✓	✓			✓	
6. Inclusive Neighbourhoods	✓	✓	✓	✓	✓	✓	✓	✓

Summary of comments made by equality groups during the Issues and Options consultations:

Housing Needs

- The key issues of a housing affordability, choice, quality design and accessibility were highlighted as a concern by all equality groups.
- Affordability was a particular issue with the young (starter homes) and older people (lifetime homes for independent living) which are design friendly.
- The location of such housing should support access to services, education, employment and health care for all communities.
- Members of the BME community highlight the lack of available larger housing (4-5 Beds) for those with larger families.
- There is a lack of bungalows for older people requiring single level accommodation.
- There is a lack of housing for people with disabilities or special needs which has been adapted to suit requirements, or even life time homes.
- Much of the newer housing currently being built is said to be too small (in terms of room space).
- Younger people recognised the need to build facilities (such as schools) close to housing to minimise the need to travel.
- It was suggested that more Gypsy and Traveller sites be made available to prevent camping illegally on Council and private land.

Economy & Employment

- It was identified that job creation was vital to create better communities for young, BME and inner city residents.
- BME & Women - The opportunity for flexible working is needed to link in with school times.
- The BME community highlight a number of barriers to employment, such as: language, cultural perceptions, skills and training. This group highlighted the need for training centres to equip them with the skills to find suitable jobs.
- There is a need to encourage BME business enterprise.
- There are high levels of unemployment amongst the young and BME communities.
- Need to capitalise on skills of asylum seekers and refugees.
- The City Centre is not attractive for women shoppers – no car parking for parents.
- There is / will be a need for jobs for the elderly generation.
- There is a lack of jobs for young people within the District who are finishing school, college or university.

Accessibility

- Elderly people often find it hard to get to a bus stop.
- Improved bus services needed to reduce need to travel by car.
- Park and Ride schemes were suggested by most groups.

Community Facilities

- The BME community highlighted the need for more religious facilities which are integrated into new developments.
- Older people commented on the need for local Post Offices to withdraw their pensions.
- All groups identified the need for more youth provision and facilities within communities. In addition a central youth facility was suggested.
- Younger people highlighted the need to maintain green and open spaces.
- There is a lack of facilities for refugees.

Safety

- General safety issues for women, BME communities, young and elderly create barriers to public transport.

Inclusive Neighbourhoods

- The BME community highlighted the need for communities to be inclusive and mixed to avoid any form of segregation.
- There needs to be recognition of new communities settling within the District e.g. Polish and Ukrainian.