

**SHIPLEY AND CANAL ROAD CORRIDOR AREA ACTION PLAN:  
ISSUES AND OPTIONS**

**INITIAL EQUALITIES IMPACT ASSESSMENT**

**January 2013**

## 1.0 INTRODUCTION

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

1.2 The Area Action Plan will guide the transformation of the Shipley and Canal Road Corridor area up to 2028. It will identify the location of new development and help make decisions on planning applications. It will also influence decisions about transport, infrastructure, community facilities and economic development.

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

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

1.4 The production of the Area Action Plan consists of 5 stages:

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

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

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

## 2.0 EQUALITY IMPACT ASSESSMENTS

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

### **Extent of the Equality Impact Assessment**

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

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

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

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

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

### **Overview of the Equality Impact Assessment Process**

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

**Table 1: Six Stages of an Equality Impact Assessment**

<b>Stage</b>	<b>Process</b>	<b>Description</b>
1	<b>Initial Screening</b>	This stage determines whether a full EqlA should be undertaken through the completion of a series of questions. If the work is deemed to potentially cause an adverse impact or discriminate against different groups within the community then an EqlA should be undertaken.
2	<b>Scoping and Defining</b>	This stage defines the scope of the assessment which will take place. It requires an understanding of what the activity is looking to achieve. A series of questions about the work will be answered at this stage.
3	<b>Information Gathering</b>	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	<b>Making a Judgement</b>	This is the most important element of an EqlA. 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	<b>Action Planning</b>	The real value of completing an EqlA comes from the actions that will take place and the positive changes that will emerge through conducting the assessment.
6	<b>Publication and Review</b>	It is a legal requirement to publish the EqlA to allow the public to see that the Council is actively engaged and committed to challenging potential discrimination, as well as improving service delivery. Progress against the action plan should be reviewed bi-annually.

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

### **3.0 INITIAL EQUALITY IMPACT ASSESSMENT**

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

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

- 3.4 The planned delivery of a range of good quality housing offer is considered to increase activity and footfall within the Shipley Town Centre and the Corridor during evening and night time hours, thus contributing towards a reduction anti social behaviour and fear of crime. This is considered to aid in eliminating victimisation of protected characteristics, as these groups can often be targeted by criminal activity (during evening / night time hours after trading hours) in areas with little or no activity or footfall in 'empty' streets within the Shipley Town Centre and the Corridor.

#### **Shopping and Leisure**

- 3.5 The planned delivery of an improved night time leisure uses are considered to increase activity and footfall within the Shipley Town Centre during evening and night time hours, thus contributing towards a reduction anti social behaviour and fear of crime. This is considered to aid in eliminating victimisation of protected characteristics, as these groups can often be targeted by criminal activity (during evening / night time hours after trading hours) in areas with little or no activity or footfall in 'empty' streets within the centre.



### **Achieving sustainable economic growth in the Corridor.**

- 3.6 The AAP will allocate a number of sites for the delivery of sustainable economic growth within the corridor. This planned delivery is expected to have a positive impact upon poverty and social deprivation by providing job opportunities to those entering the job market for the first time and those currently without employment.

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

- 3.7 The AAP will plan for the provision of future open space requirements within new developments and the enhancement of the existing provision. The enhancement of open space within the corridor is thought to increase the likelihood of residents congregating through recreational activities and thus considered to positively contribute towards the fostering of good relations between different groups.

### **Promoting sustainable transport options and connecting the Corridor.**

- 3.8 Improvements to Shipley Railway Station will also aid in creating a safe and secure environment for people arriving and leaving Shipley. This is considered to aid in eliminating victimisation of protected characteristics, as these groups can often be targeted by criminal activity (during evening / night time hours after trading hours) in these areas as they can suffer from reduced usage late at night. The provision of a safe and inclusive public realm through the adoption of Access for All is considered to have a positive impact upon advancing equality of opportunity between different groups.

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

- 3.9 The AAP is also considered to aid in the building good relationships between groups by encouraging residents to visit and congregate in the Shipley Town

Centre and other smaller high streets within the corridor during evening / night time hours, due to the improved visual appearance of these areas as a result of the policy put forward in the AAP which encourage the enhancement of the built environment.

- 3.10 Taking this into account, 'Shipleigh and Canal Road Corridor Area Action Plan' is likely to have a positive impact upon protected characteristics.

## Initial Equalities Impact Assessment Template

## Appendix 1

<b>Department:</b> Regeneration and Culture –  Planning, Transportation and Highways  Local Development Framework Group	<b>Completed by (lead):</b> Ben Marchant	<b>Date of initial assessment:</b> 13 <sup>th</sup> December 2012 <b>Revision Dates:</b>
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	Shipley and Canal Road Corridor Area Action Plan	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	To supersede sections of the existing Replacement Unitary Development Plan relating to the Shipley Town Centre and the Canal Road Corridor	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		

<b>1. Describe the aims, objectives or purpose of the function/policy, practice, procedure or decision and who is intended to benefit.</b>	<p>The Area Action Plan will guide the transformation of the Shipley and Canal Road Corridor area up to 2028. It will identify the location of new development and help make decisions on planning applications. It will also influence decisions about transport, infrastructure, community facilities and economic development.</p> <p>The Shipley and Canal Road Corridor Area Action Plan is needed in order to:-</p> <ul style="list-style-type: none"> <li>• Deliver proposed growth of the Shipley and the Canal Road Corridor over next 15 years (as established in the Local Plan – Core Strategy) through series of development proposal statements and planning policies;</li> <li>• An up to date development plan with a catalogue of potential developments sites will provide certainty to investors and developers;</li> <li>• Stimulate regeneration through use of planning tools such as Local Development Orders (LDOs);</li> <li>• Assist with land assembly through, for example, Compulsory Purchase Orders (CPO) to enable development and critical infrastructure;</li> <li>• Protect and enhance built heritage whilst proactively accommodating new developments;</li> <li>• Ensure developments are of an appropriate scale, mix and design quality.</li> </ul>
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<p><b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b></p> <p>(1) eliminate unlawful discrimination, harassment and victimisation;  (2) advance equality of opportunity between different groups; and  (3) foster good relations between different groups (see guidance notes)</p>		<p><b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b></p> <p><b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b></p>	<p><b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b></p>	<p><b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b></p>
<b>Protected characteristics</b>	<b>Age</b>	N	Positive Impact – See Text in Main Report	N
	<b>Disability</b>	N	As Above.	N
	<b>Gender reassignment</b>	N	As above	N
	<b>Race</b>	N	As above	N
	<b>Religion/Belief</b>	N	As above	N
	<b>Pregnancy and maternity</b>	N	As above	N
	<b>Sexual Orientation</b>	N	As above	N
	<b>Sex</b>	N	As above	N
	<b>Any other area</b>	Poverty/Social Deprivation	As Above	N

<p><b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b></p>	<p>YES <input type="checkbox"/></p>	<p>NO <input type="checkbox"/></p>
<p><b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b></p>		
<p><b>7. Based on the information in sections 2 to 6, should this function/policy/procedure/practice or a</b></p>	<p>YES <input type="checkbox"/></p>	<p>NO <input checked="" type="checkbox"/></p>

<b>decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)		
<b>Assessor signature:</b>	<b>Approved by:</b>	<b>Date approved:</b>