

Equality Impact Assessment (EQIA)

The characteristics protected by the Equality Act 2010 are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for organisations such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

The Rural-Urban definition defines the rurality of very small census-based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

Details	
Service or policy title	Regulation 18 – Draft Joint Local Plan Preferred Options
Lead officer (responsible for the policy or service/function)	Robert Hobbs
Officers carrying out the EQIA (at least one must have done EQIA training and it is recommended that an officer responsible for the policy or service/function is involved in completion)	Robert Hobbs and Kate Parnum
Is this new or a revision? (If revision state when previous EQIA undertaken)	New
Is this the first time this policy or function has been assessed?	No
Date of completing this EQIA	11 th June 2019

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Description
<p>What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i></p> <p>The Draft Joint Local Plan Preferred Options Document is concerned with the development of and uses of land within the Districts.</p> <p>It proposes preferred options to guide development across the Districts over the plan period to 2036 and address fundamental issues such as economic growth, the provision of housing and the preservation and enhancement of the natural and built environment. As such, it will have an impact on everyone who lives, works, plays, visits or travels in the Districts.</p> <p>When adopted the Joint Local Plan will replace the following:</p> <p>Saved policies from the Babergh Local Plan 2006, and the Babergh Core Strategy 2014. Saved policies from the Mid Suffolk Local Plan 1998, the Mid Suffolk Core Strategy 2008, the Mid Suffolk Core Strategy Focused Review 2012, and the Stowmarket Area Action Plan 2013.</p> <p>The Preferred Options Joint Local Plan proposes both strategic and non-strategic local policies to guide development across the two districts.</p>
<p>Why? <i>(Give reasons why these changes are being introduced)</i></p> <p>The purpose of the Joint Local Plan is to set out the framework under which decisions on development will be made over the next 18 years and the plan will cover the period 2018 - 2036.</p> <p>If a new Local Plan is not produced the two districts will have less ability to guide and plan for growth and development in a plan led environment. There would be an absence of up to date local policies against which planning applications for new development can be assessed. This could also result in a greater number of planning appeals.</p>
<p>What will the effect of the changes be? <i>(Describe which people, communities, localities etc. will be affected by the changes)</i></p> <p>The Joint Local Plan will guide development proposals in the two districts by providing policies and sites allocated for certain land uses. This will help to increase certainty for residents, businesses, and others about how decisions are made and what they are based on.</p> <p>All people and businesses who depend on the Districts' economy will benefit by having a clear idea of what type of growth will take place in the districts and where it will be over the plan period to 2036. The Joint Local Plan will seek to bring forward sustainable growth in housing, employment and other uses, and to improve infrastructure, which will bring benefits to all the Districts' communities.</p>

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Policies will seek to protect and enhance the built and natural environments which will benefit everyone who lives in, works in, has business in or visits the Districts. The Joint Local Plan's policies will seek to increase the number of homes being built, and guide the location of new housing constructed, specifically to benefit those seeking homes.

How will it be implemented? *(Describe the decision-making process, timescales, process for implementation)*

The development of the Babergh and Mid Suffolk Joint Local Plan has previously been through a regulation 18 options consultation for a period of 12 weeks. Alongside this the Councils have continued to engage with statutory bodies and infrastructure providers. This has informed the development of the regulation 18 Preferred Options Joint Local Plan consultation document.

The public consultation on the options document took place between 21st August 2017 and 10th November 2017. Responses to the consultation have been considered in preparation of the Regulation 18 Draft Joint Local Plan Preferred Options Document.

The next round of consultation will be expected to take place in summer 2019.

When is it due to start? *(Planned start of new/revised policy/service)*

It is anticipated that the Joint Local Plan will be adopted during 2021 following an Examination in Public.

Any other relevant details

The Draft Joint Local Plan Preferred Options Document proposes 43 strategic and development management policies and has the underlying principle to deliver sustainable development to secure a better quality of life for everyone now and for future generations. All of the proposed policies within the Draft Joint Local Plan Preferred Options Document contribute towards achieving sustainable development with policies promoting the location of new homes, jobs and economic growth, conservation and enhancement of the natural environment and built heritage, improved infrastructure, renewable energy, green spaces and the development of balanced communities.

Many of the policies proposed within the Draft Joint Local Plan Preferred Options Document will benefit the wider community across Babergh and Mid Suffolk and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each proposed policy has been assessed for their potential positive, negative or neutral impact on potentially vulnerable equalities groups.

Data about the population

What is the demographic profile or make up of the community you are serving? *(A brief overview of quantitative data used, and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)*

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Whilst two sovereign Councils, the data shown in this section has combined both Babergh and Mid Suffolk districts. However, each District will have its own local housing need requirement within the Joint Local Plan, which is informed by the Government's Standard Method for calculating Local Housing Need.

<https://www.gov.uk/guidance/housing-and-economic-development-needs-assessments>

Further evidence supporting the Joint Local Plan for each District is also contained with a Strategic Housing Market Assessment, which has been partially updated in January 2019.

<https://www.babergh.gov.uk/assets/Strategic-Planning/Current-Evidence-Base/SHMA-Part-2-update-2019.pdf>

<https://www.midsuffolk.gov.uk/assets/Strategic-Planning/Current-Evidence-Base/SHMA-Part-2-update-2019.pdf>

A Gypsy, Traveller, Travelling Showpeople and Boat Dwellers Accommodation Needs Assessment was also undertaken to support the Joint Local Plan and published in May 2017.

<https://www.babergh.gov.uk/assets/Strategic-Planning/Current-Evidence-Base/Final-ANA-Report-May-2017.pdf>

<https://www.midsuffolk.gov.uk/assets/Strategic-Planning/Current-Evidence-Base/Final-ANA-Report-May-2017.pdf>

All of the current evidence base supporting the Joint Local Plan can be viewed on the Councils' websites at:

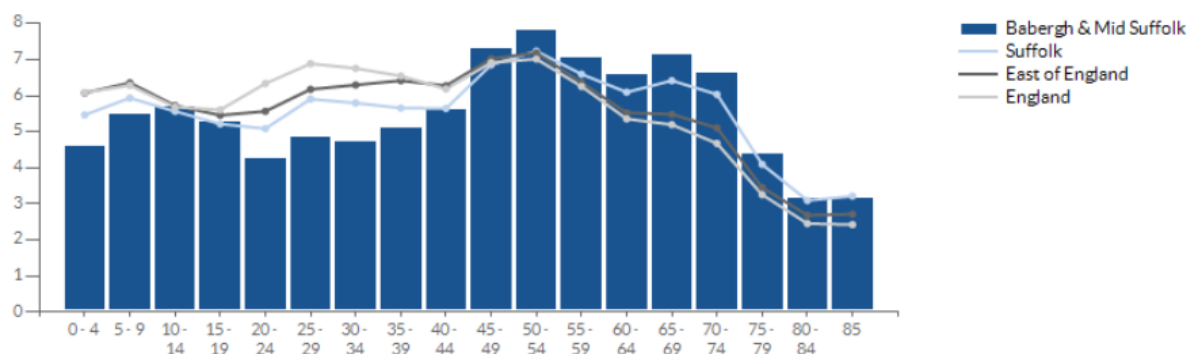
<https://www.babergh.gov.uk/planning/planning-policy/evidence-base/current-evidence/>

<https://www.midsuffolk.gov.uk/planning/planning-policy/evidence-base/current-evidence/>

What is the profile or make up of your service users by protected characteristics? (Where this data is available. If it is not currently available state any plans to collect this in future)

AGE

POPULATION ESTIMATES



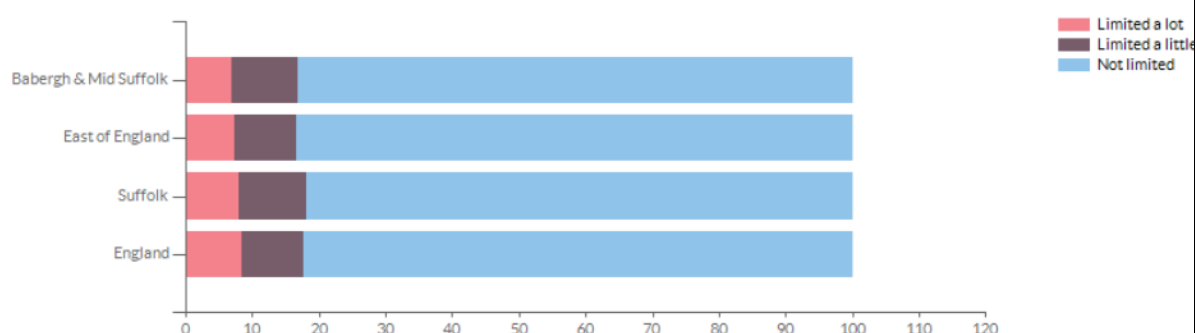
The chart above shows the estimated percentage of the population by 5-year age group for Babergh & Mid Suffolk in 2017, compared with the region and country. As you can see on the graph, comparatively Babergh and Mid Suffolk are below the average for the following sections; 0-9 and 20 – 44 and are above average between 45 – 85. This highlights an ageing population in the two Districts and under representation between 20 to 44.

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DISABILITY

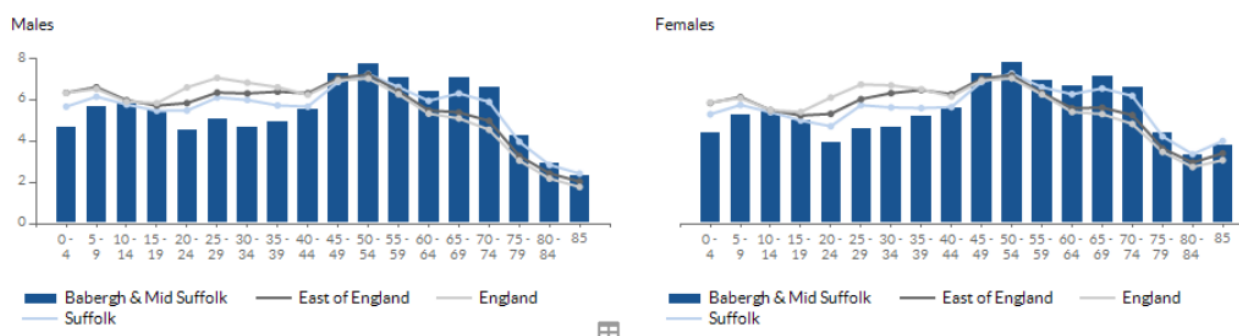
The Councils do not have specific data on disabilities and have used Census data regarding daily activity limitation. The question in the Census was designed to capture self-assessed activity restrictions associated with health problems or impairments, which is an indicator of disability. The chart below shows the percentage of the population whose day-to-day activities are limited in Babergh & Mid Suffolk in 2011, compared with the region and country. Mid Suffolk District Council is currently working with the Mid Suffolk disability forum to be able to collect more specific data of disability. Plans are also being developed to either expand the Mid Suffolk Disability Forum or to create a new Disability Forum for Babergh.

DAY-TO-DAY ACTIVITIES LIMITED



SEX

POPULATION ESTIMATES



The charts above show the estimated percentage of the male and female population by 5-year age group for Babergh & Mid Suffolk in 2017, compared with the region and country. There are similar levels of males and females until the age of 80 and above is reached, where there are more females, and this is in line with life expectancy.

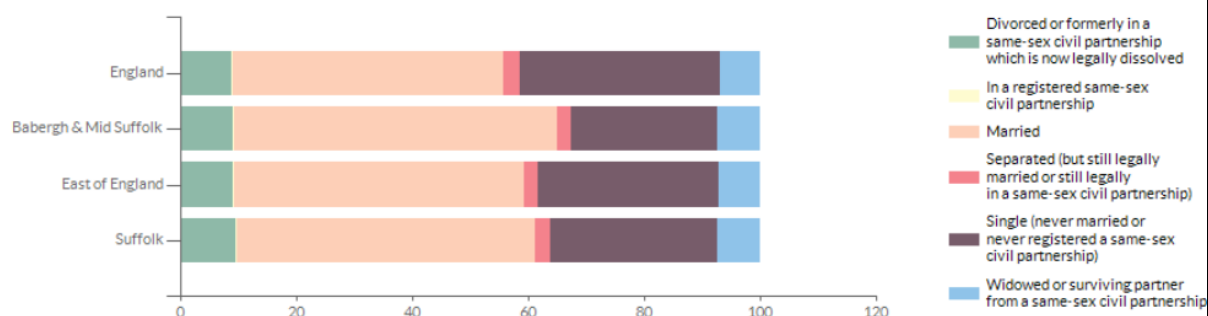
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GENDER REASSIGNMENT

Due to confidentiality, detailed local data is not currently available. As this can be a very sensitive and confidential, there are no plans to actively record this data, however, if individuals are willing to disclose, the Councils will record this information.

MARRIAGE AND CIVIL PARTNERSHIPS

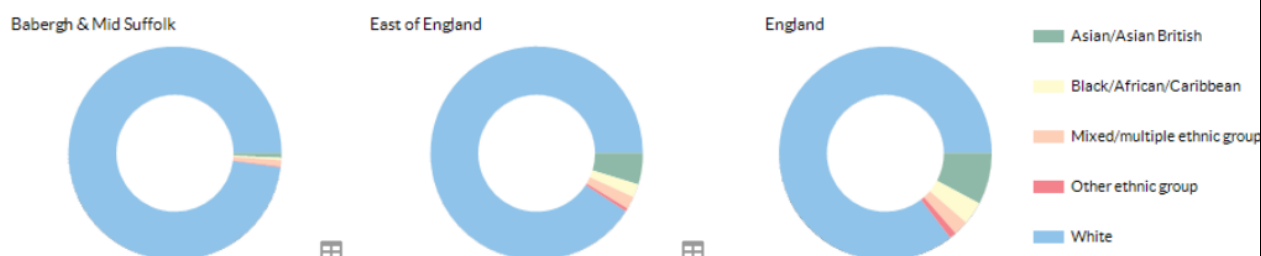
MARRIAGE AND PARTNERSHIPS PROFILE



The chart above shows the percentage of the population in each group in Babergh & Mid Suffolk in 2011, compared with the region and country. The two Districts are in line with both Suffolk, the East of England and England though they have slightly more married and less single people than the comparative areas.

ETHNICITY

RACE/ETHNICITY PROFILE

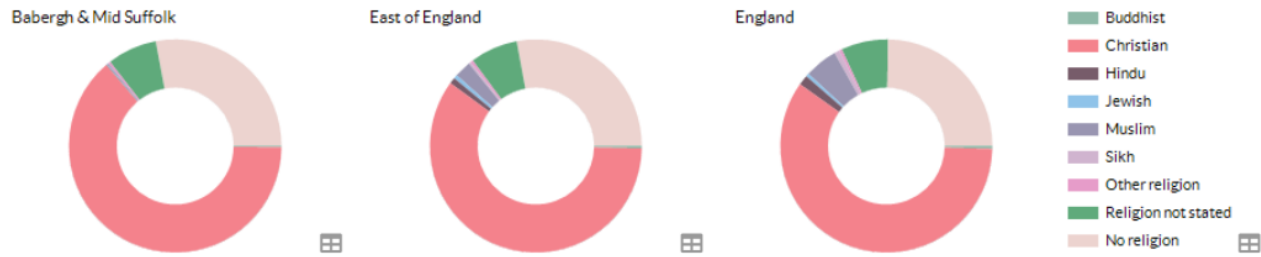


The charts above show the percentage of the population of Babergh & Mid Suffolk in different race/ethnicity groups in 2011, compared with the region and country. The Councils are less diverse than the East of England and England.

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BELIEF OR RELIGION

RELIGIONS/BELIEFS PROFILE



The charts above show the breakdown of religions/beliefs for Babergh & Mid Suffolk for 2011, compared with the region and country. The Districts are in line with both the East of England and England for Christian beliefs however the level of diversity is less.

SEXUAL ORIENTATION

There is no accurate data at a local level and there are only experimental estimates at a regional level by ONS. The Councils are working on how to collect this data going forward.

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive and Negative?									Explanation and Evidence
	Age	Disability	Gender Reassignment	Race	Religion	Gender	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	
Strategic Policies										
SP01 – Housing Needs	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will make a positive contribution to the identified housing needs of the districts and will assist in developing diverse communities. It will have a positive impact on older people and those with specialist housing needs, through the amount of housing to be provided.
SP02 – Affordable Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Promoting affordable housing will contribute towards a mix of housing provision to cater for all groups. The policy will be used to ensure affordable provision is developed to address needs helping to address affordability issues.

SP03 – Settlement Hierarchy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the settlement hierarchy.
SP04 – Housing Spatial Distribution	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the spatial housing distribution.
SP05 – Employment Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by identifying land for the provision of employment uses to be protected and potentially expanded, thus providing employment opportunities which benefits all.
SP06 – Retail and Leisure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure that retail and leisure provision is appropriately located throughout the Districts. The policy is written positively and there is

										no positive or negative discrimination of any of the protected characteristics. This policy will ensure new town centre development is prioritised towards strategically important settlements, followed by those settlements which have a district centre role. It is expected to have a neutral impact for all. Thus, ensuring that services are accessible within town and district centres.
SP07 – Tourism	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy benefits all members of the community by supporting tourism developments. This has amenity benefits for local people and provides opportunities to enhance the local economy. The policy encourages new tourism development, which supports the historic

										settlements and strategic tourism and leisure facilities. Such development will be appropriate to the location and help to support the rural economy benefiting all sections of society.
SP08 – Infrastructure Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure all infrastructure including community facilities (education and health provision) is delivered in particular focusing on the community need.
SP09 – Cross-boundary mitigation of effects on Protected Habitats	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community, through protecting and enhancing Protected Habitats.
SP10 – Climate Change	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to mitigate and minimise the impact of development on climate change. The outcome of implementation of such a policy has clear benefits to all.

Development Management Policies – Housing										
LP01 – Hamlets and Clusters of development in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to development in hamlets and in small clusters of housing in the countryside.
LP02 – Residential Annexes	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy allows for the development of residential annexes in carefully considered circumstances. The provision of annexes often allows for the elderly, young adults and those with disabilities to live semi independently within the dwelling thus providing alternative residential solutions.
LP03 – Residential Extensions and Conversions	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The aim of the policy is to allow homeowners to improve their homes to address changing needs. The policy enables appropriate development to occur.

LP04 – Replacement Dwellings in the Countryside	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by having an agreed understanding of the approach to replacement dwellings in the countryside, which can also benefit the needs of an ageing population through more appropriate accommodation.
LP05 – Replacement Dwellings and Additional Dwellings on Sub-Divided Plots within Settlement Boundaries	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by having an agreed understanding of the replacement of dwellings and additional dwellings on sub-divided plots within settlement boundaries. This can also benefit the needs of an ageing population through more appropriate accommodation.
LP06 – Supported and Special Needs Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by having the right housing for the needs of the community.

LP07 – Affordable Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Promoting affordable housing will contribute towards a mix of housing provision to cater for all groups. The policy will be used to ensure affordable provision is developed to address needs helping to address affordability issues.
LP08 – Provision for Gypsy and Traveller and Travelling Showpeople	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is specifically to consider those from the travelling community with a criteria-based policy to meet their needs.
LP09 – Moorings and Marinas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy benefits all members of the community by supporting development at Pin Mill with a criteria-based policy. This has benefits providing another form of housing.

LP10 – Self-Build and Custom-Build	Positive	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	The policy benefits all members of the community through self-build and custom-build homes. This has benefits providing another form of housing development.
Development Management Policies – Economy										
LP11 – Employment Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by supporting proposals for employment development in accordance with a criteria-based policy, thus providing employment opportunities.
LP12 – Safeguarding Economic Opportunities	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections by safeguarding the economic opportunities for the Districts.
LP13 – Retail and Town Centres	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will ensure a balance between retail and non-retail uses in town centres to secure their vitality and

										viability, whilst protecting the town centre from out of town proposals. This is expected to have a neutral impact for all and ensures that town centres remain functional.
LP14 – Tourism and Leisure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy benefits all members of the community by supporting leisure and tourism developments. This has amenity benefits for local people and provides opportunities to enhance the local economy
LP15 – Countryside Tourist Accommodation	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The aim of the policy is to support and retain rural tourist accommodation. Retention of such services and amenities supports the sustainable development of the rural economy.

Development Management Policies – Environment										
LP16 – Environmental Protection	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect and enhance the natural environment through development.
LP17 – Biodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect and enhance biodiversity.
LP18 – Landscape	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect and enhance the landscape.
LP19 – Area of Outstanding Natural Beauty	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to support development in or near AONBs whilst conserving and enhancing the AONB.
LP20 – The Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect the historic environment, enhance local distinctiveness, and improve the environmental performance of heritage assets.

LP21 – Change in Land Use for Equestrian or other animal / rural land base uses	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to a change in land use for equestrian or other animal / rural land base uses.
LP22 – Agricultural Land to Residential Garden Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to the change of use of agricultural land to residential garden land in accordance to criteria set out in the policy.
LP23 – Sustainable Construction and Design	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by ensuring new development achieves enhanced reductions in CO ₂ Emissions and meets higher water efficiency standards compared to Building Regulations. Proposals set out in the policy should also result in lower running costs.

LP24 – Design and Residential Amenity	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all through high-quality design, responding to the wider townscape / landscape, adopting nationally described space standards, adherence to Building for Life, and focusing movement by foot, bicycle and public transport.
LP25 – Energy Sources, Storage and Distribution	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy promotes renewable and low-carbon energy sources, which has a benefit to all. No protected characteristic is positively or negatively affected.
LP26 – Flood Risk	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to mitigate flood risk. The outcome of implementation of such a policy has clear benefits to all.

LP27 – Sustainable Drainage Systems	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to ensure sustainable drainage systems are provided in new development. The outcome of implementation of such a policy has clear benefits to all.
LP28 – Designated Open Spaces	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure designated open spaces are delivered. This is particularly positive for those with children and those who are more likely to access services.
LP29 – Services and Facilities within the Community	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy promotes the enhancement of services and facilities throughout the Districts, to support sustainability and quality of life.
LP30 – Safe, Sustainable and Active Transport	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy promotes the enhancement of the sustainable transport network throughout the Districts. The policy covers the wide range of transport options focusing on providing

										more alternatives for all members of the community. There is the potential for a particularly positive impact towards those who are unable to drive and those who may have reduced mobility.
LP31 – Managing Infrastructure Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure all new development is supported by, and has good access to, all necessary infrastructure. This benefits all but also enables those who have less ability to travel, good access to the necessary infrastructure required.
LP32 – Health and Education Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure health and education service provision, in particular for those with disabilities and a to a range of ages accessing the services.

LP33 – Developer Contributions and Planning Obligations	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	To achieve the infrastructure set out above, this policy aims to ensure the funding is in place.
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Implications for communities

Disability

What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the emerging Joint Local Plan were identified as being generally positive for all within society, the policies within the plan are written positively with some policies having positive impacts on this group. The policies in the Local Plan should address the needs of those with disabilities, for example policy SP08 (Infrastructure provision) and policies LP28 to LP33 support accessibility to health, education and community facilities for all. This has the potential to be of particular benefit for people with disabilities.
How does it have a positive or negative impact?	Please see table.
What could be done to mitigate any adverse impact or further promote positive impact?	The policies have been produced considering the economic, environmental and social objectives of the plan.

Age

What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	<p>The age protected characteristic includes the consideration of all ages in society, the assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages.</p> <p>The assessment identified that the impact of Local Plan policies were generally positive for all with some having a particularly positive impacts on this group. The emerging Joint Local Plan aims to provide sustainable development addressing the needs of current and wider population; this includes provision and access to healthcare, education and training, jobs, appropriate accommodation and leisure facilities.</p> <p>The policies within the plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals, for example policy SP08 (Infrastructure</p>
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	<p>Provision) and policy LP32 (Health and Education Provision) ensure that education provision is enhanced to accommodate increased demand from new development and meets the requirements of young people.</p> <p>Also, policy SP01 (Housing Needs), policy SP02 and LP07 (Affordable Housing) and policy LP06 (Supported and Special Needs Housing) ensures that new housing provision meets the identified need at the local level, including bungalows and affordable housing. This also supports the ageing population of the Districts, as well as addressing the lower levels of affordability in the Districts.</p>
How does it have a positive or negative impact?	Please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	The policies have been produced considering the economic, environmental and social objectives of the plan.
Sex (gender)	
What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the emerging Joint Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sex.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Gender reassignment	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the emerging Joint Local Plan are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any gender reassignment
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the emerging Joint Local Plan are regarded as being generally positive for all and as having no differential impact this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any relationship status.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the emerging Joint Local Plan are regarded as being generally positive for all. Given the potential health care and community infrastructure needs of this protected characteristic group, some of the policies in the plan have highlighted a positive impact through assessment.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Race	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the emerging Joint Local Plan are regarded as being generally positive for all. The only policy within the emerging Joint Local Plan which had positive impact directed particularly at the protected characteristic group is policy LP08 (Provision for Gypsy and Traveller and Travelling Showpeople). It provides a criteria-based policy which directs appropriate site development should the need arise.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Sexual orientation	
What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	<p>The policies within the emerging Joint Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sexual orientation.</p> <p>There is no specific data on the sexual orientation for the districts, the lowest output is 'EAST' and there is concerns about the reliability of the data for bisexual.</p>
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Religion/belief	
What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	<p>The policies within the emerging Joint Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any religion.</p>
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

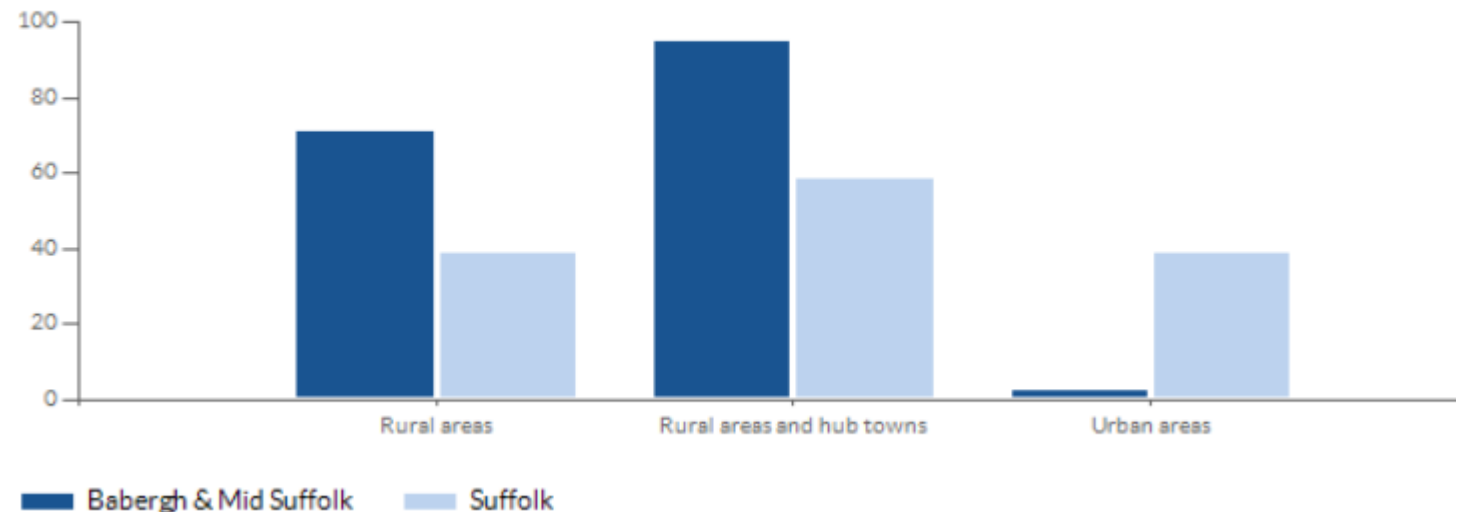
Rurality

Where people live is not a characteristic protected by law: but for Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? (If you do not believe there is any impact describe why not)

The 2011 Rural-Urban Classification defines areas as rural if they are outside settlements with more than 10,000 resident population, and as urban if inside such settlements. Hub towns are settlements with a population of between 10,000 and 30,000 people.

RURAL-URBAN CLASSIFICATION



How does it have a positive or negative impact?

The emerging Joint Local Plan is a development plan for the two Districts of Babergh and Mid Suffolk, which are largely rural in nature. The plan is produced with a presumption in favour of sustainable development in accordance with the National Planning Policy Framework, and therefore has a positive impact in guiding development to the most appropriate locations, with the necessary supporting infrastructure, which can be delivered over the plan period to 2036.

What could be done to mitigate any adverse impact or further promote positive impact?	The policies have been produced considering the economic, environmental and social objectives of the plan.
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Making Decisions

Having completed this equality impact assessment indicate which decision is recommended to be taken.

Should the policy or service be implemented as the correct course of action?	Yes.
Should the policy or service be amended as suggested by the report so that mitigating actions are taken to address an adverse or negative impact on any characteristic?	Protected characteristics have been considered in the preparation of the emerging Joint Local Plan.
Should the policy or service be reviewed and revised more significantly to take into account its impact on different groups?	Local Plans are to be reviewed every five years, which involves engagement with interested parties including protected characteristic groups.
Should the policy or service not be actioned as there are too many negative impacts?	No.

Monitoring Impact

Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented.

How frequently will the policy or service be reviewed?	Every five years.
Who will be involved?	Strategic Planning and any interested parties involved in the review of the Local Plan.
Will there need to be an action plan completed for any amendments?	No.
What further evidence or consultation will be needed to check that the policy or service is working well?	Through monitoring the implementation of the Joint Local Plan in accordance with the Local Plan monitoring framework.

Completion	
Authors signature	Robert Hobbs
Date of completion	11 th June 2019

Additional sources of data can be found on the following links:

<http://www.suffolkobservatory.info/Default.aspx>

<http://www.nomisweb.co.uk/>

<https://www.ons.gov.uk/>

<http://suffolkcf.org.uk/publications/hidden-needs-2016/>

<https://www.nao.org.uk/>