

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – General Sites Policy
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

1 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <ul style="list-style-type: none"> To exceed national targets for carbon dioxide emissions reduction. Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>infrastructure.</p> <p>The promotion of non-car transport modes and the linking of internal walking and cycle route to the Public Rights of Way network will reduce emissions and improve air quality.</p>
Benefits:	<p>B. Housing Growth</p> <p>The delivery of at least 10,500 homes across West Berkshire up to 2026 will help grow the authority in a sustainable manner.</p> <p>C. Housing Needs</p> <p>The aim of providing at least 40% of affordable dwellings on new housing sites is a positive attempt to meet the housing need in the authority.</p> <p>D. Infrastructure Requirements</p> <p>The policy aims to ensure water supply, wastewater provision, mitigate the impact of new development on the local road network and other infrastructure requirements in advance of development in accordance with the most up to date Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>The policy seeks the conservation of the natural heritage via mitigation through avoidance, buffering and other compensation measures.</p>

- 2 Note which groups may be affected by the policy, strategy, function or service.**
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The HSA DPD provides specific sites for these communities.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	<p>made available in alternative languages upon request.</p> <p>In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.</p>	
Religion and Belief	<p>There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.</p>	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	<p>There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.</p>	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD General Site Policy which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the General Site Policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision other than at least 40% affordable housing on all sites.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

3 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

4 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date:30/09/2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Allocation of housing Sites
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

5 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

are the most sustainable sites put forward for development.

The proposed allocated sites, builds on the existing settlement pattern within West Berkshire and focuses on the main urban areas in line with the Core Strategy. The proposed allocated sites are located adjacent to existing settlements in the West Berkshire settlement hierarchy as set out in the West Berkshire Core Strategy.

B. Housing Growth

The Core Strategy sets out a housing requirement for the District of ‘at least’ 10,500 dwellings from 2006 to 2026 which is an annual requirement of 525 dwellings per annum.

The National Planning Policy Framework requires local plans to meet the “objectively assessed housing needs of the area”. This work has to be done in consultation/collaboration with other local authorities. This work has identified an initial figure of 665 dwellings per annum might be required. This does not translate directly into a housing requirement for the District due to the need to take into account factors such as environmental constraints and the Duty to Cooperate.

The HSA DPD allocates slightly more than the remaining requirement of the Core Strategy 10,500 housing figure.

C. Housing Needs

The HSA DPD allocates slightly more than the remaining requirement of the Core Strategy “at least 10,500” housing figure to provide some flexibility.

The work on the Objectively Assessed Need is not fully complete and the HSA DPD is clearly providing future housing to meet the need in the District now.

By proposing to allocate residential development sites in the four spatial areas identified in the Core Strategy the needs of all the communities in West Berkshire are being provided for.

	<p>The HSA DPD also makes proposals to allocate sites for Gypsies and Travellers and Travelling Showpeople.</p> <p>While there is predominantly urban focus to the new development proposals, the needs of the rural community have not been excluded as sites are proposed in the Rural Service Centres and policies introduced to allow for more limited development in the countryside.</p>
Benefits:	<p>D. Infrastructure Requirements</p> <p>The West Berkshire Core Strategy is accompanied by an Infrastructure Delivery Plan which will have to be updated following the allocation of the residential housing sites proposed in the HSA DPD.</p> <p>However, if specific site infrastructure is required this has already been identified in the specific site allocation policy.</p> <p>E. Heritage</p> <p>The Allocation of Heritage has been taken into account as the proposed sites have been selected following the undertaking of the sustainability appraisal / strategic environmental assessment. If specific heritage issues have been identified then this has already been identified in the specific site allocation policy. For example each Site Allocation Map shows public open space / landscape buffers if required.</p>

- 6 Note which groups may be affected by the policy, strategy, function or service.**
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Allocation of Housing Sites which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the HSA DPD is positive and non discriminatory by not prescribing in detail any specific type of housing provision other than at least 40% affordable housing on all sites.

All four spatial areas of West Berkshire (as identified in the Core Strategy) have proposed Residential Housing Allocations with detailed maps showing the extent of development.

The wording of the policy is positive and non discriminatory.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

7 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

8 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date:30/09/2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Revised Settlement Boundaries for Settlements within the Settlement Hierarchy
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

9 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>from the proposed allocation of residential development sites and a review of the existing boundaries of the settlements in the settlement hierarchy to see if they are sustainable.</p> <p>B. Housing Growth</p> <p>The proposed Settlement Boundary Reviews allow for the growth of settlements in the settlement hierarchy in a sustainable way.</p> <p>C. Housing Needs</p> <p>The settlement boundaries around the settlements within the settlement hierarchy have been re-drawn to include the developable areas of the proposed site allocations. Additional sites which are too small to be housing allocations (typically those which are below 5 dwellings) have also been included within revised settlement boundaries where this is in accordance with the criteria.</p> <p>D. Infrastructure Requirements</p> <p>The West Berkshire Core Strategy is accompanied by an Infrastructure Delivery Plan which will have to be updated following the allocation of the residential housing sites proposed in the HSA DPD.</p> <p>However, if specific site infrastructure is required this has already been identified in the specific site allocation policy.</p> <p>E. Heritage</p> <p>The Allocation of Heritage has been taken into account as the proposed sites have been selected following the undertaking of the sustainability appraisal / strategic environmental assessment. If specific heritage issues have been identified then this has already been identified in the specific site allocation policy. For example each Site Allocation Map shows public open space / landscape buffers if required.</p>
Benefits:	The revision to the Settlement Boundaries of settlements within the West Berkshire settlement hierarchy has been positively prepared.

10 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Settlement Boundary Review which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility

By reviewing the Settlement Boundaries of settlements within the settlement hierarchy, the potential for sustainable growth has been identified. This positively allows for additional housing to be provided and meet the housing needs of the District.

The wording of the policy is positive and non discriminatory.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD settlement boundary review has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

11 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

12 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date: 30 / 09 /2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – GTS1 New Stocks Farm Paices Hill
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

13 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <ul style="list-style-type: none"> To exceed national targets for carbon dioxide emissions reduction. Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p> <p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p> <p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>
Outcomes:	<p>The key delivery outcomes that GTS1 New Stocks Farm, Paices Hill in the HSA DPD helps to achieve:</p> <p>A. Tackling Climate Change</p> <p>The proposal is not located in a flood zone.</p> <p>B. Housing Growth</p> <p>The GTAA identifies a need of 17 Gypsy and</p>

	<p>traveller pitches up to 2026.</p> <p>C. Housing Needs</p> <p>The allocation will convert 8 transit pitches to permanent pitches helping to provide for need identified in the GTAA.</p> <p>D. Infrastructure Requirements</p> <p>Not applicable.</p> <p>E. Heritage</p> <p>Not applicable.</p>
Benefits:	Policy GTS1 New Stocks Farm has been positively prepared and provides 8 permanent pitches.

14 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The HSA DPD provides specific sites for these communities.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	<p>made available in alternative languages upon request.</p> <p>In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.</p>	
Religion and Belief	<p>There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.</p>	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	<p>There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.</p>	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD GTS1 New Stocks Farm Policy which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the GTS1 New Stocks Farm Policy is positive and non discriminatory in by providing for 8 permanent pitches. Permanent pitches help provide this community with greater accessibility to health services and education for example.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

15 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Policy GTS1 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

16 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed:B Lyttle

Date:30/09/2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – GTS2 Longcose Farm Enborne
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

17 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p> <p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p> <p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>
Outcomes:	<p>The key delivery outcomes that GTS2 Longcose Farm Enborne in the HSA DPD helps to achieve:</p> <p>A. Tackling Climate Change</p> <p>The proposal avoids development in a flood zone.</p> <p>B. Housing Growth</p>

	<p>The GTAA identifies a need of 24 travelling showpeople plots up to 2026.</p> <p>C. Housing Needs</p> <p>The allocation of this site helps to provide for an identified need.</p> <p>D. Infrastructure Requirements</p> <p>The allocation also has a requirement for highway improvements.</p> <p>E. Heritage</p> <p>Environmental heritage is enhanced by the requirement to provide a landscape buffer around the site prior to occupation.</p>
Benefits:	Policy GTS2 Long Copse Farm has been positively prepared and provides a site to meet the identified needs of this community.

18 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The HSA DPD provides specific sites for these communities.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	<p>made available in alternative languages upon request.</p> <p>In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.</p>	
Religion and Belief	<p>There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.</p>	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	<p>There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.</p>	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD GTS2 Long Copse Farm Policy which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding
- Heritage

The wording of the GTS2 Long Copse Farm Policy is positive and non discriminatory in by providing for 24 permanent plots. Permanent plots help provide this community with greater accessibility to health services and education for example.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

19 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Policy GTS2 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
Policy GTS2 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

20 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed:B Lyttle

Date:30/09/2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – GTS3 Clappers Farm Area of Search
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

21 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p> <p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p> <p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>
Outcomes:	<p>The key delivery outcomes that GTS3 Clappers Farm Area of search in the HSA DPD helps to achieve:</p> <p>A. Tackling Climate Change</p> <p>The proposal avoids development in a flood zone.</p> <p>B. Housing Growth</p>

	<p>The GTAA identifies a need of 17 permanent pitches up to 2026. The initial 5 year requirement can be met by GTS1 but the remaining provision will be need an additional site or sites.</p> <p>C. Housing Needs</p> <p>The allocation of this site as an area of search helps to provide for an identified need.</p> <p>D. Infrastructure Requirements</p> <p>As this is an area of search these are yet to be determined. But it will need to have regard to the provisions of Policy GTS4.</p> <p>E. Heritage</p> <p>As this is an area of search these are yet to be determined. But it will need to have regard to the provisions of Policy GTS4.</p>
Benefits:	Policy GTS3 Clappers Farm Area of Search has been positively prepared and provides for the potential of the site to meet the identified needs of this community.

22 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The HSA DPD provides specific sites for these communities.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	<p>made available in alternative languages upon request.</p> <p>In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.</p>	
Religion and Belief	<p>There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.</p>	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	<p>There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.</p>	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD GTS3 Clappers Farm Area of Search Policy which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility

The wording of the policy is positive and non discriminatory in by providing for an area of search for the remaining pitches up to 2026. Permanent pitches help provide this community with greater accessibility to health services and education for example.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

23 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?

No

Policy GTS3 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?

No

Policy GTS3 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

24 Identify next steps as appropriate:**Stage Two required****Owner of Stage Two assessment:****Timescale for Stage Two assessment:****Stage Two not required:**

Given the positive benefits of the policy no stage 2 is required.

*Signed: B Lyttle***Date: 30 /09/2015**

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – GTS4 Detailed Planning Considerations
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

25 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <ul style="list-style-type: none"> To exceed national targets for carbon dioxide emissions reduction. Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p> <p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p> <p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>
Outcomes:	<p>The key delivery outcomes that GTS4 Detailed Planning Considerations in the HSA DPD helps to achieve:</p> <p>A. Tackling Climate Change Not Applicable</p> <p>B. Housing Growth</p>

	<p>Not Applicable.</p> <p>C. Housing Needs</p> <p>Not Applicable</p> <p>D. Infrastructure Requirements</p> <p>Requirement for foul sewerage disposal and surface water drainage to be provided in advance.</p> <p>E. Heritage</p> <p>Landscaping proposals should reflect the landscape character.</p>
Benefits:	Policy GTS4 Detailed Planning Considerations has been positively prepared.

26 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The HSA DPD provides specific sites for these communities.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	<p>made available in alternative languages upon request.</p> <p>In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.</p>	
Religion and Belief	<p>There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.</p>	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	<p>There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.</p>	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD GTS4 Detailed Planning Considerations Policy which could have an impact on equalities are:

- Accessibility

The wording of the policy is positive and non discriminatory in by providing for an area of search for the remaining pitches up to 2026. Permanent pitches/plots help provide these communities with greater accessibility to health services and education for example.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

27 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Policy GTS4 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
Policy GTS4 has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

28 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date:30/09/2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 1 – Location of New Housing in the Countryside
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

29 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>measures for foul and surface water disposal.</p>
	<p>B. Housing Growth</p> <p>The HSA DPD provides details of how housing growth will be accommodated across the District in line with the Core Strategy. This policy allows for more limited infill development within smaller villages with settlement boundaries. It also provides for limited infill development without defined settlement boundary.</p> <p>C. Housing Needs</p> <p>The policy provides details of how limited development can take place throughout the District and not just in the main urban areas.</p> <p>D. Infrastructure Requirements</p> <p>The policy aims to ensure water supply, wastewater provision, mitigate the impact of new development on the local road network and other infrastructure requirements in advance of development.</p> <p>E. Heritage</p> <p>The policy seeks the use of materials acceptable within the local architectural context.</p>
Benefits:	<p>The Location of New Housing in the Countryside Policy has been positively prepared setting out criteria for development in rural areas must comply with.</p>

30 Note which groups may be affected by the policy, strategy, function or service.
Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Location of New housing in the Countryside which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the Location of New housing in the Countryside is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural settlements.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

31 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

32 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 2 – Rural Housing Exceptions Policy
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

33 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>B. Housing Growth</p> <p>The HSA DPD provides details of how housing growth will be accommodated across the District in line with the Core Strategy. This policy allows for rural housing exceptions adjacent to smaller villages.</p> <p>C. Housing Needs</p> <p>The policy allows for rural housing exceptions adjacent to smaller villages when identified through a local housing needs survey.</p> <p>D. Infrastructure Requirements</p> <p>Not applicable to this policy.</p> <p>E. Heritage</p> <p>Not applicable to this policy.</p>
Benefits:	The policy has been positively prepared setting out criteria for rural housing exceptions to provide affordable housing in perpetuity.

34 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Rural Housing Exceptions Policy which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility

The wording of the Rural Housing Exceptions Policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural settlements.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

35 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

36 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 3 – Design and Materials
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

37 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>B. Housing Growth</p> <p>Not applicable to this policy.</p> <p>C. Housing Needs</p> <p>Not applicable to this policy.</p> <p>D. Infrastructure Requirements</p> <p>The policy requires new development to have regard to the impact both individually and collectively on service provision.</p> <p>E. Heritage</p> <p>The policy requires new development to have regard to the impact both individually and collectively to landscape character and the environment.</p>
Benefits:	The Design and Materials Policy has been positively prepared.

38 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections <u>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</u> Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Design and Materials which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural settlements.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

39 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

40 Identify next steps as appropriate:

Stage Two required	
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Owner of Stage Two assessment:	
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Timescale for Stage Two assessment:	
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Stage Two not required:	
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Given the positive benefits of the policy no stage 2 is required.
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Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 4 – Conversion of Existing Redundant Buildings in the Countryside to Residential Use
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

41 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>are worded to prevent unsustainable development using an existing structure to gain inappropriate permission.</p> <p>B. Housing Growth</p> <p>Not applicable to this policy.</p> <p>C. Housing Needs</p> <p>Not applicable to this policy.</p> <p>D. Infrastructure Requirements</p> <p>Not applicable to this policy.</p> <p>E. Heritage</p> <p>The policy requires the conversion of existing redundant buildings provided that it does not have a harmful effect on the rural character, retains the character, fabric and historic interest of the building.</p>
Benefits:	The Conversion of Existing Redundant Buildings in the Countryside to Residential Use Policy has been positively prepared.

42 Note which groups may be affected by the policy, strategy, function or service.
Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Conversion of Existing Redundant Buildings in the Countryside to Residential Use which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural settlements.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

43 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

44 Identify next steps as appropriate:

Stage Two required	
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Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 5 – Housing related to Rural Workers
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

45 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>development using and inappropriate development.</p> <p>B. Housing Growth</p> <p>Not applicable to this policy.</p> <p>C. Housing Needs</p> <p>The policy allows for new dwellings to be permitted in the countryside provided they are related to and adjoin a rural enterprise provided they are essential continuing use of the land, buildings for agriculture, forestry or business and other conditions are met.</p> <p>D. Infrastructure Requirements</p> <p>Not applicable to this policy.</p> <p>E. Heritage</p> <p>The policy requires development not to have an adverse impact on the rural character and heritage assets of the area.</p>
Benefits:	The policy has been positively prepared.

46 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Conversion of Existing Redundant Buildings in the Countryside to Residential Use which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural settlements.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

47 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

48 Identify next steps as appropriate:

Stage Two required	
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Owner of Stage Two assessment:	
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Timescale for Stage Two assessment:	
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Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.
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Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 6 – Extension of Existing Dwellings within the Countryside
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:	Is this:		
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

49 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p> <p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p> <p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>
Outcomes:	<p>The key delivery outcomes that the Extension of Existing Dwellings within the Countryside in the HSA DPD helps to achieve:</p> <p>A. Tackling Climate Change</p> <p>Not applicable to this policy.</p> <p>B. Housing Growth</p>

	<p>Not applicable to this policy.</p> <p>C. Housing Needs</p> <p>The policy allows for dwellings to be extended provided it is subservient to the original dwelling thereby taking account of changes in need.</p> <p>D. Infrastructure Requirements</p> <p>Not applicable to this policy.</p> <p>E. Heritage</p> <p>The policy requires development not to have an adverse impact on the rural character and heritage assets of the area.</p>
Benefits:	The Extension of Existing Dwellings within the Countryside policy has been positively prepared.

50 Note which groups may be affected by the policy, strategy, function or service.
Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Extension of Existing Dwellings within the Countryside to Residential Use which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural settlements.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

51 Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.	

If your answers to question 2 have identified potential adverse impacts and you have answered ‘yes’ to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

52 Identify next steps as appropriate:	
Stage Two required	
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	Given the positive benefits of the policy no stage 2 is required.

Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 7 – Replacement of Existing Dwellings
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

53 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none">Sites for future housing development by each of the four spatial areas.Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations.An allocation of 8 permanent pitches for Gypsies and Travellers.An allocated site for Travelling Showpeople.Policies to guide development in the countryside.Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <ul style="list-style-type: none">To exceed national targets for carbon dioxide emissions reduction.Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>B. Housing Growth</p> <p>Not applicable to this policy.</p> <p>C. Housing Needs</p> <p>The policy allows for replacement dwellings to be provided in the countryside.</p> <p>D. Infrastructure Requirements</p> <p>Not applicable to this policy.</p> <p>E. Heritage</p> <p>The policy requires development not to have an adverse impact on the rural character and heritage assets of the area.</p>
Benefits:	The Replacement of Existing Dwellings within the Countryside policy has been positively prepared.

54 Note which groups may be affected by the policy, strategy, function or service.
 Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.
(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections <u>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change</u> www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Replacement of Existing Dwellings within the Countryside to Residential Use which could have an impact on equalities are:

- Affordable Housing
- Type of housing and special housing requirements
- Accessibility
- Flooding

The wording of the policy is positive and non discriminatory by not prescribing in detail any specific type of housing provision and allowing limited development in rural areas.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

55 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

56 Identify next steps as appropriate:

Stage Two required	
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Owner of Stage Two assessment:	
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Timescale for Stage Two assessment:	
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Stage Two not required:	
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Given the positive benefits of the policy no stage 2 is required.
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Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Policy 7 – Extension of Residential Curtilages
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	September 2015

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

57 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none"> Sites for future housing development by each of the four spatial areas. Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations. An allocation of 8 permanent pitches for Gypsies and Travellers. An allocated site for Travelling Showpeople. Policies to guide development in the countryside. Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <p>To exceed national targets for carbon dioxide emissions reduction.</p> <p>Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.</p>

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>B. Housing Growth Not applicable to this policy.</p> <p>C. Housing Needs Not applicable to this policy.</p> <p>D. Infrastructure Requirements Not applicable to this policy.</p> <p>E. Heritage The policy requires extensions to existing residential curtilages to only be permitted if they do not result in the significant loss of landscape features.</p>
Benefits:	The Extension of Residential Curtilages has been positively prepared.

58 Note which groups may be affected by the policy, strategy, function or service.
Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing in their local area. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>ONS sub-national population projections</p> <p>Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be made available in alternative languages upon request.</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers notice board.	
Religion and Belief	There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtphandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.	

Further Comments relating to the item:

There are no issues covered by the HSA DPD Extension to Residential Curtilages which could have an impact on equalities.

The wording of the policy is positive and non discriminatory.

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

59 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

60 Identify next steps as appropriate:

Stage Two required	
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Owner of Stage Two assessment:	
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Timescale for Stage Two assessment:	
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Stage Two not required:	
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Given the positive benefits of the policy no stage 2 is required.
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Signed: B Lyttle

Date: 31 September 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

Equality Impact Assessment Template – Stage One

We need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage 2, Equality Analysis is required.

Name of policy, strategy or function:	Housing Site Allocation Development Plan Document – Residential Parking Policy for New Development
Version and release date of item (if applicable):	Submission Version November 2015
Owner of item being assessed:	Liz Alexander – Planning Policy Team Leader
Name of assessor:	Bryan Lyttle – Planning and Transportation Policy Manager
Date of assessment:	October 2015

Is this a:		Is this:	
Policy	Yes	New or proposed	Yes
Strategy	No	Already exists and is being reviewed	No
Function	No	Is changing	No
Service	No		

61 What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?

Aims:	<p>The West Berkshire Core Strategy 2012 set out a long term vision for West Berkshire to 2026 setting out general proposals for where development would go. The aim of the Core Strategy was to make the different settlements within West Berkshire even more attractive places within which to live, work and enjoy leisure time. The Core Strategy provides an overall framework for the more detailed policies and site specific proposals contained in the Housing Site Allocations Development Plan Document (HSA DPD).</p> <p>The HSA DPD aims to implement the framework by allocating non-strategic housing sites across the District in accordance with the spatial strategy set by the Core Strategy.</p> <p>The HSA DPD contains the following:</p> <ul style="list-style-type: none">Sites for future housing development by each of the four spatial areas.Settlement boundary reviews of settlements in the settlement hierarchy where development is likely to be considered acceptable in principle, subject to other policy considerations.An allocation of 8 permanent pitches for Gypsies and Travellers.An allocated site for Travelling Showpeople.Policies to guide development in the countryside.Revised parking standards for residential development.
Objectives:	<p>The following strategic objectives were identified in the Core Strategy and are still appropriate and relevant as a starting point for the HSA DPD.</p> <p>A. Tackling Climate Change</p> <ul style="list-style-type: none">To exceed national targets for carbon dioxide emissions reduction.Deliver the District's growth in a way that helps to adapt to and mitigate the impacts of climate change.

	<p>B. Housing Growth</p> <p>To deliver at least 10,500 homes across West Berkshire between 2006 and 2026.</p> <p>These homes will be delivered in an effective and timely manner, will maximise the use of suitable Brownfield land and access to facilities and services and will be developed at densities which make the most efficient use of land whilst responding to the existing build environment.</p>
	<p>C. Housing Needs</p> <p>To secure provision of affordable and market housing to meet local needs in both urban and rural areas of the district.</p> <p>To provide homes in a way that promotes sustainable communities, providing a mix of house sizes, types and tenures to meet identified needs, and respond to the changing demographic profile of the District.</p>
Outcomes:	<p>D. Infrastructure Requirements</p> <p>To ensure that infrastructure needs (including community services and facilities) arising from the growth in West Berkshire are provided in a timely and coordinated manner, which keeps pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.</p> <p>E. Heritage</p> <p>To ensure that development to 2026 is planned, designed and managed in a way that ensures the protection and enhancement of the local distinctive character and identity of the built, historic and natural environment in West Berkshire's Towns, villages and countryside.</p>

	<p>help to promote non-car transport modes.</p> <p>B. Housing Growth</p> <p>This is not applicable to this policy.</p> <p>C. Housing Needs</p> <p>This is not applicable to this policy.</p> <p>D. Infrastructure Requirements</p> <p>This is not applicable to this policy</p> <p>E. Heritage</p> <p>This is not applicable to this policy.</p>
Benefits:	The Residential Parking Policy has been positively prepared setting out the minimum residential parking criteria that all new development must comply with.

62 Note which groups may be affected by the policy, strategy, function or service.
Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this.
Age	<p>Older people may require different types of housing or adjustments to their accommodation to enable them to live independently because they are more likely to live on their own, suffer from long term illness or disability. As a result they tend to require greater access to health services.</p> <p>Older people are more likely to have lower incomes and are more likely to suffer from fuel poverty.</p> <p>Older people are generally more reliant on public transport to access essential services and facilities than those of working age.</p> <p>Care homes where older people live are considered to be a 'more vulnerable' use in floods.</p> <p>Population forecasts indicate that the number of older people in the District is set to increase by 2026.</p> <p>Many younger people are less able to afford to buy their own or rent housing. The average age of first time buyers has gone up nationally and house prices in the District are higher than the national and regional averages.</p>	<p>Indices of Multiple Deprivation National Planning Policy Framework National Planning Practice Guidance ONS sub-national population projections Annual Report on Fuel Poverty Statistics 2015, Department of Energy and Climate Change www.decc.gov.uk</p> <p>Wording in the Policy.</p> <p>Parking design guidance – Building for Life Partnership 2012</p>

	<p>Younger people are also often reliant on public transport to access education, employment and training opportunities, as well as for social and leisure activities. The barriers for mobility for young people include cost and availability of public transport, especially in rural areas.</p> <p>Care homes where young people live are considered to be a 'more vulnerable' use in floods.</p>	
Disability	<p>The term 'disabilities' covers a multitude of issues, such as physical mobility and sensory problems, as well as learning difficulties. Therefore the needs of people with disabilities are wide-ranging and solutions will be different for individuals.</p> <p>The HSA DPD aims to address this by making helping to provide suitable accommodation in accordance with the Housing Strategy, and improving disabled access to public transport in accordance with the Local Transport Plan.</p> <p>People with disabilities may require specific adjustments to their accommodation to facilitate their lives.</p> <p>Disabled people also tend to have less accessibility as they tend to drive less and can also have problems using public transport.</p> <p>Disabled people can be more vulnerable in situations of flooding. (Paragraph 102 of the NPPF).</p>	<p>Attitudes of Disabled People to Public Transport: Research Study – Disabled Persons Transport Advisory Committee (2002).</p> <p>National Planning Policy Framework</p> <p>National Planning Practice Guidance</p> <p>Wording in the Policy.</p>

Gender reassignment	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to gender reassignment.	
Marriage and Civil partnership	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to Marriage or Civil partnership.	
Pregnancy and Maternity	There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people according to pregnancy and maternity.	
Race Gypsies, Travellers and Travelling Showpeople	<p>Gypsies & Travellers are an ethnic minority, whose rights are protected from discrimination by the Race Relations Act 1976 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values.</p> <p>The accommodation requirements of Gypsies, Travellers and Travelling Showpeople need to be specifically catered for. There is evidence that additional authorised pitches are required in West Berkshire to meet identified needs.</p> <p>The HSA DPD provides specific sites for these communities.</p> <p>The Race Relations (Amendment) Act 2000 places a general duty of public authorities to actively promote race equality. The Council's Equality Scheme 2010-2013 recognises that there is a need for equality of access to information and so consultation throughout the emergence of the HSA DPD has been published on the Council's Consultation Finder and published documents can be</p>	<p>Housing Strategy 2010-2015, West Berkshire Council, http://www.westberks.gov.uk/index.aspx?articleid=28839</p> <p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>West Berkshire Gypsy and traveller Accommodation Assessment March 2015.</p>

	<p>made available in alternative languages upon request.</p> <p>In addition through the GTAA contact has been made/ attempted to be made with residents of the two main sites in the District, Gypsy Council, Berkshire Showmen's Guild and advertisements placed in Worlds Fair and on the Friends Families and Travellers noticeboard.</p>	
Religion and Belief	<p>There is no evidence available to suggest that planning or the Core Strategy impacts differently upon people according to their religion or belief.</p>	
Sex	<p>Evidence from national surveys indicates that women in general have less accessibility than men due to having less access to cars and women are more likely to use public transport.</p> <p>The Council is committed to improving accessibility for all.</p> <p>The HSA DPD aims to improve accessibility for everyone by locating development where there is already good access to key services and facilities, safeguarding essential local services and facilities and by improving connections between communities and key services and facilities.</p>	<p>Equality Scheme 2010-2013, West Berkshire Council http://www.westberks.gov.uk/CHtpHandler.ashx?id=25866&p=0</p> <p>Wording in the Policy.</p>
Sexual Orientation	<p>There is no evidence available to suggest that planning or the HSA DPD impacts differently upon people of according to their sexual orientation.</p>	

Further Comments relating to the item:

The main issues that are covered by the HSA DPD Residential Parking Policy for New Development which could have an impact on equalities is:

- Accessibility

The wording of the Residential parking Policy for New Development is positive and non discriminatory by applying a minimum level of provision on site.

However, new development is directed to the most accessible parts of the district and all developments of over 10 units are expected to provide new residents with a travel information pack which will encourage sustainable travel.

In addition the policy has been informed by “Parking design guidance from Building for Life Partnership” which seeks to design out opportunities for anti social parking which would be a positive

Consultation on the HSA DPD has been widespread and given people the opportunity to comment on all these issues. Further details of how and when consultation took place are in the Statement of Consultation.

The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

63 Result

Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
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The HSA DPD has been positively planned and evidence based resulting in positive outcomes in relation to equalities.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage 2 Equality Analysis.

If a Stage 2 Equality Analysis is required, before proceeding you should discuss the scope of the Analysis with service managers in your area. You will also need to refer to the equality analysis guidance and Stage 2 template.

64 Identify next steps as appropriate:

Stage Two required	
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Owner of Stage Two assessment:	
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Timescale for Stage Two assessment:	
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Stage Two not required:	
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Given the positive benefits of the policy no stage 2 is required.
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Signed: B Lyttle

Date: 2 October 2015

Please now forward this completed template to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.