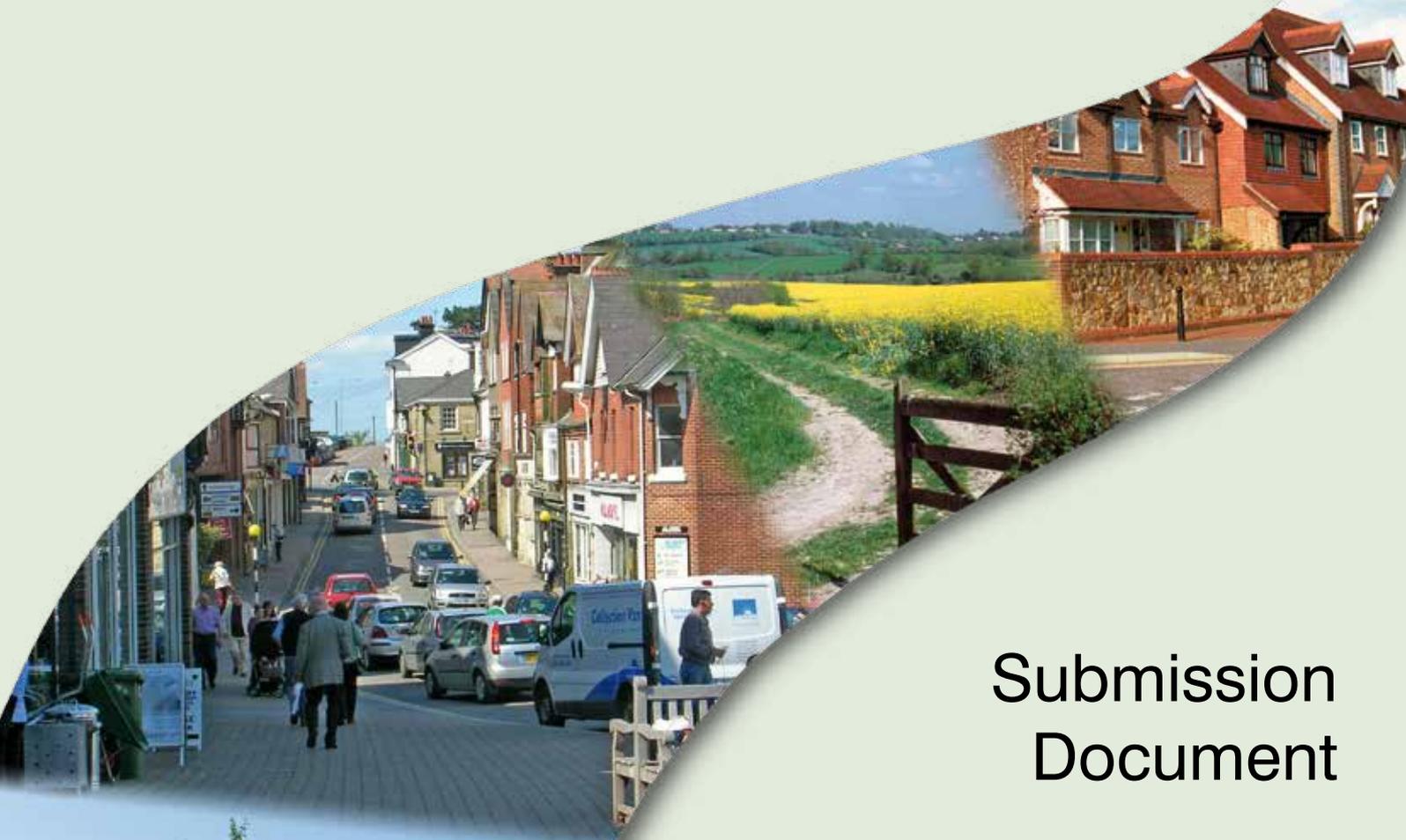
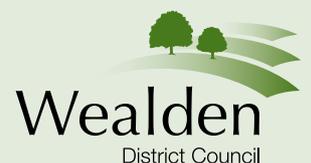


Wealden Local Plan

Equalities Impact Assessment Background Paper



Submission
Document



January 2019

How to Contact Us

Planning Policy

Wealden District Council

Council Offices, Vicarage Lane, Hailsham, East Sussex BN27 2AX

Telephone 01892 602008

E-mail: ldf@wealden.gov.uk

Website: www.wealden.gov.uk

Office hours Monday, Tuesday, Thursday, Friday 8.30am to 5.00pm and Wednesday 9.00am to 5.00pm

You may also visit the offices Monday to Friday, to view other Local Plan documents.

A copy of the Wealden Local Plan and associated documents can be downloaded from the Planning Policy pages of the Wealden website, www.wealden.gov.uk/planningpolicy or scan the QR code below with your smart phone.



If you, or somebody you know, would like the information contained in this document in large print, Braille, audio tape/ CD or in another language please contact Wealden District Council on 01323 443322 or info@wealden.gov.uk



■	Main Report	
1	Introduction	3
2	Legislative Background	5
3	Key Equality Groups	11
4	Equality Impact Assessment	21
■	Appendices	
5	Appendix 1 - WDC Equality Impact Assessment Part 1 and 2 - Pro Forma	31
6	Appendix 2 - Equality Impact Assessment of each policy in in the Wealden Local Plan	39

Contents

1 Introduction

1.1 The Council has prepared a series of background papers to accompany the Wealden Local Plan. The papers cover a range of issues and provide technical and detailed information, derived from a number of specialist studies, which informs the content of the Wealden Local Plan.

1.2 The purpose of this report is to set out the results of the Equality Impact Assessment (EqIA) in relation to the Wealden Local Plan. The Equality Impact Assessment is a way to help identify the likely or actual effects of policies on people. The aim of the assessment is to ensure that any negative consequences for those people with protected characteristics as defined by the Equality Act 2010 are eliminated or minimised, and opportunities for promoting equality are maximised.

1 Introduction

2 Legislative Background

What is covered by the Equality Act?

2.1 The act covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment.

2.2 The act sets out the different ways in which it is unlawful to treat someone, such as:

- direct discrimination;
- indirect discrimination;
- harassment;
- victimisation; and
- failing to make a reasonable adjustment for a disabled person.

2.3 The act prohibits unfair treatment:

- in the workplace;
- when providing goods, facilities and services;
- when exercising public functions;
- in the disposal and management of premises;
- in education; and
- by associations (such as private clubs).

Protected Characteristics

2.4 The protected characteristics are important because people from these groups may have particular needs that we need to be aware of.

2.5 The protected characteristics are:

Age

2.6 Refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability

2.7 A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Reassignment

2.8 The process of transitioning from one gender to another.

Marriage and Civil Partnership

2.9 Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and Maternity

2.10 Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race

2.11 Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion or Belief

2.12 Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex

2.13 A man or a woman.

Sexual Orientation

2.14 Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

What is the Public Sector Equality Duty?

2.15 The public sector Equality Duty is a section of the Equality Act. It requires public bodies, like the Council, and those who provide public functions to consider all individuals when:

- shaping policy;
- delivering services; and
- in relation to their own employees.

The aims of the Equality Duty

2.16 The Duty requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;

- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

2.17 Advancing equality means:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

2.18 Complying with this Duty is a legal requirement.

2.19 The Equality Duty is supported by 'specific duties' to assist public bodies to achieve the aims of the general duty.

2.20 Under the specific duties, the Council must:

- publish equalities information to demonstrate its compliance with the Equality Duty by the 31st January 2011 and then annually after that; and
- develop and publish equality objectives by 6 April 2012 and then every four years.

Wealden District Council Equalities Objectives

2.21 The aim of the Wealden Corporate Equality Objectives (2014-2018) are to set out how we will ensure that all our services and employment opportunities are provided with equity and fairness to everyone. This includes how it deals with customers and partners when procuring services and resources and when preparing policies and plans.

2.22 The Council has three corporate objectives which are set out in the Corporate Plan 2015-2019 and a number of equalities objectives under each of these which are set out in the table below.

Table 1 Corporate Plan 2015-2019 Objectives

Corporate Objective	Equalities Objective
Maintaining the Quality of Life and Increasing Prosperity	<ul style="list-style-type: none"> • Embed the equality objectives through the procurement and contract life cycle process. • Complete equality impact assessments on new projects and consultation and engagement with identified groups. • Supporting others in reducing rural isolation by developing local transport solutions with partners and by improving access to the internet across the Districts.

	<ul style="list-style-type: none"> • Ensure all residents; particularly those who are vulnerable are able to access state benefits and financial support provided by the Councils. • Ensure residents affected by Welfare Reforms have access to support and sources of advice. • Continue to monitor reports of hate crime and deliver the councils responsibilities. • Following consultation and engagement with local communities to facilitate the delivery of economic and housing growth to assist in reducing economic disparities to meet the needs of all who live or wish to live in the Districts by providing greater opportunities for residents to access suitable housing, local jobs, services, facilities and leisure and recreational facilities.
<p>Enhancing our Surroundings</p>	<ul style="list-style-type: none"> • Ensure that all council services, information, communications consultation activities and events are as accessible as is reasonably practicable to provide. • Ensure that where refurbishments works are carried out to the councils' own buildings consideration is given to improving accessibility inside and out. • Promote healthy lifestyles and encourage more people to take up sport or active recreation regardless of their personal characteristics. • Protect and improve the Districts' urban and rural landscape and protect, enhance and improve accessibility to green infrastructure (including the landscape, countryside, leisure and recreation provision) to benefit all members of the local community and visitors to the Districts.
<p>Ensuring Value for Money</p>	<ul style="list-style-type: none"> • Ensure a programme is in place for customers' access needs to be recorded at first point of contact by Customer Services. • There should be equality principles in all service level agreements and community grant applications • All actions in the Equality Objectives should be included in each service plan. • All staff and Councillors to undertake equality and diversity training to ensure they are aware of their responsibilities in relation to equalities service delivery and the workplace.

- | | |
|--|--|
| | <ul style="list-style-type: none"> • Capture updated customer equality data on relevant systems within the Councils and tailored to services as appropriate |
|--|--|

Equalities Impact Assessments

2.23 An EIA (Equality Impact Assessment) is used to look at new or existing policies, strategies and services to identify what effect or likely effect they will have on different groups within our communities.

2.24 The Council's Equalities Impact Assessment covers race, gender, disability, sexual orientation, age, religion or belief, dependents/ caring responsibility and transgendered or transsexual.

2.25 The majority of the data presented in this document has been sourced from East Sussex in Figures (ESiF) which is a Local Information System that provides the latest statistics on the social, economic and demographic character of East Sussex and the communities.

Methodology

2.26 The assessment has been split into three stages:

- Identify socio economic and equality issues affecting Wealden District to provide a framework in which the Wealden Local Plan and its policies can be assessed. This is set out in section 3 below.
- Undertake an initial high level assessment in line with the Council's Equalities Impact Assessment pro forma in Appendix 1. This is set out in section 4 below.
- Assess each policy in the plan with regard to its potential to have a differential impact on the relevant group. This is set out in section 4 below and Appendix 2.

2 Legislative Background

3 Key Equality Groups

Introduction

3.1 As part of the Local Plan process, key social, economic and demographic data has been gathered and analysed. This information is key to the overall spatial planning function of the Council.

Demographics

3.2 Wealden is the largest district in East Sussex occupying 324 square miles; some 48% of the East Sussex area. The District is predominantly rural and consists of five main towns, a number of large villages and many smaller villages and hamlets.

3.3 In 2017, it was estimated that Wealden had an approximate total population of 158,941 ⁽¹⁾ and it was also estimated that this would comprise of 67,930 ⁽²⁾ households. This is an increase in population of 10,026 ⁽³⁾ (6.7%) since the 2011 Census.

3.4 As of 2016, approximately 52.3% of the population live in a town or urban settlement, 27.3% live in large villages and 20.4% live in rural villages, hamlets or isolated settlements⁽⁴⁾. This is compared to 2011, when approximately 56% of the population lived in a town or urban settlement, 26% lived in large villages and 18% lived in rural villages, hamlets or isolated settlements⁽⁵⁾.

3.5 By 2041, it is projected that the total population of Wealden will increase to 190,657⁽⁶⁾ and this will comprise of 86,629 ⁽⁷⁾ households by 2039.

3.6 The age structure for Wealden in 2017 is estimated in Table 1⁽⁸⁾.

1 Population estimates, 2001-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 2 Household projections (dwelling-led), 2016-2031 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 3 Population by resident type, age and gender in 2011 - Parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 4 Small area population estimates, 2001-2016 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 5 Population by resident type, age and gender in 2011 - Parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 6 Population projections (trend-based), 2016-2041 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 7 Household projections (trend-based), 2014-2039 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>
 8 Population Estimates 2001-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Table 2 : Wealden District age structure for 2017

Age Structure (years)	All People	0-4	5-15	16-24	25-44	45-64	Over 65
Wealden	158,941	7,488	19,710	13,327	30,859	46,553	41,004

Table 1 Source: Population Estimates 2001-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.7 The age structure of Wealden is not consistent with the national average. The percentage of people in the 0-4 and 16-44 age brackets is significantly lower than the national average. In contrast the percentage of people aged 45 and over in the district is much higher than the national average, particularly the 65 and over age bracket. Data shows that the number of people aged 65 and over in the district is almost 8% higher than the national average. The percentage of people in Wealden in the 5-15 age range is approximately the same as the national average. The age structure of the district is illustrated in Table 2 ⁽⁹⁾, which shows the percentage of people in each of the age groups in Wealden compared to the East Sussex, the South East and the national average.

Table 3 : Wealden District age structure compared to the East Sussex, South East and National average in 2017

Age Structure (years)	All People	0-4	5-15	16-24	25-44	45-64	65 and over
England	100%	6.1%	13.1%	10.9%	26.4%	25.6%	18.0%
South East	100%	5.9%	13.3%	10.5%	24.9%	26.3%	19.1%
East Sussex	100%	5.0%	12%	9.1%	20.5%	27.9%	25.4%
Wealden	100%	4.7%	12.4%	8.4%	19.4%	29.2%	25.8%

Table 2 Source: Population Estimates 2001-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.8 Population projections are calculated using either a trend based or a policy based approach. A trend based approach takes into account population data from recent years, identifies any trends in this data and forecasts future population numbers by assuming these trends will continue in the future. Identifiable trends might be for example: births, deaths or migration. A policy based approach takes into account current planning policies and future planned housing development and uses this as a basis to predict how population numbers will change in the future.

3.9 The projected population change between 2016 and 2031 for both Wealden and East Sussex will not be uniform between age groups; however the overall population change for Wealden will be consistent with the overall population change for the whole of East Sussex. Overall, this will lead to a change in the age structure of the Wealden District population over the next 15 years. It is predicted that the number of people aged under 45 will decrease by approximately 3.2% by 2031; whilst the number of people aged 45-64 will decrease by approximately 3.5%. The most noticeable population projection is that by 2031, it is predicted that the number of people aged 75 and over in Wealden will increase by 5.9% when compared to 2016. Overall, this will lead to fewer school children

9 Population Estimates 2001-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

and young adults, with a significant increase in the number of people aged 75 and over in the District. Table 3⁽¹⁰⁾ demonstrates the forecast percentage population change between 2016 and 2031 using a policy based approach.

Table 4 : Population Projection by age (policy-based) for 2016-2031 for Wealden and East Sussex

	Age Structure (years)	0-15	16-24	25-44	45-64	65-74	75 and over
2016	Wealden	17.1%	8.6%	19.5%	29.2%	14.0%	11.5%
	East Sussex	17.1%	9.2%	20.7%	27.8%	13.4%	11.7%
2021	Wealden	17.1%	7.5%	19.3%	28.8%	13.8%	13.4%
	East Sussex	17.2%	8.2%	20.3%	27.6%	13.4%	13.2%
2026	Wealden	16.9%	7.5%	18.9%	27.3%	13.5%	15.8%
	East Sussex	16.3%	7.6%	18.1%	26.4%	14.9%	17.4%
2031	Wealden	16.3%	7.6%	18.1%	25.7%	14.9%	17.1%
	East Sussex	16.2%	8.5%	18.8%	24.9%	14.5%	17.2%

Table 3 Source: Population Projections by age and gender (dwelling-led), 2016-2031 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Gender

3.10 In regard to gender, it was estimated in 2017 that there were 76,580 males (48.2%) in the District compared to 82,361 females (51.8%)⁽¹¹⁾. In comparison, it was recorded by the 2011 Census that there were 71,807 males (48.2%) in the District compared to 77,108 females (51.8%)⁽¹²⁾, indicating that the gender structure has not differed between 2011 and 2017. The 2001 Census showed a similar trend, although the gap has closed from 47.6% (males) and 52.4% (females)⁽¹³⁾. The trends are also in line with the East Sussex, South East and national trends.

Employment

3.11 Between January 2017 and December 2017, Wealden's employment rate stood at 77.6% and compared favourably to the rate for East Sussex (75.8%) and national level (75.1%)⁽¹⁴⁾, although falling just below the rate for the South East of 78.8%. The employment rate in Wealden District has been consistently high since at least January 2005, with only a small dip in employment rate between January 2010 and December 2012, which was likely due to the national economic recession in this period.

10 Population Projections by age and gender (dwelling-led), 2016-2031 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

11 Population estimates, 2001-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

12 Population by age group and gender in 2011 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

13 Population by age and gender in 2001 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

14 Economically active and inactive population, 2004-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.12 In terms of the economically active population⁽¹⁵⁾ Table 4⁽¹⁶⁾ shows the situation of those aged 16-64 defined by gender in the District. According to the 2011 Census, there were a higher percentage of males (86.1%) in employment compared to females (73.7%). The District has above average levels for economic activity for both males and females compared to the East Sussex, South East and England/Wales level.

Table 5 : Economic activity of age group 16-64 by gender in Wealden in 2011

	Economically active		Economically inactive		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
Male	37,084	86.1%	6,005	13.9%	43,089	100%
Female	33,299	73.7%	11,913	26.3%	45,212	100%

Table 4 Source: Economic activity by age and sex, 2011 - wards (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.13 In relation to the economically active population, Table 5⁽¹⁷⁾ shows a higher proportion of males are in full-time employment (88%), compared to females (52%) and a significantly higher proportion of females are in part-time work compared to their male counterparts. Employment hours can directly affect income and Table 6⁽¹⁸⁾ shows weekly average (mean) earnings in the District by gender.

Table 6 : Employment Status of age group 16-64 by gender in Wealden in 2011

	Male		Female	
	Number	Percentage	Number	Percentage
Full-time	22,054	88%	13,926	52%
Part-time	3,068	12%	13,097	48%
Total	25,122	100%	27,023	100%

Table 5 Source: Economic activity by age and sex in 2011 - wards (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.14 Wealden District's average weekly earnings for males are above the level for England, South East and East Sussex at £760⁽¹⁹⁾. Furthermore, male weekly earnings are the highest in all Districts and Boroughs in East Sussex. On the other hand, the earnings for females are under the national and South East level at £414⁽²⁰⁾, as tabulated in Table 6. The workplace earnings pay gap between males and females follows a similar trend to the national average with gross weekly earnings being lower for female workers than their male counterparts.

15 Economically active defined by those in employment/inactive are those unemployed, long term sick or disabled, looking after home or family, retired, student or other.

16 Economic activity by age and sex, 2011 - wards (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

17 Economic activity by age and sex in 2011 - wards (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

18 Average (mean) earnings, residence based, 2002-2017 - districts (ESiF). <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

19 Average (mean) earnings, residence based, 2002-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

20 Average (mean) earnings, residence based, 2002-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Table 7 : Gross weekly average (mean) earnings (£) for all employees, residence-based in 2017

	All Employees (Full-time and Part-time)	
	Male	Female
England	£660	£431
South East	£730	£453
East Sussex	£620	£389
Wealden	£760	£414

Table 6 Source: Average (mean) earnings, residence based, 2002-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.15 In the 2011 Census, Wealden District had the lowest percentage (2.5%) of economically inactive persons within the South East and also compared favourably to the national figure of 4.4%. Only 0.3% of the economically active population in the District stated they had never worked and 0.9% were long term unemployed. This compares to 0.4% and 1.5% respectively in East Sussex, 0.4% and 1.3% respectively in the South East and 0.7% and 1.5% respectively nationally⁽²¹⁾.

3.16 In May 2018 there were 317 claimants of Job Seekers Allowance (JSA) in the District compared to 433 claimants in May 2017⁽²²⁾, a fall of around 27% over 12 months.

Ethnic and Cultural Origins

3.17 The percentage of people in Wealden District in 2011 from ethnic minority groups⁽²³⁾ (2.5%) is low in comparison to the East Sussex average (4%) and very low in comparison to the national average (14%)⁽²⁴⁾. This is shown in tables 7 and 8 below.

3.18 Gypsy and Travellers are an established ethnic group in Britain. In 2011, 0.25% of the Wealden population were recorded as Gypsy and Travellers. This is slightly higher than the national average which is 0.1%. The percentage of Gypsy and Travellers in East Sussex in 2011 was 0.15%⁽²⁵⁾, showing that at 0.25% Wealden has a higher percentage of Gypsy and Travellers than other local authorities in East Sussex.

3.19 Although now outdated, the East Sussex Traveller Strategy 2010-2013⁽²⁶⁾ reports that Gypsies and Travellers have significantly poorer health status and significantly more self-reported symptoms of ill-health than other UK-resident, English speaking ethnic minorities and economically disadvantaged white UK residents. The scale of health inequality between Gypsies and Travellers and the UK general population is large, with reported health problems between twice and five times more prevalent.

21 Unemployment in 2011 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

22 JSA claimant count, 2016-2018 - wards (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>. Note: this data does not include unemployed claimants of Universal Credit

23 Ethnic minority groups include those from Asian, Black, mixed race and other ethnic backgrounds.

24 Ethnic group in 2011 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

25 Ethnic group in 2011 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

26 East Sussex Traveller Strategy 2010-2013

http://www.rother.gov.uk/media/pdf/a/o/cb100215_-_10-03_-_East_Sussex_Traveller_Strat.pdf

3.20 In addition, out of the 128 face to face interviews that took place with Gypsies and Travellers in the 2005 Gypsy and Traveller Accommodation Needs Study⁽²⁷⁾ it was found that there were higher than expected levels of disability and illness. In fact, 31.7% of the respondents were found to either have a disability or illness.

3.21 There is a low level of access to schools for Gypsy and Traveller children. Gypsy and Traveller pupils both nationally and locally are the lowest achieving of any group of pupils in schools. A long history of discrimination, lack of safe and secure stopping places plus traditional values of family self-reliance goes a long way to explain parental fear or antipathy towards education. As a result, Gypsy and Traveller children often have a significantly lower level of educational attainment than other groups of children.

3.22 Table 7⁽²⁸⁾ shows the ethnic cultural origin of the Wealden population in comparison to the England and Wales and East Sussex population. Table 8⁽²⁹⁾ gives this data as a percentage.

Table 8 : Wealden District Ethnic and Cultural Origin compared to England, Wales and East Sussex (number of people based on the 2011 census)

	British, Northern Irish, Irish and Other White	Gypsy or Irish Traveller	All Mixed	All Asian or Asian British	All Black or Black British	Other Ethnic Group	Total
England and Wales	48,151,715	57,680	1,224,400	4,213,531	1,864,890	563,696	56,075,912
East Sussex	504,607	815	7,473	9,143	2,912	1,721	526,671
Wealden	144,805	368	1,428	1,719	343	252	148,915

Table 7 Source: Ethnic group in 2011 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

27 East Sussex and Brighton and Hove Gypsy and Traveller Study - Final Report 2005, page 3.

28 Ethnic group in 2011 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

29 Ethnic group in 2011 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Table 9 : Wealden District Ethnic and Cultural Origin compared to England, Wales and East Sussex (percentage based on the 2011 census)

	British, Northern Irish, Irish and Other White	Gypsy or Irish Traveller	All Mixed	All Asian or Asian British	All Black or Black British	Other Ethnic Group	Total
England and Wales	85.9%	0.1%	2.2%	7.5%	3.3%	1%	100%
East Sussex	95.8%	0.2%	1.4%	1.7%	0.6%	0.3%	100%
Wealden	97.2%	0.3%	1%	1.2%	0.2%	0.2%	100%

Table 8 Source: Ethnic group in 2011 - super output areas (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Religion or other Belief

3.23 Of the population who declared a religion or belief in the 2011 Census, the majority of the District's population are Christian. Table 9⁽³⁰⁾ below shows the percentage details of the District's population who follow a religion or hold belief.

Table 10 : Percentage of residents of each religion in Wealden District compared to England & Wales, South East and East Sussex (2011 Census)

	All People	Christian	Buddhist	Hindu	Jewish
England & Wales	100%	59.3%	0.4%	1.5%	0.5 %
South East	100%	59.8%	0.5%	1.1%	0.2%
East Sussex	100%	59.9%	0.4%	0.3%	0.2%
Wealden	100%	64.0%	0.3%	0.1%	0.2%

	Muslim	Sikh	Other Religions	No Religion	Religion not stated
England & Wales	4.8%	0.8%	0.4%	25.1%	7.2%
South East	2.3%	0.6%	0.5%	27.7%	7.4%
East Sussex	0.8%	0.0%	0.7%	29.6%	8.1%
Wealden	0.4%	0.0%	0.8%	26.3%	7.9%

Table 9 Source: Religion in 2011 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.24 Table 9 shows that there is a lower than national average representation of other faith groups within the District. The next largest faith group after Christian, within Wealden District, is Muslim but the proportion is not nationally or regionally representative unlike the proportion of persons with no religion.

Sexual Orientation

3.25 There are a number of people who have differing sexual orientation within the District, however currently no accurate data exists on sexual orientation as it applies to Wealden. However, Stonewall and the local LGBT network suggest that some 6% of the population may be lesbian, gay or bisexual.

Disability and Health

3.26 According to the 2011 Census, 17.9% of the population of England and Wales have a long-term health problem or disability, as demonstrated in Table 10⁽³¹⁾. Disability affects approximately 1 in 5 people in the UK directly and many more indirectly⁽³²⁾.

3.27 17.5% of the Wealden population were recorded as having a long-term health problem or disability at the 2011 Census, as shown in Table 10⁽³³⁾. This is the lowest of all District and Boroughs in East Sussex.

Table 11 : Percentage of residents with limiting long-term health problems or disability (2011 Census)

	All People	People with long-term health problems or disability	People without long-term health problems or disability
England and Wales	100%	17.9%	82.1%
South East	100%	15.7%	84.3%
East Sussex	100%	20.3%	79.7%
Wealden	100%	17.5%	82.5%

Table 10 Source: Residents with limiting long-term illnesses in 2011 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.28 In November 2017, a total of 6,092 residents in Wealden claimed Disability Living Allowance (DLA). The majority of claimants (60.6%) are in the 16-64 age group. 14.1% are in the under 16 age group and 25.3% are in the 65+ age group. Wealden has the highest percentage of residents aged 65+ claiming DLA in all Districts and Boroughs in East Sussex. This data is contained in Table 11.

31 Residents with limiting long-term illnesses in 2011 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

32 Papworth Trust - Disability in the United Kingdom 2013 Facts and Figures <http://www.papworthtrust.org.uk/sites/default/files/Facts%20and%20Figures%202013%20web.pdf>

33 Residents with limiting long-term illnesses in 2011 - parishes (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Table 12 : Residents claiming Disability Living Allowance (DLA) in Wealden compared to East Sussex in November 2017

Residents claiming DLA	East Sussex		Wealden	
	Number of Residents	% of Residents	Number of Residents	% of Residents
Age				
Under 16	3,770	12.4%	860	14.1%
16-64	19,223	63.4%	3,691	60.6%
65+	7,321	24.2%	1,541	25.3%
Total Residents	30,314	100%	6,092	100%

Table 11 Source: Disability Living Allowance (DLA) and Personal Independence Payment (PIP) claimants by age and gender, 2012-2017 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

3.29 Life expectancy in Wealden is also above that recorded for national, regional and county level. This is demonstrated in Table 12⁽³⁴⁾.

Table 13 : Life expectancy (2016 average - years at birth)

	Life Expectancy 2014-2016	
	Females (years)	Males (years)
England and Wales	83.1	79.5
South East	84.0	80.6
East Sussex	84.0	80.3
Wealden	84.7	81.7

Table 12 Source: Life expectancy at birth by gender, 1991-2016 - districts (ESiF) <http://www.eastsussexinfigures.org.uk/webview/welcome.html>

Dependents/Caring Responsibilities

3.30 The 2011 Census states that 11.2% of the population of Wealden provide unpaid care which is in line with the percentage for East Sussex (11.28%) but higher than the South East average of 9.81%. Those who provide between 1-19 hours per week amount to 7.97% which is higher than the regional and national figures which are 6.68% and 6.54% respectively.

Transgendered or Transexual

3.31 The Office for National Statistics (ONS) acknowledges that the transgendered and transsexual community have become more acknowledged in society. Currently ONS do not capture data on this group, However following the 2021 Census topic consultation, the ONS is continuing to carry out research and testing to determine how best to meet user needs for information on gender identity. Further information on this protected group will be included in future versions of the equality impact assessment.

3 Key Equality Groups

4 Equality Impact Assessment

4.1 The Council's Equality Impact Assessment pro forma is set out in Appendix 1. This section sets out the response to the questions set out in the pro forma as it relates to the Wealden Local Plan.

What is the aim/ objective of the area being assessed?

4.2 The Wealden Local Plan outlines the growth and change that will take place within Wealden District between 2013 and 2028, providing both strategic and local policies for development and change. The Wealden Local Plan contains:

- A long term vision for the District and spatial objectives for future development up to 2028 which describe how key issues that have been identified will be tackled and how the District will evolve over the course of the plan period;
- Site allocations to deliver the development identified;
- and Development focussed policies.

4.3 The vision for the plan states that by 2028 Wealden District will have:

- Improved the health and wellbeing of its residents by meeting housing need and providing suitable housing in the right location with associated greenspace, leisure, community facilities and road improvements;
- Become an age friendly district by tackling social isolation, accessibility issues and embracing electronic solutions to problems faced by an ageing population; Improved the economy and attract businesses into the area by enabling development across the District in particular south Wealden;
- Developed and regenerated the Districts town centres (including Hailsham and Uckfield) through the provision of retail, leisure, employment and housing development which in turn provides good quality jobs and opportunities for local people to improve skills;
- Re-balanced the housing stock by the provision of smaller dwellings reflecting the need to improve affordability in the area, meet the needs of those wishing to down size or take their first step on the housing ladder and make the best use of land;
- Retained, supported and enhanced the Districts unique rural qualities through agriculture, viticulture, rural diversification and tourism;
- Protected the environment of the District and enhanced its biodiversity; and
- Protected the sensitive habitats of Ashdown Forest and Pevensy Levels from threats associated with development and change.

4.4 The vision is supported by fourteen spatial objectives which, together with the vision provide the overarching framework for which growth and change will be managed over the plan period. The spatial objectives cover the following topic areas:

- Housing;
- Economy;
- Skills;

- Town Centres;
- Countryside;
- Tourism;
- Natural Environment;
- Built Environment;
- Accessibility;
- Rural Housing;
- Brownfield Land;
- Health, Wellbeing and Communities;
- Infrastructure;
- Climate Change and Flood Risk

4.5 The Wealden Local Plan will assist to deliver the spatial elements of other strategies and policies that the Council has produced and these are set out in the table below. The policies in the Wealden Local Plan align with the vision and objectives of each strategy and therefore reflects local needs and aims to provide equality for all who live and work within the District.

Table 14 Strategies and Policies

Sustainable Communities Strategy (SCS)	The Sustainable Communities Strategy for East Sussex was produced by six Local Strategic Partnerships (LSP's) in East Sussex. Although produced in 2011 it is still relevant and sets out a long term vision for improving people's quality of life and creating strong communities. The strategy sets out issues and priorities in key areas; environment; health and social care; housing; learning; cultural activities; sport and leisure; community safety; and transport and access.
Corporate Plan (2015-2019)	The Council's Corporate Plan sets out its direction and priorities for the next four years. The priorities for Wealden over 2015-19 cover three themes: <ul style="list-style-type: none"> • Communities • Environment • Local Economy Wealden will continue to support: <ul style="list-style-type: none"> • Sustainable economic growth and sound financial management; • Engaged, resilient, active communities; and • Access to suitable housing, local jobs, services, facilities and leisure opportunities.
Sustainability Strategy	The strategy sets out the Council's approach to sustainability to ensure that the objectives of sustainability are reflected across services and activities. As an employer, a consumer of resources and a provider of services, the Council has a responsibility to

	<p>ensure that its operations and activities are conducted in a way that not only improves the quality of life for the people of Wealden but also protects and enhances the environment for future generations. The vision of the strategy is to <i>'meet the needs of all people in Wealden and promote sustainable prosperity for everyone whilst respecting the limits of our environment and resources and ensuring that they are unimpaired for the benefit and enjoyment of future generations.'</i></p>
Healthy Wealden Strategy (2017-2020)	<p>The Strategy identifies the key role that Wealden District Council has in delivering the public health agenda and identifies key outcome areas where the Council, in conjunction with partners, can make the most difference to residents. The Strategy identifies key outcome areas where the Council, in conjunction with partners, can make the most difference to residents and sets out projects in an Action Plan to progress these in a practical way including:</p> <ul style="list-style-type: none"> • Physical and mental wellbeing (Including individual development); • Social and community development; and • Economic development.
Commercial Strategy (2017)	<p>Wealden's Commercial Strategy provides a framework for activities that will:</p> <ul style="list-style-type: none"> • Form an essential part of the solution to the funding gap, which has arisen due to public sector budget cuts, a restructuring of how local authorities are funded and increasing demographic pressures; • Potentially lead to the generation of disposable income, to provide additional resource to meet the council's ambitions and statutory duties for Wealden as set out in other strategies and plans; and • Deliver functions, services and outputs that bring benefits to local people and in doing so helps meet Corporate Plan objectives.

Who is intended to benefit from it and how?

4.6 The Wealden Local Plan seeks to deliver sustainable development to benefit the needs of:

- People who live or who wish to live in the identified growth areas and neighbourhood areas;

- People who work in or who wish to work in the identified growth areas and neighbouring areas;
- Visitors to the District;
- Businesses, developers and landowners;
- Voluntary and community groups; and
- Partner organisations.

If your service uses contractors, do you ensure that they comply with the Council's equal opportunities policy and relevant legislation?

4.7 The Wealden Local Plan does not deliver services but sets out planning policies to deliver growth and change across the District up to 2028

Do you know who your service users are by age/ race/ disability/gender etc?

4.8 An analysis of the key equality groups is set out in section 3 above.

How are service users views gathered, used and published?

4.9 The development of the Wealden Local Plan has been through a number of regulatory stages prior to the document being submitted to the Secretary of State to be examined. This has included two stages of public consultation giving visitors, residents, businesses and statutory partners the opportunity to comment on the developing policies within the plan.

Issues, options and recommendations Consultation Document (October 2015)

4.10 This document was the first formal stage of public consultation on the Wealden Local Plan. The consultation explored issues for the District and provided information on options that have been considered and identified, where possible, recommendations for future testing. The consultation took place between 19th October 2015 and 30th November 2015 and the consultation methods were in line with the Council's adopted Statement of Community Involvement (2015).

4.11 The Council widely advertised the Issues, Options and Recommendations Consultation, inviting the local community to make their views on the issues and proposed options identified in the document. As well as a media release on the Council's website, leaflets were delivered to all households in the District during September and October 2015. These leaflets provided details on the consultation and how to comment, as well as details of planned exhibitions. In addition to the leaflets, the Council sent correspondence to those people and bodies registered on the Planning Policy consultation database inviting them to make comments. This included each of the general consultation bodies and each of the specific consultation bodies set out in the regulations. All information regarding the consultation was available to view on the Council's website; and at various deposit points across the District, to enable those who did not have access to a computer or the internet the opportunity to view the documents.

4.12 Members of the public and stakeholders were invited to answer questions raised in the main Issues, Options and Recommendation Consultation Document and Conservation Areas Consultation Document. Those wishing to make a representation were encouraged to do so through the Council's consultation portal, where supporting documents were also available to view. Representation forms were also available to download from the Council's website as an alternative method of response and comments made in writing were also accepted. The Council also published booklets providing a quick reference to the questions raised and information on exhibitions. The Council provided an opportunity at the Wealden Local Plan – Issues, Options and Recommendations exhibitions for members of the public to speak to Council Officers involved in Plan making. A total of seven exhibitions were held in six different locations across the District during the consultation period. Exhibition boards were on display at each exhibition, providing information on the Vision and Strategic Housing Approach, Settlement Hierarchy and Infrastructure Provision as well as specific information on settlements specifically related to the exhibition location. In addition to providing display boards at the exhibitions, the Council supplied members of the public with leaflets containing the information presented. All printed information was available to order in large print, Braille, audio tape/CD or in another language on request.

4.13 Meetings were also held with Town and Parish Councils, the Local Strategic Partnership and the Wealden Disabilities Group.

4.14 A total of 2028 consultation responses were received from 413 respondents. These were summarised in a report to the LDF Sub-Committee on 20 April 2016 together with the Council's response to the issues raised. The comments were used to shape the policies contained in the Proposed Submission Wealden Local Plan.

Proposed Submission Wealden Local Plan (August 2018)

4.15 This document was published for representations between 13th August 2018 and 8th October 2018. This document is the Council's preferred strategy and is considered that it meets the legal requirements and tests of soundness that will be examined by the Planning Inspectorate. This opportunity to comment on the Plan was widely publicised in accordance with the adopted Statement of Community Involvement and statutory guidance and followed the same consultation methods (with the exception of the public exhibitions and leaflet drop to each household) as the Issues, Options and Recommendations consultation.

4.16 A total of 2043 responses were received from 377 respondents.

Equalities Monitoring

4.17 The Council endeavours to collect information about its service users through the provision of an equality monitoring form at all Council consultations and surveys. The purpose of this is to ensure that the Council understands its service users, measuring the use of services by equality groups and gathering views to establish the level of satisfaction in our service provision.

4.18 As part of both exercises identified above, an equalities monitoring form was attached to the consultation questionnaire and the on-line consultation system.

4.19 Of the 415 individual respondents to the Issues, Options and Recommendations consultation only 114 respondents (27%) completed the form. The results of the equalities monitoring indicates that nearly all respondents were of a white British background (96.8%). The majority were; heterosexual (85%) and not disabled (93.3%). Of those who completed the form, nearly two thirds were male, and almost 80% were in the 50 and over age group.

4.20 As part of the Proposed Submission Wealden Local Plan representations stage, of the 377 respondents 125 (33%) completed the form. The results were broadly similar to the previous consultation in that 93% were of white British background, 85% were heterosexual and 90% not disabled. Of those who completed the form 51% were male, and 76% were in the 50 and over age group.

4.21 Although the results provide an indication of the service users who engaged with the consultation exercise, the lack of completed forms denies the ability to draw a true picture of those groups whom the consultation process has reached. However, despite using a variety of consultation methods, the monitoring would suggest that there is a lack of representation amongst certain equalities groups.

4.22 Nevertheless, the consultation that has taken place together with the incorporation of other Council documents and the detailed evidence that has been accumulated in relation to the District's population ensures all equalities groups have been fully considered throughout the preparation of the Wealden Local Plan.

Sustainability Appraisal

4.23 As part of the production of the Wealden Local Plan, the Council has undertaken a Sustainability Appraisal (SA). The Sustainability Appraisal process involves assessing the potential economic, social and environmental impacts of the Wealden Local Plan and its policies and makes recommendations as to how they can be improved in terms of sustainability. The Sustainability Appraisal has played a key role in the development of the Wealden Local Plan.

4.24 Although the Sustainability Appraisal does not assess the differential effects of the Wealden Local Plan on specific equalities groups, it does provide a holistic assessment of the potential impacts of policies on the District's population in respect to social inclusion, health and the provision of housing for example.

4.25 The Sustainability Appraisal has concluded that the Wealden Local Plan and its policies have the potential to positively benefit all those who live or work within the District. The Sustainability Appraisal of the Wealden Local Plan can be viewed on the Council's website.

Impact on protected groups

4.26 Questions 5 to 12 of the Equalities Impact Assessment look at whether the area being assessed has a differential impact on people due to them being classified as a particular protected group.

4.27 Many of the policies within the Wealden Local Plan will benefit the wider community across the District and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each policy has been assessed for their potential positive, negative or neutral impact on each protected group which is set out in Appendix 2 with a summary provided below.

Age

4.28 The age protected characteristic includes the consideration of all ages in society. The assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages. The assessment identified that the impact of Local Plan policies were generally positive for all with some having a particularly positive impacts on this group. The Local Plan aims to provide sustainable development addressing the needs of current and wider population. This includes provision and access to healthcare, education and training, jobs, appropriate accommodation and leisure facilities. The policies within the plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals, for example Policy INF1 Effective Provision of Infrastructure ensures that the release of land for development will be conditional upon their being sufficient capacity in the existing local infrastructure to meet the requirements generated by the proposed development. Policy HG9 Housing Mix ensures that new housing provision meets the identified need at the local level, including the requirement for smaller properties to support the ageing population to enable them to down size and the younger population wishing to access the property market.

Disability

4.29 The policies within the Local Plan were identified as being generally positive for all within society. The policies within the Plan are written positively with some policies having positive impacts on this group. The policies in the Local Plan should address the needs of those with disabilities, for example Policy SWGA38 Allocation Polegate and Willingdon which supports accessibility to health and community facilities for all. In addition Policies HG11 Housing Space Standards and Policy HG12 Accessible Housing support new residential development meeting nationally described space standards and accessibility standards which have the potential to be of particular benefit for people with disabilities.

4.30 In addition, Policies HG11 Housing Space Standards and Policy HG12 Accessible Housing support new residential development meeting nationally described space standards and accessibility standards which have the potential to be of particular benefit for people with disabilities.

Gender

4.31 The policies within the Local Plan are regarded as being generally positive for all and as having no negative impact on this group. The promotion of equal opportunities is integral to the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against gender.

Race

4.32 The policies within the Local Plan are regarded as being generally positive for all. The only policies within the Local Plan which have positive impact directed particularly at the Race protected characteristic group are Policy HSE3C Allocation Hailsham South East 3C, which allocates up to 18 pitches for Gypsies and Travellers on land at Station Road, Hailsham, and; Policy P2 Allocation Polegate 2 which allocates up to 3 pitches for Gypsies and Travellers. Policy HG6 The Travelling Community – Provision for Gypsies, Travellers and Travelling Showpeople also provides a criteria based policy which directs appropriate site development should the need arise.

Religion/ Belief

4.33 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any religion or belief.

Sexual Orientation

4.34 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sexual orientation.

Dependents/ caring responsibilities

4.35 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against those with dependents or with caring responsibilities.

Transgendered or Transexual

4.36 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against those with dependents or with caring responsibilities.

Is there any evidence that people from different groups may have different expectations of the area being assessed?

4.37 Different equalities groups within the community may have differing expectations in respect of what the Wealden Local Plan policies can or will deliver.

4.38 The Wealden Local Plan and its associated policies take full account of key social, economic and demographic data and the Plan closely reflects the specific housing, employment and social needs of residents in the District. Consultation also plays a key role in establishing these needs and has shaped specific policies within the Plan.

Is the policy likely to affect relations between certain groups, for example because it is seen as favouring a particular group or denying opportunities to another?

4.39 The Wealden Local Plan is unlikely to affect relations between protected groups. Policies are included in the Plan that seek to provide homes for people wishing to down size or first time buyers as well as providing extra care facilities. This could be seen to favour specific age groups, however this is a small proportion of general housing which is also provided within the Plan. The Plan also identifies additional pitches for Gypsy and Travellers on two sites in Hailsham and Polegate and a policy to enable development for Race protected characteristic groups should applications come forward in the future. Again, this is in the context of the provision of other housing types. Therefore this should not affect relations between certain groups by favouring a particular group or denying an opportunity to another.

Is the policy likely to damage relations between any particular groups and the Council?

4.40 It is not anticipated that the Wealden Local Plan will affect relations between different equalities groups or between the Council and different equalities groups.

Next steps

4.41 The Wealden Local Plan is scheduled to be submitted to the Secretary of State for examination in January 2019. The Council aims to adopt the Wealden Local Plan in 2019, although this is dependent upon the outcome of the EiP and the timetable of the Planning Inspectorate.

4.42 Should any changes to the Proposed Submission WLP take place as a result of representations or the EiP, it may be necessary to review the Equalities Impact Assessment.

4.43 Once the Wealden Local Plan is adopted, the Council will monitor the implementation of its planning policies to ensure that the objectives of the policies are being delivered effectively. The Council's progress is recorded in its Authority Monitoring Report (AMR), which uses core output indicators to assess activities related to specific

policies. The AMR will help the Council to assess whether the needs of the community are being met successfully and should any policies be found not to do so, the Council will review its position and potentially seek to alter or change its planning policy in the regard. This could potentially result in a review of the Wealden Local Plan. Similarly, it would be necessary to review the Equalities Impact Assessment.

5 Appendix 1 - WDC Equality Impact Assessment Part 1 and 2 - Pro Forma

APPENDIX 1

EQUALITY IMPACT ASSESSMENT Part 1 & 2 – pro-forma

Directorate		Service	Assessment carried out by	
Area being assessed		Date of Assessment		Is this a new or existing service/policy?

PART 1 – INITIAL ASSESSMENT	
1. What is the aim/ objective of the area being assessed?	
2. Who is intended to benefit from it and how?	
3. If your service uses contractors, do you ensure that they comply with the Council's equal opportunities policy and relevant legislation?	
4. Do you know who your service users are by age/ race/ disability/gender etc? (This could be obtained from results of recent consultation or surveys, equality monitoring data, demographic and other statistics).	

<p>4. a)How are service users views gathered? (This could be through results of recent consultations or surveys, information from groups and agencies directly in touch with particular groups or analysis of complaints)</p> <p>b) How do you use this information?</p> <p>C) Do you publish the results, and where?</p>			
<p>5. Could the area being assessed have a differential impact on racial groups?</p>	<p>YES</p>	<p>NO</p>	
<p>6. Could the area being assessed have a differential impact on people due to their gender?</p>	<p>YES</p>	<p>NO</p>	
<p>7. Could the area being assessed have a differential impact on people due to their disability?</p>	<p>YES</p>	<p>NO</p>	
<p>8. Could the area being assessed have a differential impact on people due to their sexual orientation?</p>	<p>YES</p>	<p>NO</p>	

<p>9. Could the area being assessed have a differential impact on people due to their age?</p>	<p>YES</p>	<p>NO</p>	
<p>10. Could the area being assessed have a differential impact on people due to their religious or other belief?</p>	<p>YES</p>	<p>NO</p>	
<p>11. Could the area being assessed have a differential impact on people due to them having dependants/ caring responsibilities?</p>	<p>YES</p>	<p>NO</p>	
<p>12. Could the area being assessed have a differential impact on people due to them being transgendered or transsexual?</p>	<p>YES</p>	<p>NO</p>	
<p>13. Is there any evidence that people from different groups may have different expectations of the areas being assessed?</p>	<p>YES</p>	<p>NO</p>	
<p>14. Is the policy likely to affect relations between certain groups, for example because it is seen as favouring a particular group or denying opportunities to another?</p>	<p>YES</p>	<p>NO</p>	
<p>15. Is the policy likely to damage relations between any particular groups and the Council?</p>	<p>YES</p>	<p>NO</p>	

16. Could the differential impact identified in 5-12 amount to there being the potential for adverse impact in this strategy/policy/service/procedure ?	YES	NO	
17. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	YES	NO	
18. Do your staff know who the contact is for equalities issues within your directorate?	YES	NO	
19. Have all your staff attended an equality awareness training session?	YES	NO	
20. Have you set any equality performance indicators or objectives for your service?	YES	NO	
21. Actions arising from Part 1 of the Initial Assessment			
22. Should this Initial Assessment proceed to Part 2?	YES	NO	

23a. As a result of Part 1, is a Full Assessment necessary?	YES	NO	23b. If Yes, on what evidence should this assessment proceed to a Full Assessment?	
24a. Date on which Full Assessment to be started by			24b. Date on which Full Assessment to be completed by	

Signed (Completing Officer): _____ Signed (Lead Officer): _____ Date: _____

PART 2 - INITIAL CONSULTATION AND RISK ASSESSMENT					
25. In what areas are there concerns that the strategy/policy/procedure could have a differential impact?	Race	Gender	Disability	Sexual Orientation	Age
	Religion or Belief	Dependants/ caring responsibility	Transgendered or Transsexual		
26. What concerns are there that the area being assessed could have a differential impact on relevant groups? Please explain (continue on a separate sheet if necessary).					

27. What are the risks associated with the area being assessed in relation to differential impact?				
28. Are there any experts/relevant groups who you can approach to explore their views on the issues?	YES	NO (please go to question 33)	29. Please list the relevant groups/experts	
30. How will the views of these groups be obtained?	Letter <input type="checkbox"/> Meetings <input type="checkbox"/> Interviews <input type="checkbox"/> Telephone <input type="checkbox"/> Workshops <input type="checkbox"/> Fora <input type="checkbox"/> Questionnaires <input type="checkbox"/> Other <input type="checkbox"/>		35. Date on which each group/expert was contacted	
31. Please explain in detail the views of the relevant groups/experts on the issues involved (continue on a separate sheet if necessary).				

32. Taking into account the views of the groups/experts and/or the available evidence, please clearly state the risks associated with the strategy/policy/procedure weighed against its benefits (continue on a separate sheet if necessary).						
33. Actions arising from Part 2 of the Initial Assessment						
34. As a result of Part 2, is a Full Assessment necessary?	YES	NO (please sign below)	34a. Date on which Full Assessment to be started		34b. Date on which Full Assessment to be completed	

Signed (Completing Officer): _____ Signed (Lead Officer): _____ Date: _____

6 Appendix 2 - Equality Impact Assessment of each policy in in the Wealden Local Plan

Appendix 2 – Equality Impact Assessment of the Wealden Local Plan

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Vision for the District	Positive	Positive	Neutral	Neutral	Positive	Neutral	Positive	Neutral	The Vision aims to benefit all by retaining the qualities of Wealden whilst working to improve current facilities and employment opportunities, as well as increasing housing stock.
Spatial Objective 1: Housing	Positive	Positive	Neutral	Neutral	Positive	Neutral	Positive	Neutral	The delivery of new housing will improve housing availability and choice for all equality groups. It will specifically meet the assessed housing needs of Gypsies and Travellers. Housing located in sustainable locations will improve access to local services and facilities without the need to use private transport which will particularly benefit certain equality groups.
Spatial Objective 2: Economy	Positive	Positive	Positive	Neutral	Positive	Neutral	Positive	Neutral	A boost to the local economy through an increase in the number of jobs and businesses in the District will benefit all residents in Wealden. The increase in local job opportunities will benefit particular groups in terms of flexible working opportunities and reduced commuting times.
Spatial Objective 3: Skills	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The opportunity to improve current and gain new skills will benefit all residents in the District. School leavers and working age adults will benefit greatly from an increase in the number of training opportunities.
Spatial Objective 4: Town Centres	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The regeneration of town centres will have a positive impact on the local economy and benefit all equality groups, particularly disabled and elderly residents through improved access to local shopping facilities and associated amenities.
Spatial Objective 5: Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This countryside objective aims to benefit all sections of the community. There is no bias either positively or negatively towards any protected group characteristic.
Spatial Objective 6: Tourism	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This tourism objective aims to benefit all sections of the community. The increase in tourism in the District may attract new businesses, creating new local employment opportunities, benefitting young adults, the elderly and disabled residents who may have reduced access to

										private transport.
Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments	
Spatial Objective 7: Natural Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The protection and enhancement of the natural environment in the District will benefit all groups in society. There is no bias either positively or negatively towards any protected group characteristic	
Spatial Objective 8: Built Environment	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	All equalities groups benefit from appropriately designed development and landscaping. Well designed and high quality dwellings will benefit the elderly and those with disabilities by enabling people to stay in their homes as appropriate adaptations are integrated into the design.	
Spatial Objective 9: Accessibility	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Increasing the accessibility within the District will contribute positively to all sections of the community. The provision of new and improved public transport linkages, as well as walking and cycling infrastructure, will benefit the young, elderly, disabled and those with limited access to a car by improving the accessibility of services and facilities.	
Spatial Objective 10: Rural Housing	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The objective is intended to benefit all sections of society and reduce inequalities in access to housing in rural areas. The provision of housing in rural areas will increase opportunities for both young and older people to stay in their local area.	
Spatial Objective 11: Brownfield Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policies associated with brownfield land are intended to benefit all groups within the community.	
Spatial Objective 12: Health, Wellbeing and Communities	Positive	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Improving health and wellbeing could in particular benefit the elderly, young people, those with disabilities and ethnic minorities by encouraging healthy lifestyles and reducing health inequalities.	
Spatial Objective 13: Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Additional or improved infrastructure will benefit all residents and will reduce any differential impact on particular equalities groups. There is no bias either positively or negatively towards any protected group characteristic	

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Spatial Objective 14: Climate Change and Flood Risk	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The Council must consider mitigating and adapting to the future impacts of climate change which will benefit all members of society. There is no bias either positively or negatively towards any protected group characteristic
Policy AF 1: Air Quality and Wealden Local Plan Growth	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to safeguard protected environmental designations for all equalities groups in the community. There is no bias either positively or negatively towards any protected group characteristic.
Policy AF 2: Air Quality Mitigation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to safeguard protected environmental designations for all equalities groups in the community. There is no bias either positively or negatively towards any protected group characteristic
Policy WLP 1: Provision for Homes and Jobs	Positive	Positive	Positive	Neutral	Positive	Neutral	Neutral	Neutral	The delivery of new housing will improve housing availability and choice for all equality groups. Housing located in sustainable locations will improve access to local services and facilities without the need to use private transport which will particularly benefit certain equality groups. The increase in number of jobs will benefit all residents in Wealden. The increase in local job opportunities will benefit particular groups in terms of flexible working opportunities and reduced commuting times.
Policy WLP 2: Gypsy and Traveller Provision	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy specifically considers the needs of those from the Gypsy and Traveller community by allocating additional pitches within the District.
Policy WLP 3: Development Boundaries	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy identifies that development in the District will be predominantly confined to the settlements with a designated boundary. There is no bias either positively or negatively towards any protected group characteristic
Policy WLP 4: Outside of Development Boundaries	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy discourages development in isolated locations which will therefore improve access to services and facilities for those with limited mobility and no access to private transport.

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Policy WLP 5: Core Areas	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy discourages development in isolated locations which will therefore improve access to services and facilities for those with limited mobility and no access to private transport.
Policy WLP 6: Neighbourhood Development Plans	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Reflects national policy in giving local people opportunity to develop a Neighbourhood Plan. No impact on any particular characteristic.
Policy WLP 7: Distribution of Homes	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out the location of housing development across District. The policy is written positively and there is no specific impact on any protected characteristic.
Policy WLP 8: Employment Land	Neutral	Positive	Positive	Neutral	Positive	Neutral	Neutral	Neutral	This planning policy allocates land for employment development at the A22 Employment Corridor site. Local employment opportunities may particularly benefit parents with young children who may not be able to travel far to work and need flexible hours. The site is accessible by public transport which benefits those with limited mobility and those unlikely to have a private vehicle.
Policy WLP 9: Provision of Jobs	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	A boost to the local economy through an increase in the number of jobs and businesses in the District will benefit all residents in Wealden. The increase in local job opportunities will benefit particular groups in terms of flexible working opportunities and reduced commuting times.
Policy WLP 10: Brownfield Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policies associated with brownfield land are intended to benefit all groups within the community.
Policy WLP 11 - Release of Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy looks at the release of land for development in the plan. The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.
Policy WLP 12: Managing the Delivery of Housing Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out targets for the delivery of development in the plan period. The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.
Policy WLP 13: Review of the Wealden Local Plan	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out criteria for when the plan will be reviewed. The policy is unlikely to have any significant equalities issues and aims to benefit all members in

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
society.									
Infrastructure Policies									
Policy INF 1: Effective Provision of Infrastructure Policy INF 2: Infrastructure Development Policy INF 3: Transport Infrastructure Policy INF 4: Site Access Policy INF 5: Safeguarding of Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Additional or improved infrastructure will benefit all residents and will reduce any differential impact on particular equalities groups.
Environmental Assets Policies	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The protection and enhancement of the natural environment in the District will benefit all groups in society.
Policy EA 1: Biodiversity Policy EA 2: Ashdown Forest SPA Policy EA 3: Green Infrastructure									

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
<p><u>Environmental Asset Policies – Landscape</u></p> <p>Policy EA 4: Wealden's Landscape Character</p> <p>Policy EA 5: High Weald Area of Outstanding Natural Beauty</p> <p>Policy EA 6: Setting of the South Downs National Park</p>	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The protection and enhancement of the natural environment in the District will benefit all groups in society.
<p><u>Economy</u></p> <p>Policy EC 1: Existing Employment Land</p> <p>Policy EC 2: New Employment Land</p> <p>Policy EC 3: Skills and Local Employment</p>	Positive	Positive	Positive	Neutral	Positive	Neutral	Positive	Neutral	A boost to the local economy through an increase in the number of jobs and businesses in the District will benefit all residents in Wealden. The increase in local job opportunities will benefit particular groups in terms of flexible working opportunities and reduced commuting times.

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
<u>Retail and Town Centre Policies</u> Policy TC 1: Hierarchy of Retail Centres Policy TC 2: Distribution of Retail Floorspace Policy TC 3: Town Centre Uses Policy TC 4: Local Impact Threshold	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The regeneration of town centres will have a positive impact on the local economy and benefit all equality groups, particularly disabled and elderly residents through improved access to local shopping facilities and other local amenities.
<u>South Wealden Growth Area</u> Vision for the South Wealden Growth Area Policy SWGA 1: Provision of Homes and Jobs Policy SWGA 2: Distribution of Homes, Jobs and Strategic Infrastructure Policy SWGA 3: Strategic Transport	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	These policies and vision are for the South Wealden Growth Area and relate to a range of issues within the area, from housing and education to infrastructure and waste water treatment. All policies are promoting the sustainable growth and improvement of the area and are designed to positively impact all current and future residents, therefore aiming to benefit all members in society.

<p>Infrastructure</p> <p>Policy SWGA 4:A27 Improvements between Lewes and Polegate</p> <p>Policy SWGA 5: Education Infrastructure</p> <p>Policy SWGA 6:Healthcare Infrastructure</p> <p>Policy SWGA 7:Protection of Pevensey Levels SAC and Ramsar Site - Hydrology</p> <p>Policy SWGA 8: Release of Development</p>									
---	--	--	--	--	--	--	--	--	--

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Hailsham							Positive	Neutral	
Policy SWGA 9: Development in Sector Hailsham North 1									
Policy SWGA 10: Strategic Infrastructure Requirement Sector Hailsham North 1									
Policy SWGA 11: Allocation Hailsham North 1A									
Policy SWGA 12: Allocation Hailsham North 1B	Positive	Positive	Positive	Neutral	Positive	Neutral			This section of the plan sets out policies relating to allocations in the South Wealden Growth Area. These policies are designed to ensure that growth in Hailsham, Lower Horsebridge, Polegate and Stone Cross is sustainable and therefore designed to benefit all society.
Policy SWGA 13: Allocation Hailsham North 1C									
Policy SWGA 14: Allocation Hailsham North 1D									
Policy SWGA 15: Allocation Hailsham North 1E									
Policy SWGA 16: Development in Sector									

<p>Hailsham East 2</p> <p>Policy SWGA 17: Strategic Infrastructure Requirement Sector Hailsham East 2</p> <p>Policy SWGA 18:Allocation Hailsham East 2A</p> <p>Policy SWGA 19:Allocation Hailsham East 2B</p> <p>Policy SWGA 20:Development in Sector Hailsham South East 3</p> <p>Policy SWGA 21:Strategic Infrastructure Requirement Sector Hailsham South East 3</p> <p>Policy SWGA 22:Allocation Hailsham South East 3A</p> <p>Policy SWGA 23:Allocation Hailsham South East 3B</p> <p>Policy SWGA 24:Allocation Hailsham South East 3C</p> <p>Policy SWGA 25:Development in Sector Hailsham South 4</p> <p>Policy SWGA</p>									
---	--	--	--	--	--	--	--	--	--

<p>26:Strategic Infrastructure Requirement Sector Hailsham South 4</p> <p>Policy SWGA 27: Hailsham South 5</p> <p>Policy SWGA 28:Strategic Infrastructure Requirement Hailsham South 5</p> <p>Policy SWGA 29: A22 Employment Sector</p> <p>Policy SWGA 30: Strategic Infrastructure Requirement A22 Employment Sector</p> <p>Policy SWGA 31:Hailsham Town Centre</p> <p>Vision for Hailsham Town Centre</p> <p>Policy SWGA 32: Hailsham Retail and Town Centre Use Allocations</p> <p>Policy SWGA 33:Hailsham Primary Shopping Area</p>									
--	--	--	--	--	--	--	--	--	--

<p><u>Lower Horsebridge</u></p> <p>Policy SWGA 34:Land to the East of North Street, Lower Horsebridge</p> <p>Policy SWGA 35:Strategic Infrastructure Requirement Lower Horsebridge</p> <p><u>Polegate and Willingdon</u></p> <p>Policy SWGA 36:Allocation Polegate North 1</p> <p>Policy SWGA 37:Allocation Polegate 2</p> <p>Policy SWGA 38:Allocation Polegate and Willingdon 1</p> <p>Policy SWGA 39:Strategic Infrastructure Requirement Polegate and Willingdon 1</p> <p>Policy SWGA 40:SHELAA Sites within Polegate and Willingdon</p>									
---	--	--	--	--	--	--	--	--	--

<p>Development Boundary</p> <p>Polegate Town Centre Vision</p> <p>Policy SWGA 41: Polegate Primary Shopping Area</p> <p><u>Stone Cross</u></p> <p>Policy SWGA 42: Development in Stone Cross</p> <p>Policy SWGA 43: Strategic Infrastructure Requirement Land at Stone Cross</p> <p>Policy SWGA 44: Allocation Stone Cross 1A</p> <p>Policy SWGA 45: Allocation SC1B</p> <p>Policy SWGA 46: Allocation SC1C</p> <p>Policy SWGA 47: Allocation SC2A</p> <p>Policy SWGA</p>									
---	--	--	--	--	--	--	--	--	--

48:Allocation SC2B Vision for Stone Cross Primary Shopping Area Policy SWGA 49: Stone Cross Primary Shopping Area										
Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments	
<u>Villages and Towns with Allocations Policies</u> Vision for Heathfield Policy RUGA 1: Land south of Burwash Road Policy RUGA 2: Land south west of Ghyll Road Heathfield Town Centre Vision Policy RUGA 3: Retail and Town Centre Use Allocations Policy RUGA 4: Heathfield Primary	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This section of the plan sets out policies relating to allocations in the Rural Urban Growth Area. These policies are designed to ensure that growth outside the South Wealden Growth Area is sustainable and therefore designed to benefit all current and future residents.	

Shopping Area									
Vision for Wadhurst									
Policy RUGA 5: Land at Windmill House									
Policy RUGA 6: Land at High Street									
Policy RUGA 7: Land East of Old Station Road									
Policy RUGA 8: Land at Foxhole Farm									
Policy RUGA 9: Wadhurst Primary Shopping Area									
Vision for Horam									
Policy RUGA 10: SHELAA Sites within Horam Development Boundary									
RUGA 11: Land at Coxlow Farm									
Vision for Horam Primary Shopping Area									
Policy RUGA 12: Horam Primary									

<p>Shopping Area</p> <p>Vision for Ninfield</p> <p>Policy RUGA 13: Allocation – Land at Crouch Field</p> <p>Policy RUGA 14: Land at Manchester Road</p> <p>Uckfield Vision</p> <p>Uckfield Town Centre Vision</p> <p>Policy RUGA 15: Retail and Town Centre Use Allocations</p> <p>Policy RUGA 16: Uckfield Primary Shopping Area</p> <p>Policy RUGA 17: Land at Mayfield Cricket Club</p> <p>Vision for Mayfield Primary Shopping Area</p> <p>Policy RUGA 18: Mayfield Primary Shopping Area</p>									
---	--	--	--	--	--	--	--	--	--

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Crowborough Town Centre Vision Policy VTGA 1: Crowborough Town Centre Policy VTGA 2: Crowborough Primary Shopping Area Forest Row Village Centre Vision Policy VTGA 3: Forest Row Primary Shopping Area Vision for Herstmonceux Primary Shopping Area Policy VTGA 4: Herstmonceux Primary Shopping Area Vision for Rotherfield Primary Shopping Area Policy VTGA 5: Rotherfield Primary Shopping Area Vision for Pevensey Bay Primary Shopping	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The regeneration of town centres will have a positive impact on the local economy and benefit all equality groups, particularly disabled and elderly residents through improved access to local shopping facilities.

Area										
Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments	
Policy VTGA 6: Pevensey Bay Primary Shopping Area										
Policy RAS 1: Core Areas	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy sets out the criteria for development to come forward in identified smaller settlements within the District resulting in small scale development in settlements which would have a positive impact on young and older residents who may require smaller homes.	
Policy RAS 2: New Dwellings in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out how isolated dwellings in the countryside could be delivered. There is no bias either positively or negatively towards any protected group characteristic.	
Policy RAS 3: Conversion of Rural Buildings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will improve the economic and social development of rural areas; leading to higher levels of sustainability for all sectors of the community. This policy is not expected to negatively or positively impact on any specific equalities group.	
Policy RAS 4: Extensions to Rural Buildings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets criteria to extend rural buildings. The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.	
Policy RAS 5: Rural Commercial Activities	Neutral	Positive	Neutral	Neutral	Positive	Neutral			Any increase in the number of jobs and businesses in rural areas will particularly benefit those living in rural areas, in terms of flexible working opportunities and reduced commuting times.	
Policy RAS 6: Tourism in the Countryside	Neutral	Positive	Neutral	Neutral	Positive	Neutral			This tourism objective aims to benefit all sections of the community. The increase in tourism in the District may attract new businesses, creating new local employment opportunities, benefitting young adults and disabled residents who may have reduced access to private	

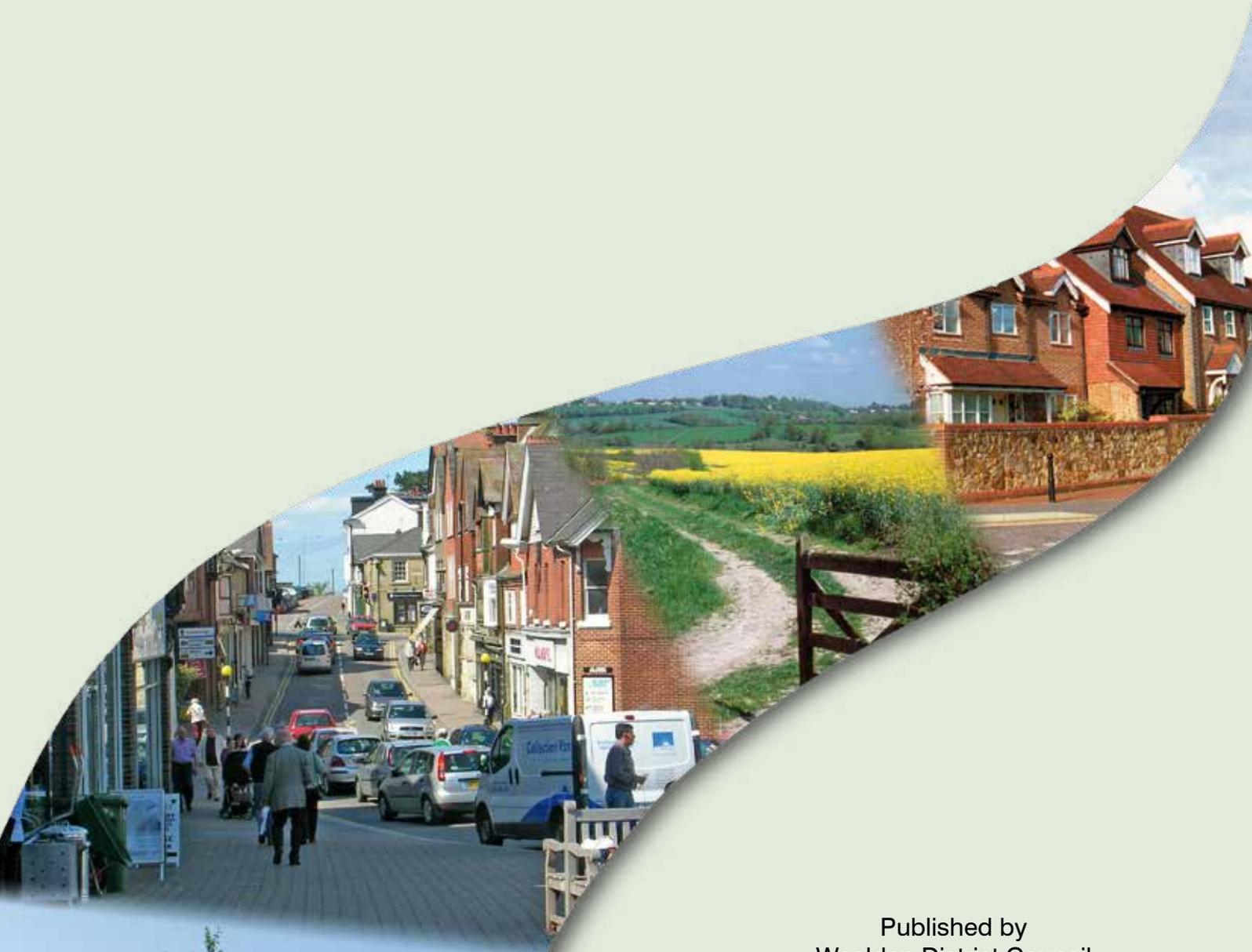
										transport.
Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments	
Policy RAS 7: Protecting individual and village shops and public houses	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy aims to benefit all equality groups by ensuring that local shops and community facilities are not lost unnecessarily, particularly those with limited mobility or no access to private transport, such as young people and the elderly.	
Policy RAS 8: Agriculture	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.	
Policy RAS 9: Equestrian Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.	
Policy RAS 10: Farm Shops and Garden Centres	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.	
Policy HG 1: Housing Redevelopment and Conversions	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.	
Policy HG 2: Provision of Affordable Housing	Positive	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The provision of affordable housing will benefit younger people who are unable to access private ownership, the elderly, those on low incomes, those from ethnic minority backgrounds and people with disabilities.	
Policy HG3: Design of Affordable Housing	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy aims to ensure that design takes into account the needs of residents.	
Policy HG 4: Extra Care Housing	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy supports the additional provision of extra care housing and resists the loss of such developments. This planning policy would be of benefit to those most likely to require extra care, such as those with a disability or the older generation, by providing the required facilities.	
Policy HG 5: Rural Exception Affordable Housing	Positive	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The provision of rural affordable housing will benefit those living in rural areas, including young people who are unable to access private ownership, the elderly, those on low incomes and people with disabilities.	

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Policy HG 6: The Travelling Community- Provision for Gypsies, Travellers and Travelling Showpeople	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy specifically considers the needs of those from the Gypsy and Traveller community.
Policy HG 7: Self Build and Custom Build	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This planning policy confirms that self-build plots will be made available on new developments over a certain size. The provision of self-build plots aims to provide opportunities for all members of society to self-build.
Policy HG 8: Density	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.
Policy HG 9: Housing Mix	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy will have a positive impact on the identified housing needs of the District and will particularly benefit younger and older people who are unable to afford larger properties.
Policy HG 10: Subdivision of Larger Properties	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.
Policy HG 11: Housing Space Standards	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is unlikely to have any significant equalities issues and aims to benefit all members in society.
Policy HG 12: Accessible Housing	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This accessible housing policy is designed to especially benefit those with a disability. The policy enforces a requirement for newly built developments to include accessible dwellings suitable for those with limited mobility.
Policy HWB 1: Open space, sports and recreation	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This open space policy benefits all of the community by protecting and enhancing these important spaces.
Policy HWB 2: Community Hall Facilities	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The enhancement of existing community hall facilities will be of benefit to all local residents. This will be particularly positive for those with children and the elderly who are more likely to access these local services.

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Policy BED 1: Design	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy aims to ensure that design takes into account the needs of residents. This will particularly benefit the disabled and elderly to ensure homes are adaptable
Policy BED 2: Transport and Site Design	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	The policy ensures effective transport networks are included in site design which will have a particularly positive impact towards those with reduced mobility.
Policy BED 3: Shop Fronts and Advertisements	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy NE1: Noise Pollution	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This noise pollution policy seeks to safeguard all sectors of the community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy NE 2: Air Pollution	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This air pollution policy seeks to safeguard all sectors of the community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy NE3: Light Pollution	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This light pollution policy seeks to safeguard all sectors of the community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy NE 4: Flood Risk	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to safeguard all sectors of the community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy NE 5: Development Affecting Water Quality	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy concerning the effect of development on water quality is designed to benefit the entire community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Policy NE 6: Water Efficiency	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to safeguard all sectors of the community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy NE 7: Low Carbon and Renewable Energy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy promotes low carbon and renewable energy proposals which benefits all members of society. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy HE 1: Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all residents by not allowing development to cause significant harm to heritage assets. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy HE 2: Enabling Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This planning policy supports development, whilst ensuring that heritage assets are conserved. The conservation of heritage assets will benefit all members of society. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy HE 3: Sites of Archaeological Interest	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit current and future residents by ensuring development proposals deal with archaeological sites. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy HE 4: Demolition involving Heritage Assets	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all residents by not allowing development to cause significant harm to heritage assets. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy HE 5: Non-Designated or Locally Designated Built Heritage Assets	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all residents by not allowing development to cause significant harm to heritage assets. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy HE 6: Historic Parks and Gardens	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all residents by not allowing development to cause harm to the significance of a heritage asset. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.

Spatial Objective or Policy	Race	Disability	Gender	Sexual Orientation	Age	Religion/Belief	Dependants/Caring Responsibility	Transgendered or Transsexual	Comments
Policy WE 1: Waste	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This waste policy aims to benefit all groups of the community. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.
Policy COM 1: Communications Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Additional or improved communications infrastructure will benefit all residents and will reduce any differential impact on particular equalities groups. There is no bias either positively or negatively towards any protected group characteristic as a result of this policy.



Published by
Wealden District Council
Council Offices
Vicarage Lane
Hailsham
East Sussex BN27 2AX
Tel: 01323 443322
Fax: 01323 443333
e-mail: ldf@wealden.gov.uk
Website: www.wealden.gov.uk