



Newcastle-under-Lyme Local Plan

Equality Impact Assessment



August 2021

1. Introduction

Newcastle-under-Lyme Borough Council is in the process of producing a new Local Plan. The emerging Local Plan will replace the Core Spatial Strategy adopted in 2009 and the Newcastle-under-Lyme Local Plan adopted in 2003. The emerging Local Plan will set out where different types of development should be located until 2040, and ensure that the needs of the entire community are being met, whilst protecting and enhancing the natural and built environment.

The need for an Equality Impact Assessment (EIA) on new policies is set out in the Equality Act 2010. Local Authorities must actively work to eliminate discrimination against any members of the local community. This includes:

- Age
- Disability
- Gender reassignment
- Marriage and Civil Partnership
- Religion or Belief
- Pregnancy and Maternity
- Race
- Sex
- Sexual orientation

The Equality Act 2010 states that councils must:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups.

1.1 What is an Equality Impact Assessment?

The equality impact assessment is a systematic and evidence-based tool, which enables us to consider the likely impact of work on different groups of people. Completion of equality impact assessments is a legal requirement under race, disability and gender equality legislation.

An EIA provides a way of ensuring that existing or proposed policies do not have negative impacts on equality, diversity, individuals or one or more groups.

EIAs allow for an organisation to pinpoint any areas of needed improvement in existing policies and procedures, as well as mitigating any negative impacts that may arise in new policies, ensuring that equality and diversity is maintained.

1.2 Why is an Equality Impact Assessment Needed?

The Equality Act 2010 states that local authorities should carry out an EIA on all new policies. Local authorities also have a general duty of care to all of the community that it serves.

The production of an EIA is not a legal requirement in England, but it is an established and credible tool for demonstrating due regard to the Public Sector Equality Duty (PSED), which is required by law.

The production of an EIA for the Emerging Local Plan will ensure that equality is placed at the centre of policy development and review. The EIA will analyse the impacts of the Local Plan policies on all groups of people in the local community and show how the needs of each group have been taken in to consideration during the development of new policies.

The EIA can anticipate and recommend ways to avoid any discrimination or negative consequences for a particular group, on the grounds of race, ethnicity, gender, disability, faith, sexuality or age. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

Newcastle-under-Lyme Borough Council has the following vision:

“Good local services, a prosperous borough, and safe and welcoming places for all.”

As part of this vision, four priorities have been outlined:

- Local services that work for local people;
- Growing our people and places;
- A healthy, active and safe borough; and
- A town centre for all.

The use of an EIA for new policies, plans and procedures will aid the council in achieving the vision and priorities outlined above. The EIA will ensure that equality and diversity is central to the council’s work.

1.3 Equality Impact Assessment Process

Staff carrying out impact assessments must always remember that impact assessments should be carried out on all the nine main characteristics of equality and diversity, but also on other possible indirect or direct discrimination on individuals and communities, for example poverty level.

The nine characteristics of equality and diversity are defined as:

Age

This refers to a person having a particular age (for example 32 years old) or being within an age group (for example 18-30 years old). This includes all ages, including children and young people.

Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities (for example sensory loss).

Gender Reassignment

Someone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning his, her or their sex by changing physiological or other attributes of sex. It is not necessary for the individual to be under medical supervision or undergoing surgery. This includes Trans people, androgynous/polygender people and others who define a gender variant.

Marriage and Civil Partnership

Marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex. Civil partners must be treated the same as married couples on a range of legal matters. This characteristic is protected but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Religion or Belief

Religion means any religion, including a reference to a lack of religion. Belief includes religious and philosophical beliefs, including lack of belief (for example Atheism).

Pregnancy and Maternity

This includes expectant mothers and mothers who have recently had a child. Protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race

This includes colour, nationality (including citizenship), ethnic or national origins.

Sex

This is someone identifying as a man or a woman.

Sexual Orientation

This is whether a person's emotional, romantic and sexual attraction is towards their own sex, the opposite sex or to both sexes – gay, lesbian, bisexual or heterosexual.

2. Title of Policy

Newcastle-under-Lyme Local Plan 2020-2040

2.1 Description of Policy – The Local Plan

The Newcastle-under-Lyme Local Plan will set out a vision for the borough, from 2020 to 2040. The Local Plan will address planning issues which are currently being faced in the borough such as a lack of strategic employment sites and housing choice. The Local Plan will also ensure that the borough's assets are protected and enhanced to ensure future investment within the plan area.

The Local Plan sets out key objectives, includes strategic objectives and detailed policies and identifies sites for development of new housing, employment, leisure facilities and associated infrastructure. It contains policies to guide this development, whilst protecting the existing assets and characteristics of the borough. These policies will be used to determine planning applications.

The Plan will cover the entire borough of Newcastle-under-Lyme and will include land allocations and development management policies. Once adopted, the Local Plan will replace the 2011 Saved Policies and the Newcastle-under-Lyme and Stoke-on-Trent Core Spatial Strategy.

Work on the production of the Emerging Local Plan in its current format, began in January 2021 after it was decided that Newcastle-under-Lyme Borough Council would produce a Local Plan independent of Stoke-on-Trent City Council. The Council consider a new plan presents the opportunity to reflect the aspirations for the borough and its unique characteristics, will link effectively with Neighbourhood Plans and will be responsive to wider changes in the economy.

The preparation of the Local Plan will be guided by the timetable in the Council’s Local Development Scheme and its content guided by the Statement of Community Involvement. Its performance and progress will be monitored by the Annual Monitoring Report.

2.2 Who are the stakeholders?

Newcastle-under-Lyme Borough Council has produced a consultation database which lists all stakeholders which are communicated with throughout the consultation process. Appendix X outlines stakeholders who have been consulted in relation to each of the nine characteristics of equality and diversity, throughout the production of the emerging Local Plan.

3. Summary of Research and Relevant Data

Below is an outline of research and data which has been used in order to determine whether the Newcastle-under-Lyme Local Plan may have a negative impact or discriminate against any of the nine characteristic groups outlined in chapter 1.

Qualitative and quantitative, local and national data have been used to produce a profile of each equality characteristic group.

Equality Group	Research/Data Summary
Age	<p>The 2011 Census shows that the population size in Newcastle-under-Lyme is 123,871. The borough is more densely populated in the urban areas to the East, with fewer people living in villages and rural areas.</p> <p>The largest age group is 25-64 with 51.4% of the population being between these ages. 16.9% are under 16, 13.5% between 16 and 24 and 18.2% being aged 65 and over. Life expectancy has been on a general increase since 2001 and is expected to continue increasing during the plan period.</p>
Disability	<p>Data from Public Health England and the Office for National Statistics show that the health of residents in Newcastle-under-Lyme is slightly poorer than the England average. Newcastle-under-Lyme has a lower life expectancy, higher mortality rate, and higher levels of disease such as liver disease and cardiovascular disease compared to the England average.</p> <p>In Newcastle-under-Lyme in 2019, 500 people had learning difficulties, 15,000 had mental health issues, 6200 were registered as having a moderate disability and 1800 were registered as having a severe disability.</p>
Gender Reassignment	<p>There are currently no official statistics stating the size of the trans community in Newcastle-under-Lyme. However, based on the UK average of 600 per every 100,000 of the population identifying as having some form of gender variance, approximately 1200 people would identify as trans/gender variant across the NHS North Staffordshire CCG (which includes Newcastle-under-Lyme).</p>
Marriage and Civil Partnership	<p>According to 2011 Census data, 50.2% of people in Staffordshire (incorporating data for Newcastle-under-Lyme) stated that they were married. 0.13% of people stated they were in a same-sex civil</p>

	<p>partnership. 2.4% stated that they were separated but still legally married or still legally in a same-sex civil partnership. 9.2% were divorced or formerly in a same-sex civil partnership which is now legally dissolved. 7.5% were widowed or a surviving partner from a civil partnership. 30.6% of people were single.</p> <p>In 2019, just over half of the England population (50.4%) were in a legally recognised partnership (50.2% were married with a further 0.2% in a civil partnership). An estimated 35.0% of the population were single (never married or in a civil partnership), with divorced/dissolved civil partnership and widowed/surviving civil partner accounting for 8.2% and 6.5% of the population, respectively.</p>
Religion or Belief	<p>2011 Census data shows that 65.7% of residents in Newcastle-under-Lyme are Christian, 24.6% have no religion and 7.4% did not state their religion. 1.1% are Muslim, whilst Hindu, Buddhist, Sikh, Jewish and Agnostic all have percentages under 1%.</p>
Pregnancy and Maternity	<p>The latest data in relation to pregnancy and maternity shows that the rate per 1000 under 18 conceptions in Newcastle-under-Lyme is 29, higher than 27.6 for England but lower than 29.5 for Staffordshire.</p> <p>The latest general fertility rate per 1000 women in Newcastle-under-Lyme is 52, lower than 64 in England and 58 in Staffordshire.</p> <p>Data shows that 20% of women in Newcastle-under-Lyme were smokers at the delivery time of their baby, higher than 14% in England and 14% in Staffordshire. 8% of babies in Newcastle-under-Lyme are born underweight, compared to 7% in England and 7% in Staffordshire.</p> <p>Breastfeeding initiation (breastfeeding after delivery) in Newcastle-under-Lyme stands at 66% of mothers, compared to 74% in England and 60% in Staffordshire. Breastfeeding prevalence (6-8 weeks) is 35% in Newcastle-under-Lyme, compared to 47% in England and 33% in Staffordshire.</p>
Race	<p>The 2011 Census data shows that 95% of the population in Newcastle-under-Lyme are white, 2.8% are Asian, 0.7% are Black, 1.2% are Mixed/Multiple and 0.3% are 'other'.</p> <p>The 2011 Census data also shows that 95% of the population were born in the UK, 1.3% in EU countries, 0.3% in the Republic of Ireland and 3.4% in other countries.</p>
Sex	<p>The total population in Newcastle-under-Lyme is 123,871, of which 61,206 are male and 62,665 are female. This means that 49.4% of the population are male and 50.6% of the population are female.</p> <p>The life expectancy for males and females in Newcastle-under-Lyme is slightly younger than the England and United Kingdom averages. In 2018, the life expectancy for a male was 3 months younger than average, whilst female life expectancy was one year younger.</p>
Sexual Orientation	<p>The Office for National Statistics states that in Staffordshire, 97.2% identify as being heterosexual, 0.4% as Gay or Lesbian, 0.4% as Bisexual, 0.2% as Other and 1.8% 'Don't know or refuse' to answer.</p>

	<p>In England, 93.6% identify as being heterosexual, 1.1% as Gay or Lesbian, 0.6% as Bisexual, 0.3% as Other and 4.5% as 'Don't know or refuse' to answer.</p> <p>This shows that Newcastle-under-Lyme has a below average proportion of people identifying as being part of the LGBTQ+ community compared to England, and above average proportion of people identifying as heterosexual.</p>
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3.1 What evidence is there around the impacts of the policy?

The Newcastle-under-Lyme Local Plan is written to cater for the needs of all members of the local community, and must not benefit one group more than others. Because of this approach taken to producing the Plan, it is unlikely that a disproportionate impact would be seen on any group or individual. There are, however, proposals within the Local Plan which could have a positive impact on some individuals or groups. For example, policies designed to meet the accommodation requirements of older people and gypsies and travellers. If these policies weren't present, there could be adverse impacts on the living conditions of these particular groups.

4. Key Questions

Key Questions	Positive Effect	Negative Effect	Other/Additional Response	Evidence
Does the Local Plan have a positive or negative impact on people of a particular age? Such as children, young people and the elderly.	The Local Plan is aimed to serve people of all ages. This will be achieved by identifying housing choice and quality for all age groups as well as employment opportunities, leisure facilities and sport and athletic provisions.	None identified.	The Local Plan is intended to have a positive impact on all groups in society.	<p>The Housing Need chapter of the Local Plan ensures that the plan will cater for people of all ages. The chapter outlines the need for affordable housing, housing for elderly and the disabled, the need for families with children and finally the needs for students.</p> <p>The Local Plan also outlines how Open Space can be made accessible to people of all age groups.</p>

<p>Does the Local Plan have a positive or negative impact on people with disabilities?</p>	<p>It is intended that the Local Plan will positively impact people living with disabilities through the identification of housing need and quality, employment opportunities, leisure facilities and sport and athletic provisions. This will be achieved by consulting with relevant bodies and organisations across the plan area.</p>	<p>None identified.</p>	<p>The Local Plan is intended to have a positive impact on all groups in society.</p>	<p>The Housing Needs chapter of the Local Plan outlines the need for housing for people with disabilities and how the Local Plan can cater for this group.</p>
<p>Does the Local Plan have a positive or negative impact on people going through gender reassignment or those who define as a gender variant?</p>	<p>It is intended that the Local Plan will facilitate social inclusion.</p> <p>This will be achieved by consulting with relevant bodies and organisations across the plan area.</p>	<p>None identified.</p>	<p>Whilst the plan aims to have a positive impact on all members of the community, it will not make specific reference to those going through gender reassignment. Instead, these individuals will be included under the data for which they identify as; male, female or other.</p>	<p>The Planning Policy team will consult on the Local Plan with LGBTQ+ groups across the borough as part of the wider consultation stages during the plan making process. Their expertise will be utilised to ensure that the Local Plan can have a positive impact on the community.</p>
<p>Does the Local Plan have a positive or negative impact on people who are married or in a civil partnership?</p>	<p>None identified.</p>	<p>None identified.</p>	<p>Whilst it is intended that the Local Plan will have a positive impact on all members of the community, no specific reference</p>	<p>The Planning Policy Team will consult with a wide range of groups and individuals throughout the</p>

			will be made to people's relationship status.	evolution of the Plan. The relationship status of residents is not relevant to the formation of the policies within the Plan, however the involvement of any individual will continue to be welcomed.
Does the Local Plan have a positive or negative impact on people with particular religion or belief?	It is intended that the Local Plan will facilitate social inclusion. This will be achieved by consulting with religious groups across the plan area.	None identified.	Whilst it is intended that the Local Plan will have a positive impact on all members of the community, no specific reference will be made to people's religious beliefs. Instead, their comments will be interpreted as part of the wider consultation process.	The Planning Policy Team are consulting with various faith groups throughout the plan making process to ensure they are represented. Their involvement is welcomed at all stages of consultation.
Does the Local Plan have a positive or negative impact on pregnancy and maternity?	The Local Plan promotes the development of healthy communities and access to health care facilities.	None identified.	Whilst it is intended that the Local Plan will have a positive impact on all members of the community, no specific reference will be made to pregnancy and maternity. Instead, pregnancy and maternity will be included under the broader 'healthcare' category.	The Planning Policy team are consulting with maternity and pregnancy related organisations within the borough to ensure that the Local Plan caters for these needs. The Local Plan will have an overarching aim of improving the health and wellbeing of all

				within the borough.
Does the Local Plan have a positive or negative impact on any racial groups or minority ethnic communities?	It is intended that the Local Plan will facilitate social inclusion and have a positive effect on all racial groups and ethnic communities.	We are aware that all Local Plan documents and the Local Plan webpages on the council website are only available in English. Upon a formal request, translation will be made possible.	Whilst it is intended that the Local Plan will have a positive impact on all members of the community, no specific reference will be made to racial groups or ethnic minorities.	The Planning Policy team will consult with many racial and cultural groups throughout the plan making process and take in to consideration their representations to ensure that the plan positively caters for these groups. The Local Plan will cater for Gypsies and Travellers and their ongoing needs.
Does the Local Plan have a positive or negative impact on women or men?	It is intended that the Local Plan will facilitate social inclusion and have a positive effect on women and men from all communities.	None identified.	Whilst it is intended that the Local Plan will have a positive impact on all members of the community, no specific reference will be made to gender.	The Planning Policy team will work to ensure that the Local Plan creates a healthy, active and safe borough for those identifying as any gender.
Does the Local Plan have a positive or negative impact on people who identify as certain sexual orientations?	It is intended that the Local Plan will facilitate social inclusion and have a positive effect on people identifying as all sexual orientations.	None identified.	Whilst it is intended that the Local Plan will have a positive impact on all members of the community, no specific reference will be made to people's sexual orientation.	The Planning Policy team will consult on the Local Plan with LGBTQ+ groups across the borough as part of the wider consultation stages during the plan making process. Their expertise will be utilised to ensure that the Local Plan can

				have a positive impact on the community.
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The impact of the Plan will be monitored using a number of targets and indicators, which can be found in the Authorities Monitoring Report (AMR) and Sustainability Appraisal (SA).

5. Consultation Methods

Numerous consultations will take place throughout the plan making process, in line with the proposals outlined in the Statement of Community Involvement. The Planning Policy Department has produced a consultation database, which includes the details of members of the public who wish to be consulted, organisations and community groups across the borough.

Consultation on the emerging Local Plan will take place during the following stages:

- Issues and Strategic Options Consultation – Autumn 2021
- Publication Draft Consultation – Autumn 2022
- Submission Plan Consultation – Summer – Autumn 2023

The table below provides a short summary of the consultation methods, which are either directly targeted at individual groups, or where a consultation methods used to target the wider community may have indirectly benefitted a particular equality group.

Equality Group	Consultation Method
Age	<p>During consultations, all necessary documents will be made available on the council’s website, from the Planning Department at Castle House and in local libraries.</p> <p>Everyone who has requested for their details to be added to the Consultation Database will be contacted as part of each consultation, meaning that people from each age group will be consulted.</p> <p>In line with the latest Covid-19 guidance, where possible, in person consultation events will take place. This will give people of all ages an opportunity to speak to the Planning Department at various locations across the borough.</p>
Disability	<p>Consultation documents will be made available on the council’s website, from the Planning Department at Castle House and in local libraries.</p> <p>Upon request, documents can be made available in large print.</p> <p>When in-person consultation events are held, all necessary adjustments will be made to ensure the venue is accessible to people of all abilities.</p>
Gender Reassignment	<p>The council has reached out to LGBTQ+ groups across the plan area to consult with them throughout the plan making process. They will act as a representative for LGBTQ+ people within the borough.</p>

Marriage and Civil Partnership	The Council has consulted with a wide range of residents in the Borough throughout the plan preparation process. This will include people who are married or in a civil partnership.
Religion or Belief	The consultation database includes representatives of faith groups and these groups were consulted as part of the plan preparation process. Any faith groups which were not already on the consultation database have been contacted by the council.
Pregnancy and Maternity	The council has reached out to organisations across the plan area which give advice on pregnancy, teenage pregnancy and child and family health care.
Race	The translation of all documents to a variety of different language formats is available upon request.
Sex	The Council has consulted with a wide range of residents in the Borough throughout the plan preparation process who identify as all genders.
Sexual Orientation	The council has reached out to LGBTQ+ groups across the plan area to consult with them throughout the plan making process. They will act as a representative for LGBTQ+ people within the borough.

6. Monitoring and Evaluation

The Newcastle-under-Lyme Local Plan will be tested against the key questions outlined in chapter 4 of this Equality Impact Assessment and positive and negative effects have been identified in order to determine whether there are likely to be any equality impacts as a result of the Local Plan being adopted.

It is expected that the new Local Plan will not negatively impact any of the groups identified in this report.

At the Issues and Options stage of the plan making process, no issues have been identified that would suggest any of the nine equality groups outlined in the Equality Act 2010 would be impacted negatively by the adoption of the new plan. This will continue to be reviewed throughout the policy drafting process.

The EIA has allowed for the Local Plan to be critically appraised and provides the Council with all of the necessary information needed to ensure that discrimination does not take place within the borough that opportunity is equally available to all residents and that social cohesion is promoted.

The Council will continue to monitor the impact of its policies on different groups concurrently with the monitoring of the Local Plan. This will ensure that it conforms with the Statement of Community Involvement to consult widely with individuals, groups and organisations across the Borough.