

Hertsmere Local Plan

Development Plan Document

## **Elstree Way Corridor Area Action Plan**

Equalities Impact Assessment

July 2014



## **Introduction**

This document is an Equalities Impact Assessment (EqIA) for the Elstree Way Corridor Area Action Plan (EWCAAP) (as submitted to the Secretary of State), and has been prepared by Hertsmere Borough Council.

The EWCAAP is a document that seeks to implement the adopted Core Strategy policy CS23 and has itself been subject to Sustainability Appraisal to consider social, environmental and economic impacts. The purpose of the EqIA is to assess the impact the Core Strategy, on the relevant Equalities Duties; these being, race; gender; disability; sexual orientation; age; religious belief; caring/dependant responsibilities; pregnancy and maternity; and transgender or transsexual.

Hertsmere Borough Council is committed to the provision of high quality services in ways, which mean they are accessible to everyone. This is set out in the Hertsmere Equality and Diversity Scheme.

This generic equality scheme reflects the statutory duties of the Council under the Equalities Act, where most of the requirements came into force on 1 October 2010, and the Public Sector Equality Duty (PSED) became effective from April 2011.

The Equalities Act sets out the different ways in which it is unlawful to treat someone, such as direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person. The PSED focuses on the transparency and accountability of public authorities, with a general duty of eliminating discrimination, harassment and victimisation; advancing quality of opportunity; and fostering good relations. It also takes account of the Council's responsibilities under other equality and diversity legislation as well as best practice contained in codes of practice issued by the Commission for Racial Equality, the Equal Opportunities Commission, and the Disability Rights Commission. In October 2007 these three Commissions were brought together as the Equality and Human Rights Commission.

The purpose of the Equalities Impact Assessment (EqIA) is to address and tackle inequality, by:

- Reducing public expenditure in an efficient and fair way;
- Create strong social and community networks; and
- Remove the obstacles to making things happen.

## **Findings of the Equalities Impact Assessment**

An EqIA is required when a public authority plans, changes or removed a service, policy or function. The EqIA is an integral part of the development of the policy document. This EqIA relevance screening concludes that there is no need to carry out a full Impact Report Assesment of the EWCAAP.

The EqIA concludes that the EWCAAP is capable of having a number of positive differential impacts, and only one potential adverse effect. The adverse effect, the potential development of the Maxwell Park Community Centre and Guide Hut, could displace activities of some community groups. Woweever, safeguards are provided through paragraphs 4.11 and 4.12 and Policy EWC4 of the EWCAAP and Policy CS18 (Key community facilities) of the Core Strategy and the Council will work with such groups to identify alternative provision should it be required.

**Initial Equalities Impact Assessment of Elstree Way Corridor Area Action Plan(as submitted to the Secretary of State) July 2014**

<b>Unit</b>	Planning and Building control
<b>Section</b>	Policy and Transport
<b>Person responsible for the assessment</b>	James Renwick
<b>Policy document to be assessed</b>	Elstree Way Corridor Area Action Plan (EWCAAP)
<b>Date of assessment</b>	July 2014
<b>Is this a new or existing policy document</b>	New
<b>1. What are you looking to achieve in this activity?</b>	The purpose of the EWCAAP is to provide an effective implementation framework and guiding principles for development in the area designated the 'Elstree Way Corridor', which was established in the adopted Core Strategy (January 2013) in policy CS23
<b>2. Who in the main will benefit?</b>	The Council will benefit by having greater control in the manner in which development and related infrastructure will be delivered. Residents (including younger residents) will benefit from an increase in housing choice. Developers and landowners will benefit by having a greater degree of transparency and assurance on the ability to develop with EWC. The wider local community, including pedestrians, cyclists and those using public transport, will benefit from improved links to the town centre and the provision of new community facilities.
<b>3. What are you trying to achieve with this document?</b>	Section 2 of the EWCAAP highlights the key objectives as:

	<ul style="list-style-type: none"> <li>• Provide improved and coordinated facilities for the delivery of a range of services to the public</li> <li>• Improve the physical appearance of this important gateway into the town</li> <li>• Link the commercial area of Borehamwood with the town centre</li> <li>• Release land for a range of uses and help meet the borough's future residential development needs</li> <li>• Provide certainty and guidance to both landowners and developers</li> <li>• Promote sustainable development</li> </ul>
<b>4. How will you tell people about the document?</b>	<p>The Council has consulted on the document in two rounds of public consultation as per the Town and Country Planning (Local Planning) (England) Regulations 2012. Consultation on the draft plan in 07 January 2013 to 18<sup>th</sup> February 2013, and on the proposed submission 17<sup>th</sup> February 2014 to 31 March 2014 – which also included the distribution of a leaflet to all households in Borehamwood and Elstree. A public meeting was also organised prior to publishing the pre-submission version.</p> <p>All respondees to the proposed submission will be directly notified by letter that the document has been submitted to the planning inspectorate for examination. Copies of the document and supporting studies will be made available at deposit points across the borough – the Council's website will also be updated to this effect.</p>
<b>5. What could prevent your communities getting the most out of the document?</b>	Unforeseen/ unavoidable circumstances, such as the current economic downturn. Changes in legislation which inadvertently impact on the ability to deliver the EWCAAP
<b>6. Who is the document for?</b>	Local residents, community and interest groups, land owners, private individuals, developers, and the Council.
<b>7. Who implements the policy document, and who is responsible for the policy?</b>	Hertsmere Borough Council Development Management (Officers) - either through delegated powers or through advice to the Executive

	<p>Hertsmere Planning Committee - determining applications</p> <p>Hertsmere Borough Council Policy and Transport Team – providing advice and further policy (i.e Developer Contributions Framework) .</p> <p>Developers – developing sites</p> <p>Hertfordshire County Council/Hertsmere Borough Council/NHS – provision of infrastructure</p>
<b>8. Could this policy document have a differential impact on racial groups</b>	No
<b>What existing evidence (either presumed or otherwise) do you have for this differential change? N/A</b>	
<b>9. Could this policy document have a differential impact on gender?</b>	No
<b>What existing evidence (either presumed or otherwise) do you have for this differential change? N/A</b>	
<b>10. Could this policy document have differential impact on disability?</b>	<p>Yes – a significant proportion of the proposed development will be medium rise (up to six storeys) which would have the potential to disadvantage those with a mobility disability. The Council is however committed to ensuring that 'lifetime homes' standard is achieved across the borough through Core Strategy Policy CS22 to ensure all new properties are accessible.</p> <p>The proposed improvements to the highway will deliver more effective and safer crossing points along EWC, which currently can be difficult for those with impaired movements.</p>
<b>What existing evidence (either presumed or otherwise) do you have for this differential change?</b> Lifetime homes is a government standard, which has been designed around the needs of elderly and disabled groups.	
The design of the highways scheme (AECOM) adopts acceptable standards for crossing points.	
<b>11. Could this policy document have a differential impact on people due to</b>	No

<b>sexual orientation?</b>	
<b>What existing evidence (either presumed or otherwise) do you have for this differential change? N/A</b>	
<b>12. Could this policy document have a differential impact on people due to their age?</b>	<p>Yes – See points referred to in Q10</p> <p>There is also a significant amount of school children who cross the EWC – the proposed Highways improvements will provide safer crossing points that are more consistent with natural crossing point desire lines. Development within EWC will require the provision of a new primary school and a reserve site has been identified to deliver this.</p>
<b>What existing evidence (either presumed or otherwise) do you have for this differential change?</b>	
<p>What existing evidence (either presumed or otherwise) do you have for this differential change? Lifetime homes is a government standard, which has been designed around the needs of elderly and disabled groups.</p> <p>The design of the highways scheme (AECOM) adopts acceptable standards for crossing points.</p>	
<b>13. Could this policy document have a differential impact on people due to their religious belief?</b>	No
<b>What existing evidence (either presumed or otherwise) do you have for this differential change? N/A</b>	
<b>14. Could this policy document have a differential impact on people due to their having caring/ dependant responsibilities?</b>	No
<b>What existing evidence (either presumed or otherwise) do you have for this differential change? N/A</b>	
<b>15. Could this policy document have a differential impact on people due to their</b>	No

<b>offending past?</b>			
<b>What existing evidence (either presumed or otherwise) do you have for this differential change?</b>	N/A		
<b>16. Could this policy document have a differential impact on people due to their being transgender or transsexual?</b>	No		
<b>What existing evidence (either presumed or otherwise) do you have for this differential change?</b>	N/A		
<b>17. Could this policy document have a differential impact on people due to issues surrounding poverty?</b>	Yes – High Property prices in the borough increase housing affordability issues. The EWCAAP will however seek to implement the Council’s adopted affordable housing (CS4) policy of 35% of all new dwelling.		
<b>What existing evidence (either presumed or otherwise) do you have for this differential change?</b>	The Council’s adopted affordable housing policy has been developed with regards to local needs and local income as set out in the Council’s Strategic Housing Market Assessment; the policy has been tested for deliverability through the Council’s Affordable Housing Economic Viability assessment		
<b>18. Could the policy document impact on the relationships and attitudes between different groups of people? Could this impact be negative?</b>	The potential development of the Maxwell Park Community Centre and Guide Hut hasas raised objections from groups which use the Community Centre. However the County council maintain the view that such activities can be accommodated at the recently established facilities at 96 Shenley Road. Both the EWCAAP and Core Strategy Policy CS18 include safeguards to ensure that this is the case and if this is not demonstrated by Hertfordshire County Council, replacement provision will need to made and be satisfactory for its users before any planning consent for development can be given.		
<b>19. Can this negative impact be justified on the grounds of promoting equality of opportunity for particular equalities groups?</b>	The provision of a new primary school would meet the needs of children in the local area.		
<b>20a. As a result of this assessment is a Full Impact report Assessment</b>	No – The EWCAAP is not considered to have any	<b>20b. Date on which the Full assessment will</b>	N/A

<b>necessary?</b>	adverse effects that are not capable of being mitigated.	<b>commence.</b>	
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Completed by James Renwick, Senior Planning Officer

Checked by Mark Silverman, Policy and Transport Manager