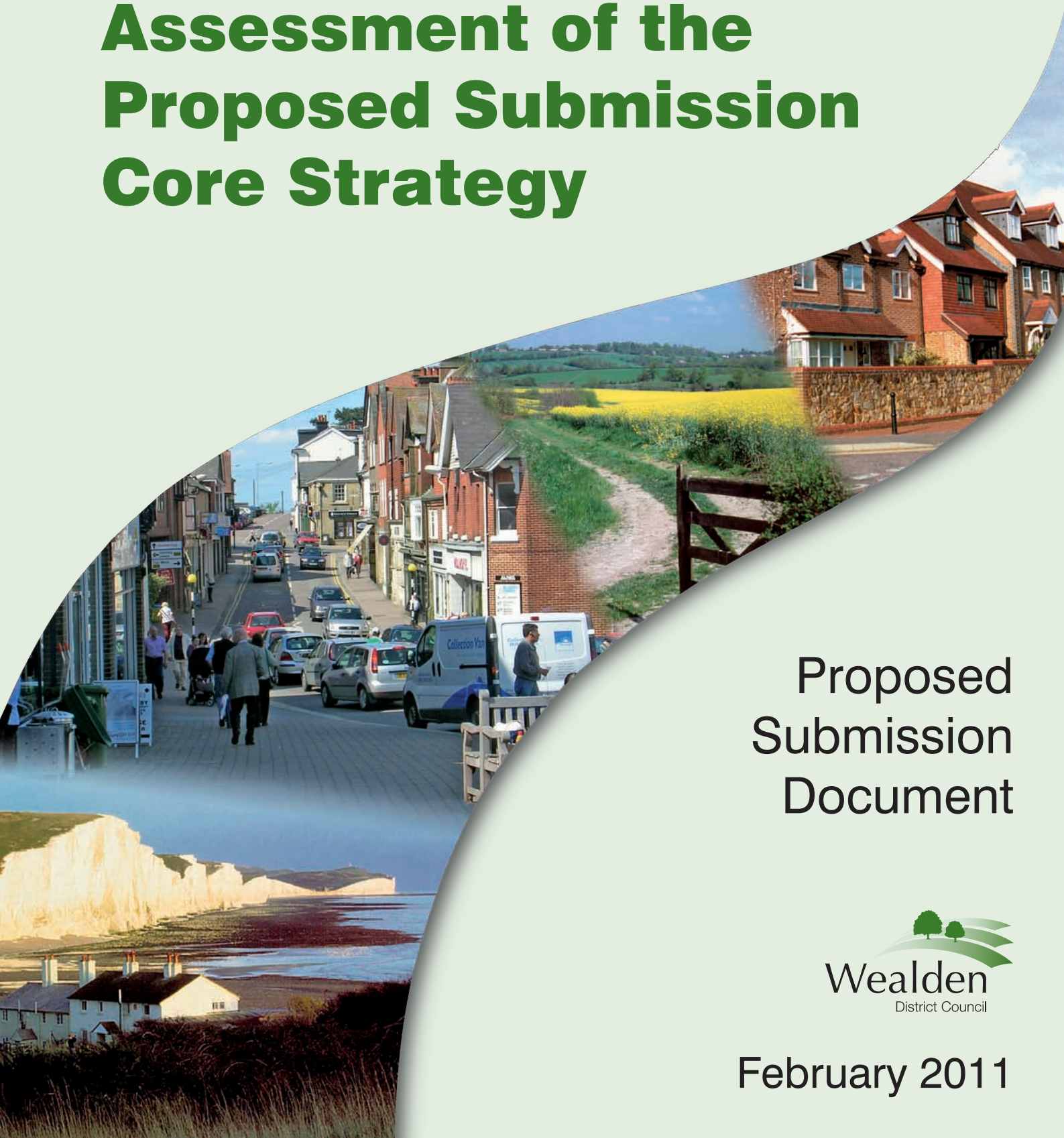
Wealden District Council
Local Development Framework

Equalities Impact Assessment of the Proposed Submission Core Strategy



Proposed Submission Document

Wealden District Council

February 2011

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



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1 Background

1.1 The Council has prepared a series of background papers to accompany the Proposed Submission Core Strategy. The papers cover a range of issues and provide technical and detailed information, derived from a number of our specialist studies, which informs the content of the Proposed Submission Core Strategy.

These background Papers are:

BP1: Development of the Proposed Submission Core Strategy

BP2: Managing the Delivery of Housing

BP3: The Economy and the Provision of Jobs

BP4: Provision for Gypsies and Travellers

BP5: Biodiversity

BP6: Green Infrastructure

BP7: Summary of Town Masterplanning Documents

BP8: Summary of Core Strategy Consultation and Participation

BP9: Assessment of the Proposed Submission Core Strategy under the Habitat Regulations

BP 10: Sustainability Appraisal of the Proposed Submission Core Strategy

BP 11: Infrastructure Delivery Plan

BP12: Equalities Impact Assessment

BP13: Implementation and Monitoring Framework

1.2 This Background Paper, entitled Equality Impact Assessment of the Proposed Submission Core Strategy, details the results of the Equality Impact Assessment in relation to Wealden District Council's Proposed Submission Core Strategy.

1 Background

2 Introduction

2.1 The aim of this report is to set out the results of the Equality Impact Assessment in relation to Wealden District Council's Proposed Submission Core Strategy. The purpose of the Equality Impact Assessment is to find out whether the Core Strategy or its policies will affect different groups of people in different ways, and how this has been taken into account during the development of the document and its policies.

2.2 The requirement to undertake an Equality Impact Assessment stems from the general duty placed on local authorities to ensure that unlawful discrimination on different groups within the community is eliminated and opportunities for promoting equality are maximised in carrying out its functions. This assessment has been prepared in accordance with the Wealden Equality Scheme for assessing the impact of the Proposed Submission Core Strategy on different groups. The Council's Equality Impact Assessment programme covers race, disability, gender, sexual orientation, age, religion and belief [(1)]. This document follows the questions set out in the Wealden Equalities Impact Assessment Pro-forma[(2)].

2.3 The Core Strategy is the principal Development Plan Document (DPD) within the Local Development Framework (LDF). Its purpose is to set out the overall strategic vision of how Wealden as a district and its towns and villages will develop in the long term and through to 2030. The document includes a number of policies that address local priorities and challenges and sets out broad locations for development and supporting infrastructure. The Strategy also sets out the ways in which economic, social and environmental objectives will be delivered across the district in order to deliver the districts spatial vision. Every other Local Development Document (LDD) will be built on the principles of the Core Strategy in regards to the development and use of land within Wealden District.

1 Wealden Equality Scheme 2011 - 2014 www.wealden.gov.uk
2 The Wealden Equalities Impact Assessment Pro-forma can be found at: www.wealden.gov.uk

2 Introduction

3 Key Equality Groups

Introduction

3.1 As part of the Core Strategy process, key social, economic and demographic data for the District and beyond has been gathered and analysed. This information is key to the overall spatial planning function of the Council.

3.2 The Core Strategy will impact on the lives of all people who live and / or work within the District or those who would like to live and / or work within the District. However, this section sets out a brief description of the different equalities groups within the District as defined by the Wealden Equality Scheme 2011 - 2014. The purpose is to understand differences experienced by different groups of people within the District.

Geographical context

3.3 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 larger settlements and many smaller villages and hamlets.

Population

3.4 The 2001 Census recorded that Wealden had a total population of approximately 140,023. In 2010 this was estimated to have increased to almost 145,185 comprising some 62, 365 households[(3)].

3.5 Just under half of the population live in the five main towns, 19% live in town fringe settlements and 32% live in villages, hamlets or isolated rural settlements.

3.6 The population of Wealden is projected to increase to 152,928 by 2031[(4)]. This will comprise some 69,969 households in 2031[(5)].

Age

3.7 The age structure recorded in the 2001 census for Wealden District is detailed in table 1 below[(6)].

Table 1 Wealden District age structure (number of people based on 2001 census)

Age structure	All people	0 - 4	5 - 14	15 - 19	20 - 44	45 - 64	Over 65
Wealden (Number)	140, 023	7, 537	17, 751	7, 805	39, 178	38, 176	29, 576

3 Population and household estimates in 2010 (East Sussex in Figures): www.eastsussexinfigures.org.uk
4 Policy based population projections, East Sussex County Council 2010
5 The population projections are based on projected housing completions of 9,600 within Wealden District over the period 2006 - 2031
6 Source: East Sussex in Figures www.eastsussexinfigures.org.uk

3.8 The District's age profile is not consistent with the national average. The District has lower than the national average proportion of people in the 20 to 44 age bracket. In contrast, the District has higher than the national proportion of people aged over 45. This is particularly marked in the 65 and over age group. Wealden has approximately the same proportion of people in the 0 to 19 age ranges as the national average. This is demonstrated in table 2 below [7], which shows the percentage of the population in specific age groups in Wealden compared with the East Sussex, South East and National average.

Table 2 Wealden District age structure compared to the East Sussex, South East and National average (% of people based on the 2001 census)

Age structure	All people	0 - 4	5 - 14	15 - 19	20 - 44	45 - 64	Over 65
England and Wales	100	5.9	12.9	6.2	35.1	23.8	16
South East	100	5.9	12.8	6	34.6	24.3	16.4
East Sussex	100	5.4	12.3	5.6	28.5	25.4	22.8
Wealden	100	5.4	12.7	5.6	28	27.3	21.1

3.9 Population projections are calculated using either a 'trend based' or 'policy-based' approach. A trend-based approach shows what the population will be if recent trends in terms of births, deaths and migration continue. A policy based approach takes into account planning policies and future planned housing development.

3.10 Table 3 below[8][9]. The expected population increase within this time period will not be evenly distributed by age and gender. This will lead to significant changes in Wealden's population profile over the next 20 years. In particular, it is estimated that there will be a significant increase in the number of people in the over 65 age group by 2026. In addition, there will be fewer school children and more young people aged between 15 - 29.

Table 3 Age groups (Policy Based) population projection (%)

	Age groups	**0-14**	**15-29**	**30-44**	**45-64**	**65-74**	**75+**
2001	East Sussex	17.6	14.3	19.8	25.5	10.7	12.1
	Wealden	18	13	20.5	27.3	10.4	10.7
2006	East Sussex	16.7	14.7	18.8	27.2	10.5	11.9

7 Source: East Sussex in Figures www.eastsussexinfigures.org.uk
8 Source: East Sussex in Figures www.eastsussexinfigures.org.uk details the policy-based projections between 2001 - 2026
9 The policy-based projections are based on the housing allocation for Wealden of 11,000 dwellings between 2006 - 2026. This policy projection is therefore not in line with the Wealden District Proposed Submission Core Strategy for this time period, however, its purpose in this document is to provide a rough indication in view that policy projections have not yet been considered for the housing figures detailed in the Core Strategy

	Wealden	17.5	12.9	19	29.1	10.6	10.9
2011	East Sussex	16.3	15.1	16.5	28.4	11.5	12.1
	Wealden	16.4	13.8	16.5	29.6	12	11.7
2016	East Sussex	16.1	15.1	14.7	28.4	13.1	12.7
	Wealden	16.1	14.4	14.5	28.5	13.9	12.6
2021	East Sussex	16.4	13.2	15.2	27.8	13.1	14.2
	Wealden	16.4	12.1	16	27.3	13.6	14.6
2026	East Sussex	16	12.8	15.5	26.3	13	16.4
	Wealden	16.5	11.2	16.8	25.4	13.1	17

Gender

3.11 It was recorded in the 2001 Census[10] that there are more women (73, 305 / 52.4%) in the District than men (66, 718 / 47.6%). This is in line with both the East Sussex, Regional and National average.

3.12 In 2010, it was estimated that this trend has continued, although the gap has reduced slightly, where 69,916 (48.2%) of Wealden's population are thought to be male and 75,269 (51.8) of the population are female[11].

3.13 Wealden's employment rate (78.2%) is higher than both the national (70.7) and East Sussex average (74.9%). However, the labour force statistics for Wealden indicates that, whilst men are only slightly more economically active than women, male workers are predominately in full-time employment whilst nearly half of economically active females are in part-time employment[12]. Employment hours can directly affect income. Table 4 below[13] shows estimates of the number of employees by employment status (full-time and part-time) and gender for Wealden.

Table 4 Employment status and gender

	Female (No / %)		Male (No / %)	
Full-time work	11,300	24.9%	18,900	41.8%
Part-time work	10,800	23.9%	4,200	9.3%
Total	22,100	48.8%	23,100	51.2%

10 East Sussex in Figures, www.eastsussexinfigures.org.uk
11 East Sussex in Figures, www.eastsussexinfigures.org.uk
12 Part-time workers are those people working for fewer than 30 hours per week.
13 Source: East Sussex in Figures www.eastsussexinfigures.org.uk

3.14 Wealden District's average earnings are below the national and East Sussex average for both male and female employees. However, the workplace earnings pay gap between male and female workers is similar to the national average with gross weekly earnings being lower for female workers than their male counterparts. The difference between male and female gross weekly earnings within Wealden is detailed in table 5 below[14].

Table 5 Gross weekly earnings (Average (mean) earnings, workplace-based, 2006-2009)

Type of employee	All employees			Full-time			Part-time		
Gender	All people	Male	Female	All people	Male	Female	All people	Male	Female
Geography									
Great Britain	475	587	359	578	637	486	186	202	181
South East	491	620	358	604	673	491	184	190	183
East Sussex	383	474	304	481	518	429	160	145	163
Wealden	380	476	264	479	513	402	139	145	138

3.15 Wealden District has a higher number of people who are economically active than both the national and East Sussex average. In relation to unemployment, there are more men than women in the District who are currently unemployed. Table 6[15] details the number of people currently claiming Job Seekers Allowance by ward and gender.

Table 6 The number of claimants of Job Seekers Allowance by gender in each Wealden District ward (August 2010)

	Male	**Female**
Alfriston	10	4
Buxted and Maresfield	25	20
Chiddingly and East Hoathly	20	12
Cross in Hand/Five Ashes	8	5
Crowborough East	20	9
Crowborough Jarvis Brook	22	12
Crowborough North	28	10
Crowborough St. Johns	6	5

14 Source: East Sussex in Figures www.eastsussexinfigures.org.uk
15 East Sussex in Figures www.eastsussexinfigures.org.uk

Crowborough West	25	7
Danehill/Fletching/Nutley	16	12
East Dean	9	3
Forest Row	39	11
Framfield	14	4
Frant/Withyham	14	10
Hailsham Central and North	26	17
Hailsham East	57	16
Hailsham South and West	67	44
Hartfield	6	10
Heathfield East	5	4
Heathfield North and Central	55	21
Hellingly	27	17
Herstmonceux	11	8
Horam	8	8
Mayfield	4	9
Ninfield and Hooe with Wartling	14	5
Pevensey and Westham	53	28
Polegate North	29	18
Polegate South	12	6
Rotherfield	10	5
Uckfield Central	21	10
Uckfield New Town	20	9
Uckfield North	48	22
Uckfield Ridgewood	11	7
Wadhurst	18	9
Willingdon	35	18
Wealden total	**796**	**415**

Ethnic and cultural origins

3.16 Wealden District has a low proportion of people from Ethnic minority groups with only 1.8% of the population recorded in the 2001 Census as being either Asian, Black, Chinese or other. This is just below the East Sussex average.

3.17 Gypsy and Travellers are also an established ethnic group in Britain. It is difficult to establish the exact number of Gypsy and Travellers within the District as they are not currently identifiable as a separate ethnic group in the Census. However, it is considered that compared to other local authorities in East Sussex that Wealden has a high percentage of Gypsy and Travellers living within the District[16].

3.18 The East Sussex Traveller Strategy 2010-2013[17]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.

3.19 In addition, out of 128 face to face interviews that took place with Gypsies and Travellers in the 2005 Gypsy and Traveller Accommodation Needs Study[18] 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.

3.20 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 attainment than other groups of children[19].

Religion / Belief

3.21 Of the population who declared a religion or belief in the 2001 Census, the majority of the District's population are Christian. Table 7 below[20] details the percentage of the Districts population of a certain religion or belief.

16 East Sussex and Brighton and Hove Gypsy and Traveller Study Final Report 2005 www.eastsussex.gov.uk
17 The East Sussex Traveller Strategy 2010-2013 www.eastsussex.gov.uk
18 East Sussex and Brighton and Hove Gypsy and Traveller Study Final Report 2005 www.eastsussex.gov.uk
19 The East Sussex Traveller Strategy 2010-2013 www.eastsussex.gov.uk
20 Source: East Sussex in Figures www.eastsussexinfigures.org.uk

Table 7 Religion (2001 Census)

Religion	All People	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religions	No religion	Religion not stated
Geography										
England and Wales	100	71.7	0.3	1.1	0.5	3	0.6	0.3	14.8	7.7
South East	100	72.8	0.3	0.6	0.2	1.4	0.5	0.4	16.5	7.5
East Sussex	100	73.6	0.3	0.2	0.2	0.6	0	0.5	16.5	8.1
Wealden	100	77.2	0.2	0.1	0.2	0.4	0	0.7	13.9	7.4

3.22 Table 7 shows that there is a lower than national average representation of other faith groups within the District. The next largest faith group within Wealden is Muslim.

Sexual Orientation

3.23 There is a visible community of Lesbian, gay, bisexual and transgender (LGBT) people within the District, however, currently no accurate data exists on sexual orientation as it applies to Wealden. However, Stonewall and the local LGB network suggests that some 6% of the population may be lesbian, gay or bisexual[21]. However, the planning system has no direct influence on this equality group.

Disability and health

3.24 In the UK only half of disabled people of working age are in work (50%), compared with 80% of non disabled people[22].

3.25 In February 2010 a total of 4,650 Wealden residents claimed Disability Living Allowance (DLA). The majority of claimants (51%) are in the 16 - 59 age group, 13% are in the under 16 age group and 36% in the over 60s age group[23].

3.26 In February 2010 4.2% of the District's working age residents claimed Disability Allowance benefit. This is below both the East Sussex and national average[24].

3.27 16.8% of the District's population were recorded as having a limiting long-term illness at the 2001 Census. This is the lowest of all Districts and Boroughs in East Sussex. Wealden also had the highest percentage of people in the county whose health was 'good' (70.6%). Life expectancy in Wealden is also above that recorded for the South East and for England / Wales. This is demonstrated in table 8 below[25].

21 Wealden Equality Scheme, 2011 - 2014 www.wealden.gov.uk
22 Shaw Trust - Ability at work, Disability and employment statistics www.shaw-trust.org.uk
23 East Sussex in Figures www.eastsussexinfigures.org.uk
24 East Sussex in Figures www.eastsussexinfigures.org.uk
25 Source: East Sussex in Figures www.eastsussexinfigures.org.uk

Table 8 Healthy life expectancy (1999-2003 average - years at birth)

Health expectancy	Life expectancy		Healthy life expectancy[26]		Disability-free life expectancy[27]	
	Females	Males	Females	Males	Females	Males
England and Wales	80.5	75.9	72.1	68.8	63.9	61.4
South East	81.5	77.2	74.8	71.7	66.9	64.7
Wealden	82.8	78.4	76.5	73.3	68.4	66.1

3.28 No accurate information currently exists in relation to residents type of disability. However, in East Sussex Downs and Weald there are approximately 51,760 wheelchair users, 528 people registered as having hearing loss and 73 people who are deaf. There are also 629 people who are registered blind and 587 who are registered as having a hearing impairment[28].

27 Disability-free life expectancy (DFLE) at birth, defined as expected years of life free from limiting long-standing illness or disability
26 Healthy life expectancy, defined as expected years of life in 'good' or 'fairly good' health
28 Wealden Equality Scheme 2011 - 2014, www.wealden.gov.uk

4 Purpose of the Core Strategy

4.1 The Core Strategy is the key policy document which sets out how the places and communities within Wealden will change up until 2030. It is the most important out of a collection of documents known as the Local Development Framework, which will steer change over the next 20 years.

4.2 Following the Core Strategy we will be producing further Development Plan Documents (DPDs) including the Strategic Sites DPD and Delivery and Site Allocations DPD, which will set out more detailed policies for how Wealden will develop and manage change. Together these documents will comprise the new development plan for Wealden.

4.3 The Core Strategy describes the current interaction of people and places in Wealden and identifies key social, economic and environmental issues. The Core Strategy provides a long-term vision for the District, identifies a number of objectives and through its spatial strategy sets out where housing and employment growth will take place over the Core Strategy period. The Core Strategy also sets out planning policies for a number of District-wide priorities.

4.4 The Core Strategy, once adopted, will have substantial legal weight and will guide future decisions of the Council and its partners.

4 Purpose of the Core Strategy

5 Core Strategy beneficiaries

5.1 The Core Strategy is ultimately a technical planning document which will be used by the Council to aid decision making in the provision of future development. Its vision, objectives and policies are wide ranging across the social, economic and environmental spectrum. The Core Strategy is therefore relevant to a number of stakeholders including:

- People living in or who wish to live in Wealden;
- People who work in or who wish to work in Wealden;
- Visitors to the District;
- Businesses, developers and landowners;
- Voluntary and community groups; and
- Partner organisations.

5 Core Strategy beneficiaries

6 The production of the Core Strategy

6.1 The Proposed Submission Core Strategy has been informed by a number of different elements. These include other District Council and partner organisation plans, policies and strategies, public participation and a number of evidence based studies.

Wealden Sustainable Community Strategy

6.2 In relation to other plans the Wealden Sustainable Community Strategy[29] is of particular relevance. This document has been produced by the Local Strategic Partnership which consists of representatives from a number of organisations and community groups.

6.3 The document itself involved wide community consultation and focuses on issues and priorities that local people are concerned about including housing, employment, health and the environment. The document also sets out a long term vision for improving people's quality of life and creating strong communities.

6.4 The vision, objectives and policies contained within the Proposed Submission Core Strategy are aligned with the objectives and priorities detailed within the Wealden Sustainable Community Strategy. The Core Strategy therefore reflects local need and aims to provide equality of opportunity to all who live within the District.

Evidence based studies

6.5 As part of the plan-making process the Council has commissioned a number of background technical studies to provide evidence for the preparation of the Core Strategy and assess a number of housing and employment related areas. Many of the social and economic related studies provide specific information in relation to community groups with the aim to strengthen our understanding of the District in relation to the issues and challenges it faces, and the key drivers for change. The evidence from these studies has contributed to the objectives and policies detailed within the Draft Proposed Submission Core Strategy.

6.6 The evidence based studies were undertaken by Consultants. In appointing specific consultants, the Council's procurement procedures were adhered to and equal opportunities statements were checked to ensure that they conformed with the Council's Equality Scheme. This was undertaken as part of the pre-selection process during the tender assessment.

Consultation

6.7 The Council has a duty to involve the community and stakeholders in the preparation and production of the Core Strategy and its associated policies. The Council has produced a background document entitled 'Summary of Core Strategy Consultation and Participation'. This document details the Core Strategy consultation process that has taken place so

29 Wealden Sustainable Community Strategy www.wealdencommunitystrategy.co.uk

far. The document can be viewed on the Council's website[30]. However, a summary of the consultation that took place is detailed in the section below.

Summary of consultation stages

6.8 In summary, two major consultation exercises have been undertaken in previous Core Strategy stages. The two consultation exercises included:

- A six week consultation on the Core Strategy Issues and Options Paper in July 2007. The consultation exercise sought views on how best to plan for Wealden District's long-term future.
- An eight week consultation on the Spatial Development Options Paper in July 2009. The consultation exercise sought views on a range of alternative housing and employment options. The aim was to present how different spatial options performed, to assist public and stakeholder feedback on the options.

Summary of consultation methods

6.9 As part of the consultation process for each of the above papers, numerous consultation methods were used including the distribution of a leaflet to every household in the District. The leaflet invited the public to take part in the consultation. In addition, the Local Strategic Partnership (LSP), Parish and Town Councils, stakeholders and community groups were involved throughout the process through a number of meetings and workshops.

6.10 The consultation exercises were undertaken in accordance with the Wealden Statement of Community Involvement and exceeded the consultation requirements of Planning Regulations.

6.11 Both the public and stakeholders were invited to respond by submitting the provided questionnaire or by letter, fax, email or through writing their comments in the comments book provided at the 'drop-in' sessions, which were held as part of the consultation. People were also able to respond using an on-line consultation system.

6.12 Given the wide ranging nature of the Core Strategy document, and the importance of different policy areas within it, the Council has specifically sought to engage different equalities groups including the Wealden Disability Group, Wealden Youth Forum, the Wealden Senior Forum, the Black and Minority Ethnicity (BME) community through SOMPRITI and Gypsies and Travellers.

How has the information been used?

6.13 The information gathered from each of the consultation stages has been used together with other evidence and Government Guidance to inform the Proposed Submission Core Strategy document.

30 Wealden District Council www.wealden.gov.uk

Are the results of the consultation exercises publicly available?

6.14 A full discussion of the Issues and Options Consultation was presented in a report which was considered at the Wealden District Council Local Development Framework Sub-Committee on 15th October 2007[31].

6.15 Similarly, the key issues arising from the Core Strategy Spatial Development Options Consultation was presented in a report at the Local Development Framework Sub-Committee on the 16th December 2009[32]. Both reports can be accessed on the Council's website.

6.16 In addition, individual responses made at each of the consultations can be viewed on the Council's website.

Equality monitoring

6.17 The Council endeavours to collect information about its service users through the provision of an equalities monitoring form with all Council surveys and consultations. The purpose of this is to ensure that the Council understands its service users, measure the use of services by equality groups and gather views and the level of satisfaction in our service provision.

6.18 As part of the Spatial Development Options Consultation an equality form was attached to both the consultation questionnaire and the on-line consultation system. A total of 459 people responded to the consultation, of which, only 248 people filled out the equalities monitoring form.

6.19 The results of the equalities monitoring indicates that nearly all respondents were of a white British background, heterosexual and of Christian belief. More men than women responded to the consultation and the majority of respondents were in the forty plus age group.

6.20 Although the results provide an indication of its service users, unfortunately the lack of completed forms denies the ability to draw a true picture of those groups whom the consultation has reached. However, despite using a number of consultation methods, monitoring would suggest that there is a lack of representation amongst certain equalities groups.

6.21 Nevertheless, the extensive consultation that has taken place since July 2007, the incorporation of the Wealden Sustainable Community Strategy and the detailed evidence that has been accumulated in relation to the District's population (including different community groups) ensures that equalities groups have been fully considered throughout the preparation of the Core Strategy.

31 Agenda and minutes of the Local Development Framework Sub-Committee on 15th October 2007 www.wealden.gov.uk
32 Agenda and minutes of the Local Development Framework Sub-Committee on 16th December 2009 www.wealden.gov.uk

Sustainability Appraisal (SA)

6.22 As part of the Core Strategy process the Council has undertaken a Sustainability Appraisal (SA). The SA process involves assessing the potential economic, social and environmental impacts of the Core Strategy and its policies and makes recommendations as to how they can be improved in sustainability terms. The SA has fed into the process of developing the Core Strategy.

6.23 The SA does not go as far as assessing the differential effects of the Core Strategy policies on specific equalities groups, however, it does provide a holistic assessment in relation to the potential impact of the policies on the Districts population in relation to social inclusion, health and the provision of housing.

6.24 The overall outcome of the Sustainability Appraisal is that the Core Strategy and its policies has the potential to positively benefit all those who live or work within the District. The SA of the Proposed Submission Core Strategy can be viewed on the Council's website.

7 Equality Impact Assessment

7.1 Both the vision and spatial planning objectives set out in the Proposed Submission Core Strategy are broad in nature and describe what the Council is seeking to achieve in spatial planning terms over the next 20 years.

7.2 The vision and objectives will be delivered through a total of 13 high level strategic spatial policies. These policies provide a clear direction and associated information concerning the provision of homes, employment and retail from 2006 - 2030. This assessment focuses on these policies, as it is the policies that ultimately determine the delivery and timing of development, and therefore have the potential to impact on residents, workers and different communities within the District.

7.3 The outcome of the equalities impact assessment is detailed in Appendix 1. The table summarises each of the Proposed Submission Core Strategy policies, details the aim of the policy and identifies whether the policy is likely to have a differential impact on different equality groups.

Outcome of the Equalities Impact Assessment

7.4 Overall, the equalities impact assessment has identified that all of the policies in the Draft Core Strategy will either have no differential impact or a positive impact on different equalities groups.

7.5 The only potential adverse impact arising from the assessment relates to the provision of infrastructure, where should this not be provided at the right time to support growth, a temporary shortage of services may result in additional pressure on existing services. This has the potential to adversely effect the whole community but especially those community groups who rely on services such as children of school age, the elderly and people who have a disability or health issues.

7.6 However, it is anticipated that this potential adverse impact will be addressed through the careful phasing of development and close working with developers and infrastructure providers as set out in Policy WCS 5 and WCS7 to ensure that the necessary infrastructure is in place to support an increased population. Furthermore, the Council's Infrastructure Delivery Plan[33] will detail when infrastructure is required and the risks associated with non-delivery.

7.7 It can therefore be concluded that the policies contained in the Proposed Submission Core Strategy will not lead to unlawful discrimination on different groups within the community. Instead, the Proposed Submission Core Strategy seeks to reduce inequalities through the increased provision of homes, jobs and an attractive environment. The aim is to provide a better quality of life for all.

33 The Wealden Infrastructure Delivery Plan will set out how the infrastructure required alongside the Core Strategy will be put in place. The plan will be a living document, part of an on-going process of engagement with infrastructure providers on the planning and delivery of key services.

7 Equality Impact Assessment

8 Different expectations

8.1 Different community groups may have differing expectations in relation to what the Core Strategy policies will achieve or deliver.

8.2 The Core Strategy is closely aligned to the specific housing, employment and social needs of residents as informed by consultation and key social, economic and demographic data. The Core Strategy aims to improve the social, economic and environmental characteristics of the District and seeks to meet the needs of the District's population including those of specific community groups.

Housing

8.3 Certain community groups may have different expectations in relation to the type of housing to be provided in respect to its location, size, type, adaptability and affordability. For example, younger people may be looking for smaller more affordable housing in which they can access the property ladder. Where as families may require larger housing. Persons of differing age may have changing housing need as they enter different stages in life. This may vary from the young to the elderly, where specialist accommodation may be required in later years. Disabled people may also require specialist or adaptable accommodation. Different racial groups may also have particular housing requirements or needs.

8.4 The relationship between household size and the type and size of dwelling is not straightforward and should not be assumed. Therefore, the points below outline possible different expectations in more detail using evidence from the Wealden Housing Market Assessment[34] and Housing Needs Survey[35]:

- Research suggests that owner occupation is the dominant tenure amongst BME households in the District, although there is a high percentage of BME households in social rented accommodation in the south of the District. National research indicates that BME households (Particularly Indian and Pakistani households) often live in overcrowded situations. Therefore, BME households may require the provision of larger homes. BME households are also more likely to be on low incomes than other households, therefore an expectation for large affordable homes may exist.
- A significant proportion of people (71%) who have a disability remain economically active within Wealden. This means that many disabled people are able to access homes in the private market. However, disability is strongly linked to age with the majority of disabled people being within the 60 plus age group. This has implications for Wealden as it is forecast that there will be a significant increase in people over 65 in years to come. At a national level the majority of disabled people are able to remain in their own homes without adaptation. However, there are often barriers when trying to access suitable accommodation. Disabled people may therefore have an expectation for the provision of suitable accommodation in relation to type, size and adaptability as well as the provision of housing in suitable accessible locations.

34 Wealden Housing Market Assessment www.wealden.gov.uk
35 Wealden Housing Needs Survey www.wealden.gov.uk

With an ageing population there may be a greater expectation for suitable and adaptable housing within both the private and social sector.

- There is often a difference in personal circumstance in relation to people of retirement age depending on health. Whilst many elderly people will remain in their existing home some may need to move in order to easily access services and facilities. Some elderly people may require specialist housing such as sheltered housing or care homes. Different expectations may therefore exist depending on changing life circumstances.
- Approximately half of Wealden's population live in rural areas where house prices are higher than most urban areas, especially in North Wealden. This provides low levels of affordability for newly forming households especially if incomes are relatively low. The housing needs survey identified that those requiring homes were mainly between the ages of 20 - 29. There may then be an expectation for affordable and a smaller housing stock in rural areas to meet the younger persons housing need.

8.5 In view of the above, the number of homes proposed in the Core Strategy, the type of housing to be built and the location of housing has a direct impact on the differing expectations and needs of community groups as different life stages are entered. These expectations or needs will be dealt with in more detail in later DPDs where it is anticipated that clear guidance will be given to house builders to ensure that future housing provision will meet the Core Strategy objectives and meet the needs of those who live in the area or who wish to live in the area including particular community groups.

8.6 Later DPDs will be informed by existing and further evidence based work which will lead to detailed policies regarding housing mix, design (including life time homes) and accessibility for wheelchairs.

Employment

8.7 Different expectations may exist between different community groups in relation to the provision of employment. This may range from the type of employment to employment locations. However, in general terms there may be an expectation amongst all economically active people for the provision of a range of jobs in places near to where they live. The points below provide detail in relation to different expectations of community groups:

- As stated above, many disabled people within the District are economically active. However, national statistics show that there is a low percentage of disabled people in work. Only approximately half of Wealden's working population actually work within the District and this often entails a high level of movement to locations other than where people live. This may be a barrier to the ability of disabled people to enter employment, especially where there is limited access to a car or suitable public transport. Therefore, an expectation may exist for the provision of employment to be more locally accessible.
- Whilst there is evidence (as detailed in section 2) that both male and females work part-time, there are more females who work part-time than their male counterparts, therefore, females may have a different or a greater expectation for the future range and choice of employment provision.

- The types of jobs in relation to working hours is particularly important to economically active females. Therefore, females may have a different expectation for the future range and choice of employment provision.
- Claimant rates in Wealden are generally higher for those under the age of 25, indicating a problem for younger people in finding employment or possibly apprenticeships in the local area. There is also an underlying issue regarding gaining suitable skills and experience for young people within the District. Young people may therefore have an expectation for the provision of certain types of training, jobs and the general provision of suitable and local employment opportunities.

8.8 The range and location of new employment identified within the Proposed Submission Core Strategy has a direct impact on the economically active population of Wealden. New employment locations have been identified for Uckfield, Hailsham and Hellingly and the Polegate and Willingdon / Stone Cross areas. Locating new employment in these areas will go some way to meeting the employment requirements of the district in both economic terms and also meeting the employment needs of the district's residents including community groups. Employment provision will be detailed further in later DPDs.

Retail and infrastructure

8.9 Accessible retail services and infrastructure including green infrastructure are important to all, however, different expectations may exist in relation to the location and type of retail and infrastructure services such as health or education.

8.10 Community groups such as the elderly, the young and people with a disability, especially those without access to a car may expect certain types of retail and infrastructure to be locally accessible. Where as BME communities and different religious / belief groups may have an expectation in relation to the type of retail provision and places of worship to meet their particular needs. The type of retail provision and delivery of infrastructure will be detailed further in later DPDs.

8.11 The policies contained within the Proposed Submission Core Strategy seek to meet the diverse needs and expectations of both the current and future population of the District. Extensive public consultation provided an opportunity to consider, incorporate and align public expectation and need with the direction of policy.

8 Different expectations

9 Core Strategy and Community and Council relations

Community relations

9.1 It is not anticipated for the majority of Core Strategy policies to affect relations between certain community groups due to their broad and high level nature. However, Policy WCS 10 and WCS 11 with its aim to specifically provide additional Gypsy and Traveller pitches in suitable locations could be interpreted as favouring this particular community group.

9.2 Gypsy and Travellers have, in the past, been subject to racial harassment and violence as well as poor access to services such as accommodation, health, education and employment. However, the criteria based policy seeks to address some of these known issues by ensuring that pitches are located in suitable areas that can protect both the Gypsy and Traveller community and surrounding communities through visual and acoustic privacy and locally accessible services. Therefore, although policy WCS 10 will directly benefit the Gypsy and Traveller community, policy WCS 11 seeks to ensure that the benefits of providing suitable pitches does not adversely affect surrounding residents or communities.

9.3 Sites to provide additional pitches will be allocated in the subsequent Delivery and Site Allocations DPD. A further review of Gypsy and Traveller accommodation needs will be undertaken to determine housing needs beyond 2016. Any subsequent DPD will need to address equality issues in more detail. This is particularly the case where resentment may be felt amongst the community due to the identification of additional pitches.

Council relations

9.4 It is not anticipated for the policies contained within the Core Strategy to damage relations between particular community groups and the Council.

9 Core Strategy and Community and Council relations

10 Next steps

10.1 The Proposed Submission Core Strategy will provide an opportunity for the public and stakeholders to make representations on the document. Representations will be considered prior to the submission of the Core Strategy to the Secretary of State for an Examination In Public (EIP). The Council aim to adopt the Core Strategy in March 2012, although this is dependant on the outcome of the EIP and the Inspectorates timetable.

10.2 Should any changes to the Proposed Submission Core Strategy take place as a result from representations or the EIP, it may be necessary to review the Equality Impact Assessment.

10.3 Once the Core Strategy is adopted the Council have an obligation to monitor the implementation of planning policies to ensure that policies and objectives are being delivered. The Council's progress is recorded in its Annual Monitoring Report which uses core output indicators to assess the activities that are related to the policies. For example, the supply of housing and employment space and the number of Gypsy and Traveller pitches. The Annual Monitoring Report will help to assess whether the needs of the community are being met through the implementation of the policies. Should the policy be found to be having a negative impact the Council will need to review its position and provide mitigation. This could result in a review of the Core Strategy policy. Should this occur, it will be necessary to review the Equalities Impact Assessment.

10.4 Over the next few years the Council will be producing a number of Local Development Plan Documents including the Strategic Sites DPD and Development and Site Allocations DPD. These documents will build on the high level strategic policies contained in the Core Strategy and will provide more detailed policies in relation to the provision of housing, employment and infrastructure including green infrastructure. These documents will again be subject to extensive consultation and it will be necessary to assess their impact on different community groups to ensure that the policies contained within the documents have a positive outcome and do not differentially effect certain community groups.

10 Next steps

Appendices

Appendix 1

Table 9 Summary of equality impacts of the Core Strategy

Core Strategy Policy	Race	Disability	Gender	Sexual orientation	Age	Religion/ belief	Comments
Policy WCS 1 is a high level strategic policy which details the number of additional (net) dwellings and the amount of additional employment land and retail floorspace to be provided within the District over the period April 2006 until March 2030. The aim of the policy is to confirm the overall strategic land requirements for future housing and jobs.		**Y**	**Y**		**Y**		This is a high level policy where the provision of additional housing and employment land is intended to benefit all through increased housing and employment opportunities. The provision of additional housing is likely to result in an increased population. In turn this could put pressure on existing infrastructure and services which could result in a shortage of provision, especially where infrastructure deficiencies already exist. A deficiency in infrastructure, services and community facilities has the potential to impact on the whole community, however, there could be a greater impact on certain groups. For example, shortages of health services may adversely effect the elderly or people with disabilities, and school place shortages could affect children and their parents, especially those with limited access to a car to travel to alternative services.

							The Core Strategy details critical infrastructure, however, it does not detail the specific new services or facilities that may be required to support growth. This will be addressed in subsequent DPDs, of which, impacts on equalities groups will be assessed in more detail. However, Policy WCS 7 details the Council's approach to infrastructure provision which sets out the timely provision of infrastructure to support new housing and employment growth. Policy WCS 5 also provides a mechanism where by the pace of housing delivery can be adjusted by holding back new development. These policies therefore mitigate the potential adverse effect on community groups that could result from the implementation of policy WCS 1.
Policy WCS 2 is a high level policy which sets out the broad distribution of land to be allocated for housing development. The policy seeks to concentrate growth at the urban areas and some limited growth in the more rural areas.		**Y**			**Y**		Concentrating the provision of housing in the District's five main towns and larger settlements should reduce the need for people to travel to services, facilities and places of work. This could particularly benefit the young, the elderly and people with a disability, especially if access to a car is limited. The provision of housing mainly in the District's urban areas may differentially

							effect those community groups who require housing in other areas. However, Policy WCS9 mitigates this potential effect through the provision of affordable housing in rural areas.
Policy WCS 3 is a high level strategic policy which details the broad distribution of land to be allocated for employment and retail. The policy seeks to concentrate future employment and retail provision in the District's more urban areas.		**Y**	**Y**		**Y**		The provision of a range of employment sites and employment types in accessible locations will benefit all sections of the community and reduce economic disparities across the District. A large proportion of the workforce (46%) commute to places of work outside the district. Although, not all employment in the District will go to Wealden residents, the focus of new employment opportunities in locally accessible places has the potential to benefit those who live within the District, especially those without access to a car, including the young or persons with a disability. The provision of local jobs may also provide an opportunity for more females to enter full time employment. A large proportion of comparison shopping is currently undertaken in Primary Centres located outside the District. Additional and an improved retail offer close to where people live will reduce the need to travel to

							alternative locations. Again, this could benefit those without access to a car including the young, the elderly or persons with a disability.
Policy WCS 4 sets out development areas that are considered to be critical to the delivery of the overall strategy. The aim is to identify and deliver housing in the short to medium and long-term.		**Y**	**Y**		**Y**		Too high level to differentially affect equalities groups. However, the development areas are essential to addressing the Core Strategy objectives and spatial strategies. This includes addressing housing and employment need. The policy therefore has beneficial effects for the whole community including specific community groups.
Policy WCS 5 is a high level policy concerning the release of land for house building. The aim is to ensure that sufficient housing (including affordable housing), and the timely provision of infrastructure is provided at the broad locations as set out in Policy WCS 2.		**Y**	**Y**		**Y**		The provision of both market and affordable housing will benefit all sections of the community and reduce inequalities in access to housing. The District currently has a lower than County average proportion of social rented and private rented properties. In addition, Wealden's average house prices are high, therefore many of Wealden's residents are unable to afford private market housing, and in many cases private rented accommodation. According to the Wealden Housing Register there is a particular housing

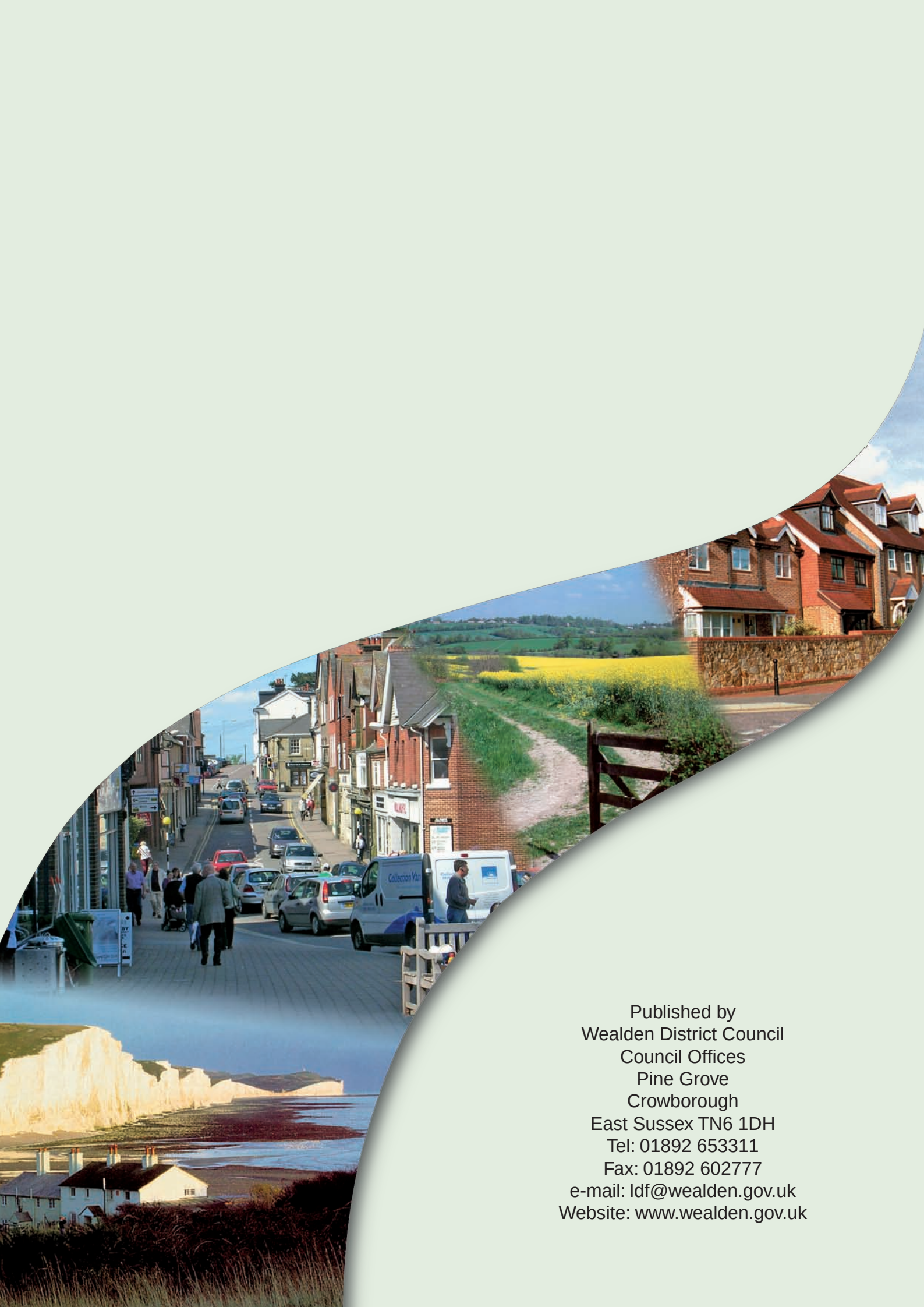
							need experienced in Hailsham, Polegate, Pevensey and Uckfield. The provision of affordable housing in accessible and suitable locations across the District will therefore contribute to addressing housing need in these areas. This could benefit the whole community especially those community groups who are less well off. This may include the elderly, the young, people with a disability or those with a medical condition. Also, ethnic minority groups are more likely to live in more urban areas than average.
Policy WCS 6 confirms the overall level of housing development which will be provided for in the rural areas of the District. The aim of the policy is to contribute to the creation of sustainable communities in relation to supporting local services and facilities.		**Y**			**Y**		A small amount of housing provision in rural areas has the potential to benefit all. However, it may particularly benefit specific groups who rely on the local provision of services and facilities, as these will be maintained and supported through an increased population. Those groups who may benefit include the young, the elderly, those with a disability and especially those with limited access to a car. The provision of housing in rural areas will also increase opportunities for both young and older people to stay in their local area. The housing needs survey identified that 5.2% of households in

							rural areas had to move to find a suitable home.
Policy WCS 7 is a high level policy seeking to ensure the necessary infrastructure is in place at the right time to support both housing and employment growth. This includes community facilities, services (health and education), transport and utility services.		**Y**			**Y**		Additional or improved infrastructure will benefit all residents and will reduce any differential impact on particular equalities groups.
Policy WCS 8 confirms that future affordable housing developments will be expected to provide for a mix of housing types, size and tenures. The policy also sets out the level of affordable housing that will be required within the District. The aim of the policy is to ensure that new affordable housing meets the housing needs of the District.	**Y**	**Y**			**Y**		Policy WCS 8 is a broad affordable housing policy aiming to provide a good range of housing to meet the needs of the district's population. The policy therefore has the potential to benefit all. The policy will provide increased and improved housing opportunities including a range of affordable housing and will benefit all sectors of the population but may specifically benefit the young, the elderly, or those who have difficulty accessing market or private rented accommodation. The majority of new households that form over the next 20 years are expected to be single person

							households and a large proportion of these are likely to be elderly. This means that for any given population level, a much greater mix and number of dwellings will be required. The housing numbers proposed and the type of housing built including lifetime homes could positively impact on those people with certain housing requirements, in particular the elderly population or people with a disability who may need additional housing support.
Policy WCS 9 sets out the Council's rural affordable housing policy. The aim of the policy is to allow some small scale affordable homes to be built in certain rural areas to meet local need.		**Y**			**Y**		The policy is intended to benefit all sections of society and reduce inequalities in access to housing in rural areas. Within East Sussex Wealden District is one of the most difficult and expensive places in which to access the housing market, this is especially the case in some rural areas. The provision of affordable housing in rural areas will therefore improve the opportunity to access affordable housing and contribute to addressing housing need within these areas. This could particularly benefit the young, elderly and those people with a

							disability, medical condition or have particular support needs.
Policy WCS 10 is a high level strategic policy that sets the number of Gypsy and Traveller pitches to be provided in the District between 2006 and 2016. The aim of the policy is to provide an additional number of pitches to meet the identified need.	**Y**				**Y**		The provision of additional pitches will significantly benefit Gypsies and Travellers. The policy aims to reduce social inequalities relevant to the Gypsy and Traveller community.
Policy WCS 11 is a high level criteria based policy that will be used to define the specific site requirements for the provision of residential sites including permanent sites for Gypsy and Travellers and for Travelling Showpeople. The policy will provide a basis for assessing planning applications. The aim of the policy is to ensure that the provision of pitches are located on suitable sites and in suitable locations for both the Gypsies and Travellers and also the local community.	**Y**	**Y**			**Y**		The provision of additional pitches in locations which are well related to existing settlements and associated services and facilities could significantly benefit the Gypsy and Traveller community, especially those who have a disability or illness or those of an age who would benefit from local services such as education and health. Gypsy and Travellers have, in the past, been subject to racial harassment and violence as well as poor access to services such as accommodation, health, education and employment. However, the criteria based policy seeks to address some of these known issues by ensuring that pitches are located in suitable areas that can

							protect both the Gypsy and Traveller community and surrounding communities. The policy therefore aims to reduce social inequalities for the Gypsy and Traveller community.
Policy WCS12 Biodiversity							Environmental based policy which is intended to benefit all.
Policy WCS 13 is a high level policy which aims to protect, improve, enhance through further provision the District's green infrastructure. This includes all forms of recreational open space and areas of importance or potential for wildlife.		**Y**			**Y**		The green infrastructure policy seeks to ensure that green space is accessible and contributes to healthy living. Additional and improved provision could benefit the whole community but especially children through the provision of play facilities. Increased accessibility to green infrastructure could also positively benefit those with a disability especially those without access to a car. In addition, the provision of green space and recreational facilities can contribute to reducing health inequalities by encouraging healthy lifestyles. This has the potential to benefit all age groups and community groups.



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