



## Equality Impact Toolkit (from May 2012)

### Section 1: Your details

**EIA Lead Officer:** Robert Oates

**Email address:** robertoates@wirral.gov.uk

**Head of Section:** David Ball

**Chief Officer:** Kevin Adderley

**Department:** Regeneration, Housing and Planning

**Date:** 30/08/12

### Section 2: What Council proposal is being assessed?

**Core Strategy for Wirral – Proposed Submission Draft**

### Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

If 'yes' please state which meeting and what date

**Yes - Cabinet 27 September 2012**

Please add hyperlink to where your EIA is/will be published on the Council's website:

<http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010-0>

**Section 3: Does the proposal have the potential to affect...**  
(please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 4: Does the proposal have the potential to maintain or enhance the way the Council...** (please tick relevant boxes)

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity
- Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 5:** Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any negative impact.

Which group of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Race	<p><u>Positive – Policy CS24: Gypsies and Travellers</u>                      Gypsies and travellers are protected from discrimination under the Equality Act 2010, The Public Sector Equality Duty 2011 and the Human Rights Act 1998, together with all ethnic groups who have a particular culture, language or values. Policy Cs24 aims to meet the needs of Gypsies, Travellers and, Travelling Showpeople, ensure all members of the community have access to decent and appropriate accommodation, to educational facilities, health and social care facilities and other public services, to encourage social inclusion and community cohesion.</p>	N/A			

Disability	<u>Positive - Strategic Objective 3: Transport Accessibility</u> Seeks to direct new development to locations with easiest access to existing centres, high-frequency public transport corridors, pedestrian and cycle routes.	N/A			
Disability	<u>Positive – Policy CS18: Housing Requirement</u> Sets out the number of homes to be developed including affordable and specialist housing which should assist in meeting the needs of the Borough’s more vulnerable and disabled residents.	N/A			
Disability	<u>Positive - Policy CS23: Criteria for Specialist Housing</u> Ensures that specialist housing will be permitted where listed criteria are satisfied and that any proposal would be easily accessible by foot and/or wheelchair to services and public transport in line with the expected needs of the prospective residents. Also seeks to ensure that specialist support services will be available in the locality.	N/A			
Disability	<u>Positive – Policy CS25: Hierarchy of Retail Centres</u> Directing town centre uses to identified centres will ensure that shops and services remain accessible by means other than simply private transport.	N/A			

Disability	<p><u>Positive – Policy CS26:Criteria for Development Within Existing Centres -</u>                  The siting of town centre uses in identified centres will ensure that shops and services remain accessible by means other than simply private transport.</p>	N/A			
Disability	<p><u>Positive – Policy CS30: Requirements for Green Infrastructure</u>                  Provision of green infrastructure will support health and wellbeing and provide for a sustainable pattern of development, particularly within areas of greatest need. Provision of appropriate green infrastructure will protect and enhance public rights of way and access to local facilities.</p>	N/A			
Disability	<p><u>Positive – Policy CS34 – Flood Risk and Coast Protection</u>                  Development will not be permitted where it will be subject to an unacceptable risk of flooding. The acceptability of any risk will include the potential impact on vulnerable users or occupiers, including elderly or disabled people.</p>	N/A			
Disability	<p><u>Positive – Policy CS40: Transport Requirements</u>                  Will ensure that new development will provide safe and attractive facilities for pedestrians and cyclists, suitable for all abilities and ages, which contribute to the</p>	N/A			

	enhancement of existing networks; reinforce the implementation of 20mph zones outside main routes in residential areas and ensure that pedestrians and cyclists have priority; and secure appropriate measures to support the greater use of public transport networks and facilities, including the width of carriageways and infrastructure such as bus stops and lay-bys and support public transport as an alternative to private transport, which will enhance safety for vulnerable groups.				
Disability	<u>Positive – Policy CS43: Design, Heritage and Amenity</u> Encourages design solutions that will enhance the character, quality and distinctiveness of an area. Encourages provision for lifetime needs by allowing people of different ages and abilities to move around developments without difficulty, including people with wheelchairs, prams and young children and older people.	N/A			
Age	<u>Positive – Strategic Objective 7: Sustainable Development</u> Promotes sustainable approaches to location, design, construction, operation and impact of new development, to mitigate and adapt to the impact of existing and future environmental change and promote	N/A			

	the transition to a low carbon Borough, which maintain quality of life now and in the future, particularly for vulnerable residents.				
Age	<u>Positive – Policy CS18: Housing Requirement</u> Sets out the number of homes to be developed, including affordable and specialist housing which would assist in meeting the needs of the Borough’s elderly residents.	N/A			
Age	<u>Positive – Policy CS23: Criteria for Specialist Housing</u> Ensures that specialist housing will be permitted where listed criteria are satisfied and that any proposal would be easily accessible by foot and/or wheelchair to services and public transport in line with the expected needs of the prospective residents. Also seeks to ensure that specialist support services will be available in the locality.	N/A			
Age	<u>Positive – Policy CS30 Requirements for Green Infrastructure</u> Provision of green infrastructure will support health and wellbeing and provide for a sustainable pattern of development, particularly within areas of greatest need and new development will be required to contribute towards the provision and protection of infrastructure that will assist in mitigating and	N/A			

	<p>adapting to the impacts of climate change on people and the environment, including urban cooling and carbon storage. Appropriate green infrastructure will benefit young people and the elderly by improving access to green and open space and a reduction in temperature extremes will help to protect vulnerable residents, including residents with poor health.</p>				
Age	<p><u>Positive – Policy CS34 – Flood Risk and Coast Protection</u> Development will not be permitted where it will be subject to an unacceptable risk of flooding. The acceptability of any risk will include the potential impact on vulnerable users or occupiers, including elderly or disabled people.</p>	N/A			
Age	<p><u>Positive – Policy CS40: Transport Requirements</u> Will ensure that new development will reinforce the implementation of 20mph zones outside main routes in residential areas and ensure that pedestrians and cyclists have priority; ensure new development will minimise the environmental impact of traffic likely to be generated on residential areas and other sensitive uses such as schools, care homes and hospitals; and secure appropriate measures</p>	N/A			



	to support the greater use of public transport networks and facilities, including the width of carriageways and infrastructure such as bus stops and lay-bys to support public transport as an alternative to private transport, which will enhance safety for vulnerable groups and have a positive impact upon school children and elderly residents.				
Age	<u>Positive – Policy CS43: Design, Heritage and Amenity</u> Encourages design solutions that will enhance the character, quality and distinctiveness of an area. Encourages provision for lifetime needs by allowing people of different ages and abilities to move around developments without difficulty, including people with wheelchairs, prams and young children and older people.	N/A			
Pregnancy & Maternity	<u>Positive – Policy CS43: Design, Heritage and Amenity</u> Encourages design solutions that will enhance the character, quality and distinctiveness of an area. Encourages provision for lifetime needs by allowing people of different ages and abilities to move around developments without difficulty, including people with wheelchairs, prams and young children.	N/A			

<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Strategic Objective 1: Economic Revitalisation</u> Seeks to secure a higher density of jobs and businesses within the existing employment areas in east and central Wirral and the Borough's existing town, district and local centres, in the most accessible locations.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Strategic Objective 2: Housing Regeneration</u> Seeks to provide for local housing needs and support new housing development and investment within areas of greatest need of physical, social, economic and environmental improvement.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Strategic Objective 3: Transport Accessibility</u> Seeks to improve sustainable travel and direct new development to locations with easiest access to existing centres, high-frequency public transport corridors, pedestrian and cycle routes.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Strategic Objective 4: Neighbourhood Services</u> Seeks to support the provision of shops, services, cultural, health and community facilities to meet the needs of local communities within or at the edge of existing centres, within easy reach of local communities.</p>	<p>N/A</p>			

<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Strategic Objective 7: Sustainable Development</u> Promotes sustainable approaches to the location, design, construction operation and impact of new development, to mitigate and adapt to the impact of environmental change and promote the transition to a low carbon Borough, which could reduce energy and water bills for people with low incomes.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS2 : Broad Spatial Strategy</u> Gives priority to job, housing and population growth in areas in greatest need of physical, social, economic and environmental regeneration, particularly within the older urban areas of east Wirral.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS13: Employment Land Requirement</u> Gives priority to sites that are able to provide employment and training for people in areas of greatest need, in line with the strategic priorities identified in the Broad Spatial Strategy (Policy CS2)</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS14: Priority Sectors</u> Supports employment development that meets specific criteria and in accessible locations.</p>	<p>N/A</p>			

<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS15: Criteria for Employment Development</u>                  Supports employment development that will assist in enhancing access to jobs and training, particularly within areas of greatest need and directs new office development to existing centres and employment areas and other areas with easy access to high frequency public transport.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS16: Criteria for Port Related Development</u>                  Supports continued port related activities within the existing port estates at Birkenhead and Eastham at Twelve Quays and along the Tranmere Waterfront including access to jobs, particularly within areas of greatest need.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS17: Protection of Employment Land</u>                  Safeguards land to maintain local employment and provide a range and choice of sites and premises in terms of quality, accessibility, type and size. Protects sites that score highly against the criteria set out in the Wirral Employment Land and Premises Study and are able to provide employment and training for people in areas of greatest need.</p>	<p>N/A</p>			

<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS18: Housing Requirements</u> Sets out the number of homes to be developed, including affordable and specialist housing.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS21: Criteria for New Housing Development</u> - Sets out a range of criteria that must be satisfied for new housing development, that should form part of a sustainable residential community, well integrated with the surrounding urban area with good access to local services by a choice of means of transport and meet the requirements for affordable housing set out in Policy CS22.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS22: Affordable Housing Requirements</u> Requires affordable housing to be provided at a rate of 10% in areas of greatest need and 20% elsewhere, subject to viability, which will assist groups that will require affordable housing.</p>	<p>N/A</p>			
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS43: Design, Heritage and Amenity</u> Encourages design solutions that will incorporate sustainable construction techniques; a fabric first approach to support mitigation and adaption to climate change, energy and water conservation, provision for low carbon energy and heat; measures to maximise</p>	<p>N/A</p>			

	<p>passive solar gain and natural ventilation; facilitate the micro-generation of renewable energy; and improve the energy efficiency of existing buildings, which could reduce energy and water bills for people with low incomes.</p>				
<p>Low Income &amp; Worklessness</p>	<p><u>Positive – Policy CS45: Developer Contributions</u>                  Seeks reasonable contributions from developers to mitigate the impact of development. Planning agreements will be sought to address requirements that will, where relevant, include measures to promote access to jobs and training for local residents as well as affordable housing in line with Policy CS22.</p>	<p>N/A</p>			

**Section 5a: Where and how will the above actions be monitored?**

The outcomes of the Policies within the final Core Strategy will be monitored annually through a statutory Annual Monitoring Report, which will identify any potential requirement for amendments to the Core Strategy to be undertaken if the Policies are not achieving their intended outcomes.

A separate Monitoring Plan has been produced alongside the Proposed Submission Draft to indicate where monitoring will take place and the expected policy response for different scales of divergence in outcome.

**Section 5b: If you think there is no negative impact, what is your reasoning behind this?**

Each Strategic Objective and Policy within the Proposed Submission Draft Core Strategy has been screened against any potential impacts on the range of equality groups identified in the associated spreadsheet.

The Proposed Submission Draft Core Strategy is considered to address the need for social, economic and environmental disparities to be reduced for all residents across Wirral. The Strategic Objectives and Policies identified within the Proposed Submission Draft are designed to improve the quality of life of all residents and visitors and it is considered that there will be no negative impacts resulting from them.

The results of the assessment are included in the spreadsheet attached.

**Section 6: What research / data / information have you used in support of this process?**

Each of the policies and sections of the Core Strategy is being prepared against a background of evidence incorporating information on housing need, employment, transport, retail and the wider environment including issues of biodiversity and heritage. Details of all the evidence base documents which support the Core Strategy can be viewed on the Council's website at the following link:

<http://www.wirral.gov.uk/my-services/environment-and-planning/planning/local-development-framework/evidence-base>

**Section 7: Are you intending to carry out any consultation with regard to this Council proposal?**

**Yes**

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for publishing)

**Section 8: How will consultation take place and by when?**

The Core Strategy will be subject to a statutory six-week public consultation undertaken in line with the Council's Statement of Community Involvement adopted in December 2006.

The entire document and associated evidence base will then be the subject to statutory public examination undertaken by an independent Planning Inspector appointed by the Secretary of State to determine if the Core Strategy is legally compliant and sound before it can be adopted. People submitting comments within the period for representations seeking a change to the Core Strategy will have the right to be heard by the Inspector at the public examination.

The consultation documents and any representations received will be published as public documents as part of the statutory examination process.

Before you complete your consultation, please email your preliminary EIA to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) for re-publishing.

**Section 9: Have you remembered to:**

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published?** (section 2b)
- b) **Include any potential positive impacts as well as negative impacts?** (section 5)
- c) **Send this EIA to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to [equalitywatch@wirral.gov.uk](mailto:equalitywatch@wirral.gov.uk) via your Chief Officer for re-publishing?**