

Bassetlaw Garden Village: Equality Impact Assessment

Bassetlaw District Council Draft Local Plan 2020 - Garden Village: Equality Impact Assessment

1. Author, Service area, Date

Hanna Toth (Planning Policy Officer), Planning Policy Team, November 2020

2. Who else has been involved in writing this EIA?

Karen Johnson (Planning Policy Manager), Richard Gadsby (Policy and Scrutiny Officer).

3. What proposal is this EIA assessing?

The EIA is assessing the proposed Garden Village (ST03) and the related policies (ST04 and ST05) in Bassetlaw District Council's Draft Local Plan and the accompanying Vision Statement. The Garden Village policies and vision statement aim to create a healthy, active place where physical and mental wellbeing is supported. A Sustainable place that meets the needs of the present but also the anticipated needs of future generations. The policies are written in a way that encourages community ownership and participation, as well as quality of place where both the built and natural environments are preserved and built to an extremely high standard. Furthermore, ST03, ST04 and ST05 aim to have innovation built in, which future proofs the Council's approach to meeting the challenges and opportunities of the future.

Bassetlaw District Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs. Equality and diversity is integral to our core business, our staff and our service users. In working towards our commitment to equality we will:

- Work towards providing services which meet the needs of all sections of our communities.
- Ensure that respect and dignity is valued as a core principle for all.
- Promote equality and fair treatment and equal access to our services and services commissioned by us.
- Offer a range of translation and interpretation services for those whose first language is not English and also provide information in other formats such as Braille and audio.
- Actively seek the views of our customers and take account of their comments and complaints and allow a reasonable timescale for consultations.
- Consult a range of communities and avoid selecting single minority ethnic organisations or individuals.
- Assess and monitor the impact of new and existing policies and plans on equality groups.
- Provide straight forward information about our service.
- Strive for a workforce that reflects the diversity of the population of Bassetlaw.

4. What is the purpose of your proposal and what is it expected to achieve?

The purpose of the Equality Impact Assessment (EIA) is to assess the potential impact of the policies regarding the proposed Bassetlaw Garden Village Vision Statement on different groups within Bassetlaw. An assessment of the Garden Village has been undertaken in relation to:

- Age: older age groups
- Age: younger age groups / children
- Disability

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- Gender
- Gender reassignment
- Marriage and civil partnership status
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Human rights
- Socio Economic (including poverty)

The following questions were used to undertake the EIA:

- Does the policy/decision target or exclude a specific equality group or community?
- Does it affect some equality groups or communities differently and can this be justified?
- Is the policy or service likely to be equally accessed by all equality groups and communities? If not can this be justified?
- Are there any barriers that might make access difficult or stop different groups or communities accessing the policy or service?
- Could the policy promote equality and good relations between different groups?
How?

The Draft Bassetlaw Local Plan's (DBLP) main purpose is to set out and deliver the strategic planning priorities for Bassetlaw. It includes policies which will deliver sustainable development to meet Bassetlaw's identified development needs and objectives up to 2037. This includes policies for the delivery of new housing and employment.

The Bassetlaw Garden Village (BGV) is a site allocation that is projected to create a quality, self-sustaining, thriving, safe, sustainable, healthy living and working environment. The development will deliver a mix of uses to comprise around 500 homes in the plan period (as part of an overall capacity of around 4,000 homes to be delivered beyond 2037). Furthermore, it is expected to contribute 15 ha of employment/employment generating uses (as part of an overall capacity of 20ha beyond 2037) together with the necessary utility, green and blue infrastructure, community and transport infrastructure in the District.

The Bassetlaw Garden Village Vision Statement will provide more detail about development and design principles expected to be followed to create a sustainable, healthy, green and accessible development.

Once the DBLP is adopted, it will replace the Bassetlaw Core Strategy 2011 and Development Management Policies Development Plan Document (DPD). It will form the overall development plan for Bassetlaw District alongside 'made' neighbourhood plans and adopted minerals and waste local plans.

After adoption, the new local plan will be the 'starting point' for considering whether planning applications can be approved.

It contains:

- A long term vision for the District and objectives for future development up to 2037 which describes how key issues that have been identified will be tackled and how the District will evolve over the course of the plan period.
- Site allocations to deliver that development.
- More general development focussed policies.

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The policies relevant to the Garden Village in the Draft Local Plan and therefore the Vision Statement have been developed in consideration of the evidence base, National Planning Policy and guidance, feedback from public consultations, a Sustainability Appraisal and Habitats Regulations Assessment has been undertaken on the Draft Local Plan and consequently on all policies relating to the Bassetlaw Garden Village.

In addition to the EIA, the assessment undertaken considers the impact of the policies within the plan on socio economic impact within Bassetlaw District, this is a strategic priority for Bassetlaw District Council, as such the assessment ensures that any negative impacts have been considered and mitigated.

Is there any relevance to the aims of the public sector equality duty?

There are three aims of the Equality Act, these are:

- **Eliminate Unlawful discrimination**, harassment, victimisation, and any other conduct prohibited by the act.
- **Advance Equality of Opportunity**, between people who share protected characteristics and those who don't.
- **Foster Good Relations**, between people who share a protected characteristic and people who do not share it.

How the implementation of the Draft Vision Statement will relate to these is outlined in brief below.

Aim	Yes, No or N/A	Details if 'Yes'
Eliminate Unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.	Yes	The Vision Statement aims to ensure the sustainable development of the Garden Village for the next 30 years. The promotion of balanced and inclusive communities that benefit all is integral to achieving this. The development and design principles set out within the plan guide development and promote opportunities, for example they include housing to meet need, employment sites and spaces for commercial development to boost and support the economy as well as protecting and enhancing the natural and built environment.
Advance Equality of Opportunity, between people who share protected characteristics and those who don't.	Yes	The Vision Statement aims to promote balanced, inclusive and sustainable communities that benefit all. The principles within the draft will benefit the wider community and not specifically those with protected characteristics.
Foster Good Relations, between people who share a protected characteristic and people who do not share it.	Yes	The draft set out within it are inclusive and aim to foster good relations with all sections of the community; this includes those within the protected characteristics classifications.

Objectives of the Bassetlaw Garden Village

Analysis of Policies – Equality and Poverty Impact Assessment of the Overarching Policies for the Vision Statement

Local Plan Policy	Equalities Groups- Is the effect Neutral, Positive or Negative?									Socio Economic Impact (including poverty)	Explanation and Evidence	
	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights			
Section 1												
ST03: Bassetlaw Garden Village	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST03 sets out the key principles for developing the Bassetlaw Garden Village. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST03 is expected to deliver a positive impact on the socio economic consideration as the site will deliver a brand new green-agenda led settlement in Bassetlaw that will provide the ideal location to live, work and play.
ST04: Bassetlaw Garden Village Spatial Design Framework	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST04 sets out the main spatial design framework of the Bassetlaw Garden Village. The policy aims to deliver a high quality design master plan that will ensure an appropriate development of the Garden Village. The policy is written positively and there is no negative discrimination of any of the protected characteristics. ST04 is expected to impact

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											the age and disability characteristics in a positive manner, as the site is due to deliver a broad range of housing that also includes specialist housing. Furthermore, the site's spatial framework is expected to provide access for all.
ST05: Bassetlaw Garden Village Delivery and Legacy Management	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST05 set out to ensure the timely delivery of the Bassetlaw Garden Village and it's complex infrastructure requirements based on the indicative masterplans. The policy also sets out the assumption in favour of phasing development of the site. ST05 sets out the need for the establishment of long-term sustainable governance and stewardship arrangements for the community assets on site as well. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Objectives of the Bassetlaw Garden Village

Key development principles of the Bassetlaw Garden Village

The Bassetlaw Garden Village (BGV) is a strategic allocation site within the Draft Bassetlaw Local Plan (DBLP). The BGV aims to have a unique identity, becoming a destination in its own right, distinctive from surrounding towns and villages. The site is projected to transform into a self-sustaining, healthy and green new community, representing a lifestyle choice for those who wish to live or work there. Furthermore, Bassetlaw Garden Village is expected to create a legacy to the benefit of future generations: significant opportunities to secure meaningful new infrastructure, secure growth to the District's economic potential and achieve significant environmental gains.

The BGV policies mentioned in the previous section have been written in a manner that align with the Spatial Objectives of the DBLP. Alongside this, the policies for the site have also been informed by 'Garden-City principles'; promoted by the Town and Country Planning Association (TCPA). The locally-led TCPA Garden-City principles below provide a framework for good place-making, delivery and management at a Garden Village level. These should not be taken as rules for creating all new places. Rather, the below criteria is a TCPA promoted innovative, imaginative and specific to a local context list, aiming to ensure the Bassetlaw Garden Village is unique and appropriate to place.

- **Land value capture for the benefit of the community;**
- **Strong vision, leadership and community engagement;**
- **Community ownership of land and long-term stewardship of assets;**
- **Mixed-tenure homes and housing types that are genuinely affordable;**
- **A wide range of local jobs in the Garden Village within easy commuting distance of homes;**
- **Beautifully and imaginatively designed homes with gardens, combining the best of town and country to create healthy communities, and including opportunities to grow food;**
- **Development that enhances the natural environment, providing a comprehensive green infrastructure network and net biodiversity gains, and that uses zero-carbon and energy-positive technology to ensure climate resilience;**
- **Strong cultural, recreational and shopping facilities in walkable, vibrant, sociable neighbourhoods;**
- **Integrated and accessible transport systems, with walking, cycling and public transport designed to be the most attractive forms of local transport.**

Additionally, all BGV policies and associated evidence base benefits from 5 locally distinctive key principles, which policies are expected to adhere to alongside the before mentioned spatial objectives of the DBLP and the Garden City principles promoted by the TCPA. The 5 locally distinctive key principles are as follows:

- **A Healthy, Active Place** – where physical and mental wellbeing is supported and designed in;
- **A Sustainable Place** – that meets the needs of the present whilst not compromising those in the future;
- **Innovation Built In** – future proofing our approach to meet the challenges and opportunities of the future;
- **Community Ownership and Participation** – where people can shape their environment and make new bonds; and
- **Quality of Place** – where all elements of the built and natural environment are the best that they can be.

Objectives of the Bassetlaw Garden Village

The Vision for the Bassetlaw Garden Village

Bassetlaw Garden Village will be a new high quality, characterful development, highly accessible and sustainable sitting within a characteristically rural, wooded Bassetlaw setting. Encompassing the Garden City principles, this new settlement will provide extensive and exemplary interconnected multifunctional green/blue infrastructure, providing for food production, recreation, sport, play and active travel. Reinforcing healthy place-making it will also connect a robust network of community hubs ensuring that all the community is easily able to walk/cycle to a range of local shops, services, community facilities, employment and reach public transport, whilst everyone regardless of age and ability can enjoy the exercise, recreation, play and well-being benefits green/blue infrastructure brings close to home.

Significant net gains in biodiversity and woodland planting will provide the basis for a climate resilient development, whilst sustainable construction methods and materials will ensure new development and spaces deliver the highest standards in terms of energy and water efficiency and sustainable drainage, minimising impacts on the environment ensuring development and the environment is adaptable to change over time. Opportunities to capture the benefits of innovation will be built in so that the Garden Village is well placed to incorporate renewable and low carbon technologies, and emerging digital and fuel technologies over its lifetime.

The Garden Village will support a truly diverse community with a wide variety of housing types and sizes available to meet the needs of all, irrespective of age and time of life, adding diversity to the local housing market. Highly accessible employment opportunities will attract new business and investment adding significant value to the local and regional economy, providing opportunities to diversify the type of jobs available and supporting the upskilling of local residents, whilst providing 'grow on' and incubator space to help local businesses develop and thrive.

Movement and accessibility within, to and from the Garden Village will be a fundamental part of its design. Connections for sustainable and healthy active travel will be maximised: a new rail station, bus services, and a network for pedestrians, cyclists and electric vehicles will provide sustainable access to nearby Worksop, Retford, surrounding villages and Clumber Park. Easy access to rail will enable ease of movement to the wider sub region.

Quality will be retained to ensure the Garden Village remains a place where people choose to live, work or visit long into the future. From the outset, long-term stewardship of green/blue and community assets will be a truly collaborative approach with the new community and local people to ensure Bassetlaw Garden Village maintains its quality, local distinctiveness and thrives in perpetuity.

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Analysis by characteristic**

Summary

The Draft Bassetlaw Local Plan (DBLP) 2020 contains 60 policies and has the underlying principle to deliver sustainable development to secure a better quality of life for everyone now and for future generations. Every policy in the DBLP is intended to positively impact all residents, employees and visitors of Bassetlaw, regardless of gender, faith, race, disability, sexuality, age, rural isolation and social deprivation. It will promote improved equal access to opportunities throughout the District. This Equality Impacts Assessment (EIA) is focused on 3 separate policies (ST03, ST04 and ST05), that will form the planning policy rationale behind the Bassetlaw Garden Village (BGV). All aforementioned policies aim to contribute towards achieving sustainable development on the BGV site by adhering to the Garden-City principles and the 5 key development principles laid out in the previous section of the EIA.

ST03 (Bassetlaw Garden Village) sets out the parameters of the development of the BGV. Policy is expected to impact the age, disability and socio economic characteristics in a positive manner as it will provide a quality, self-sustaining, thriving, safe, sustainable, healthy living and working environment for residents. Alongside this, the BGV will also deliver a variety of housing, including a care home, affordable housing and specialist housing. The policy also aims to enhance the quality of living by providing the necessary utility, green and blue infrastructure, community and transport infrastructure on site as well.

ST04 (Bassetlaw Garden Village Spatial Design Framework) aims to ensure that a high-quality place-making and coherent, comprehensive development across the whole site is achieved through to the end of the plan period (2037) and after that. The policy is guidance for all future proposals and details the expectations of the Council regarding the BGV site. ST04 clearly sets out that any proposals should be in accordance with a masterplan framework and design guidance, and infrastructure, phasing and implementation strategy, in accordance with the principles of the Bassetlaw Garden Village Vision Statement.

Finally, ST05 (Bassetlaw Garden Village Delivery And Legacy Management) is expected to ensure the timely delivery of the BGV and all associated master plans, housing, employment, infrastructure provision and community facilities. ST05 details the phasing of the development site. The need for a Bassetlaw Garden Village Stewardship Working Group Proposal in order to set out the long-term sustainable governance and stewardship arrangements (including management, maintenance and renewal) for the community assets to be delivered overall.

Age

The age-protected characteristic includes the consideration of all ages in society, the assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages. The assessment identified that the impact of the Bassetlaw Garden Village policies were generally positive for all with some having a particularly positive impacts on this group. The BGV aims to provide sustainable development addressing the needs of current and wider population; this includes provision and access to healthcare, education and training, jobs, appropriate accommodation and leisure facilities for all. The policies relating to the BGV are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals. For example, Policy ST03 (Bassetlaw Garden Village) ensures that new housing provision meets the identified need at the local level, including bungalows, affordable housing, a residential care home and specialist housing; which are needed to support the ageing population.

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Disability

The policies relating to the Bassetlaw Garden Village were identified as being generally positive for all within society. The policies within the BGV are written positively, with some policies having positive impacts on this group. The policies relating to the BGV should address the needs of those with disabilities. For example Policy ST03 (Bassetlaw Garden Village) sets out the requirement that the masterplan of the BGV include housing that is of various mix, type and density. It also encourages the delivery of a mix of market and affordable housing, including specialist housing for disabled persons within the BGV.

Gender reassignment

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against any gender reassignment.

Race

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against any race.

Religion

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against any religion.

Gender

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against any genders.

Sexual orientation

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against any sexual orientation.

Marriage and civil partnership status

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against any relationship status.

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Pregnancy and maternity

The policies relating to the Bassetlaw Garden Village are regarded as being generally positive for all. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The BGV is inclusive of all members of the community and does not discriminate against pregnancy or maternity. Given the potential health care and community infrastructure needs of this protected characteristic group, some of the policies in the plan have highlighted a positive impact through assessment.

Socio Economic Impact (including poverty)

The assessment of the impact of the policies in the plan on socio economic impact (including poverty) supports that the plan is written in a positive manner with the aim of benefitting all of those in society. A strong local economy is vital to maintaining and enhancing the overall prosperity and well-being of the District and its communities. ST05 (Bassetlaw Garden Village Spatial Design Framework) especially aims to use a landscape-led design to create a high quality, sustainable development. The policy aims to stimulate the economy by imbedding various community hubs. Hub 1 will encourage mixed-use development in the business and commercial buildings, with a range of small scale retail, commercial and community uses as well as localised opportunities for employment with a variety of work spaces, including flexible incubator/affordable spaces that are complementary to District-level service centre uses.

Consultation and Mitigation

Has there been consultation / is consultation planned with people who will be affected by this Policy? How has this affected your decision making?

The Local Plan is an iterative process. The consultation on a complete Local Plan in January 2020 for a six-week period included the BGV. This resulted in over 100 individual responses for this proposal. 2 consultation events were held specifically for the BGV, two meetings were held with the directly affected Parish Council Babworth, Ward Members and other meetings were held with other Parish Councils and Neighbourhood Plan Groups. To draw attention to the proposed allocation, site notices were put up around the site. The consultation provided engagement opportunities through newspaper articles, leaflets, posters, multiple platform social media posts and accessible locations where the publications could be viewed. This provided Bassetlaw residents, employees, visitors and key stakeholders/partner organisations with an opportunity to find out about the BGV. This was done to give equal opportunity to all residents, employees, visitors and other key stakeholders to comment on the proposed development policies and encourage participation in the planning process.

A formal governance structure is in place to facilitate the delivery of the Garden Village. A Consultative Group of strategic partners required to facilitate the delivery of the site comprising senior officers capable of making investment related decisions meets quarterly and formally agreed the Vision Statement for consultation on the 21 October 2020. A Project Group comprising specialist technical officers have had several theme specific meetings over the last 6 months to inform the approach taken. A meeting with affected Parish Councils has not been able to take place because of CV restrictions but will be programmed early in the consultation period.

The Council will be conducting an 8-week consultation from November 2020-January 2021, to enable the public and stakeholders to provide comments on the draft Vision Statement. In response to the Local Covid restrictions in place in Bassetlaw all consultation events will be held online using MS Teams. This is consistent with the Town and Country Planning (Local Planning) (England) (Coronavirus) (Amendment) Regulations 2020, national planning practice guidance and the Council's Statement of Community Involvement 2020 Update. Should the restrictions lift, and if is considered safe and appropriate, opportunities to undertake face to face distanced events will be explored.

At least 3 virtual BGV consultation events are planned with additional events planned with affected Parish Councils. This approach will give our communities the opportunity to view and discuss the aims and purpose of the BGV, and the details relating to different sites with Planning Policy Officers.

Not all of our residents will be able to or will be comfortable accessing the consultation virtually. To ensure that all residents have the opportunity to engage with the process a new dedicated Local Plan community consultation hotline will be manned in office hours by Planning Officers. For those residents with detailed queries/comments a call back service will be put in place so that the most appropriate Officer can discuss residents' concerns. Officers will also distribute paper extracts of the Local Plan/Vision Statement, comments forms and other consultation material on request.

A number of resources will be used to promote the consultation and encourage engagement. Parish Councils, Neighbourhood Plan Groups and the Business Forums within the District will have the opportunity to request 'Consultation Resource Packs' which will offer both printed and digital access to resources. These resources will include leaflets, posters, comments forms and flyers. Social media will also enable consultation promotion and provide information

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regarding the DBLP/BGV Vision Statement, with regular updates from across the BDC accounts. This will also include regular updates and signposting, including, information videos, 'Frequently Asked Questions' and 'How to Guides,' the latter of which will inform people how to book and access the online events. As they were successful at the previous consultation, site notices will be placed at the site specific allocations within the plan.

The Planning Policy Team and Communications Team has been involved with the organisation of Consultation events and publicity. Planning Policy Team, Communications Team, Regeneration Growth Team and Planning Administration team have all been involved with the management and staffing of all consultation events. All the Councillors from all levels (County, Local, Parish) have all been involved with the consultation process, having visited some of the Consultation events themselves.

The evolution of the Draft Bassetlaw Local Plan:

- **January 2020 - Consultation on the draft Bassetlaw Local Plan and draft Community Infrastructure Levy (CIL) Charging Schedule**
- **November 2020 – Consultation on the draft Bassetlaw Local Plan**

As a result of your decision how can you mitigate negative / maximise positive outcomes and foster good relationships?

The development of the policies have included equality and sustainability assessments which have been undertaken, these have thoroughly assessed each of the policies within the emerging Draft Bassetlaw Local Plan and consequently all policies relevant to the BGV, where necessary mitigation requirements have been written into the emerging policies. The EIA does not identify any negative impacts on any of the protected characteristics as a result of the implementation of the emerging policies.

Describe how you will address and monitor the impact	
1. No Impact - No Major Change	The assessment outcome demonstrates no negative impact on any protected characteristics has been identified. As a result no changes have been identified for the emerging Draft Bassetlaw Local Plan. There is an accompanying monitoring framework to the DBLP, this sets out the key indicators which will inform progress on the plan. An annual monitoring report will be produced.
2. Adjust / Change Policy	Not applicable
3. Adverse Impact but continue as is	Not applicable
4. Stop / Remove Policy / Proposal	Not applicable