

Bassetlaw District Council Draft Local Plan - Focused Consultation June 2021: Equality Impact Assessment

**Bassetlaw District Council Draft Local Plan - Focused Consultation June 2021:
Equality Impact Assessment**

1. Author, Service area, Date

Hanna Toth (Planning Policy Officer), Planning Policy Team, June 2021

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

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

3. What proposal is this EIA assessing?

The EIA is assessing nine updated policies from the previous November 2020 version of Bassetlaw District Council's Draft Local Plan. The Local Plan details the planning policies proposed by Bassetlaw District Council for the period up to 2037. 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 in the Local Plan on different groups within Bassetlaw. An assessment of the Draft Local Plan policies has been undertaken in relation to:

- Age: older age groups
- Age: younger age groups / children
- Disability
- Gender
- Gender reassignment
- Marriage and civil partnership status
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation

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- 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 Plan identifies where development should be located and how and when it will be delivered.

It also sets out how local centres are going to be supported and improved, and it identifies any additional infrastructure that is needed to support new development and contains a strategy for when and how this will be delivered.

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.

The Draft Local Plan has 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 Bassetlaw Local Plan.

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.

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

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

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- **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 Local Plan 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 DBLP aims to ensure the sustainable development of Bassetlaw for the next 15 years. The promotion of balanced and inclusive communities that benefit all is integral to achieving this. The policies set out within the plan guide development and promote opportunities, for example they include policies for the allocation of housing sites to meet need, allocation of strategic 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 DBLP aims to promote balanced, inclusive and sustainable communities that benefit all. Many of the policies within the draft Plan will benefit the wider community in Bassetlaw and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on equalities issues, such as Policy Sites for ST35: Gypsies, Travellers and Travelling Showpeople.
Foster Good Relations, between people who share a protected characteristic and people who do not share it.	Yes	The draft plan and the policies 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.

Analysis of Policies – Equality and Poverty Impact Assessment of Each Draft Local Plan Policy

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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											
ST6: Worksop Central Area	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST6 sets out the key principles of development in the Worksop Central Area. This policy accompanies the Worksop Central Area DPD which details a more in-depth masterplan for the area. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Section 2											
ST11: Existing Employment Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST11 sets out the existing employment sites with B1, B2 and B8 use class within Bassetlaw. These sites are considered important drivers of the District's economy, therefore new or additional B class development is supported on them. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

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ST14: Promoting Competitive Town Centres	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ST14 sets out the Council Plan priority to improving the quality, vitality and vibrancy of the Main Towns. It also hopes to ensure that town centres can operate effectively in the long term. The policy is written positively and there is no negative discrimination of any of the protected characteristic. ST14 is expected to deliver additional retail, evening economy, leisure and commercial activity in the town centres. This is projected to have a positive socio-economic impact, as it will generate increased footfall in the town centres. It will also generate opportunity for more jobs in the town centres.
ST15: Town Centres, Local Centres, Local shops and Services	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST15 sets out key principles to maintain and enhance the vitality and viability of town and local centres in the District. The policy is written positively and there is no positive or negative

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											discrimination of any of the protected characteristics.
Section 3											
Policy 29: HS13: Ordsall South	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy 29 sets out key principles that will support the delivery of a landscape sensitive housing development at Ordsall South, Retford. The policy is written positively and there is no negative discrimination of any of the protected characteristic. Policy 29 is expected have a positive impact on the socio economic characteristic, as it will deliver affordable housing and will include provision for public realm improvements in Retford Town Centre. Policy 29 is also expected to impact the age and disability characteristic in a positive manner, as the site is due to deliver a broad range of accessible housing.
Section 6											

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	Age	Disability	Gender Re-assignment	Race	Religion	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	Human rights		
ST54: Flood Risk and Drainage	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST54 requires all development proposals to consider and, where necessary, address the effect of the proposed development on flood risk and drainage systems, both on-site and offsite dependent on the scale and size of the development. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure reduced flood risk and improved drainage system for all District wide.
Section 7											
ST56: Transport Infrastructure	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST56 seeks to ensure that all development in the District is supported by appropriate on-site and off-site transport infrastructure. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate District-wide provision of transport infrastructure for all.
Section 8											

Analysis of Policies – Equality and Poverty Impact Assessment of Each Draft Local Plan Policy

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		
ST58: Safeguarded Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ST58 lists land that is safeguarded to support the delivery of identified infrastructure schemes. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
ST60: Provision and Delivery of Infrastructure	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	ST60 seeks to ensure that the Council, working alongside neighbouring Local Authorities and infrastructure partners; deliver the necessary infrastructure in proportion to the proposed growth in Bassetlaw in a timely manner. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate District-wide provision of transport infrastructure for all.

Objectives of the Draft Bassetlaw Local Plan

Draft Local Plan Spatial Objective	Spatial Objective description
SO1	To locate new development in sustainable locations and through new settlements that respect the environmental capacity of the District, support a balanced pattern of growth across urban and rural areas, make best use of previously developed land and buildings and minimises the loss of the District's highest quality agricultural land.
SO2	To provide a choice of land to ensure that the District's housing stock better meets local housing needs and aspirations of all residents by providing a range of market, affordable and specialist housing types, tenures and sizes in appropriate and sustainable locations.
SO3	To encourage and support sustainable economic growth by promoting a competitive, diverse and stable economy by providing the right conditions, land and premises to meet District and sub-regional employment needs and those of inward investors, while helping to create more jobs, education and training opportunities that meet local employment needs and aspirations.
SO4	To support the sensitive regeneration of previously developed, vacant or underused sites and spaces, within urban and rural Bassetlaw to facilitate their comprehensive redevelopment for housing, employment and leisure, to secure social, environmental and landscape improvements, and deliver positive amenity benefits for all.
SO5	To promote the delivery of a new sustainable landscape-led Garden Village developed around well-connected locally distinctive neighbourhoods and spaces, which have all the benefits of quality place-making, with innovation and smart low carbon living at its core.
SO6	To promote rural Bassetlaw as a living and working landscape, by protecting and improving opportunities for homes, jobs, services and community infrastructure so that the District's rural settlements continue to support their local communities, and so that quality countryside is retained but utilised appropriately.
SO7	To support and enhance the vitality and vibrancy of town centres and local centres as places for shopping, leisure, cultural, commercial, community and residential activities, and secure their positive regeneration by promoting an appropriate mix and scale of development and environmental improvements which maximise their potential for residents, businesses and visitors alike.
SO8	To ensure new development, places and spaces are of high quality and sustainable design which reflects local character and distinctiveness, respects residential amenity and enables people to live safe, healthy, accessible, green and active lifestyles.
SO9	To promote more healthy communities and help to reduce health inequalities, by minimising locational disadvantage, promoting healthy and active lifestyles and reducing human exposure to environmental risks to achieve equitable outcomes for all.

Objectives of the Draft Bassetlaw Local Plan

Draft Local Plan Spatial Objective	Spatial Objective description
SO10	To protect and enhance the District's diverse historic built and natural environments, the distinctive separate character of settlements and their wider landscape and townscape settings, thereby recognising the important contribution heritage assets, their settings and archaeology make to securing a high quality environment and to the visitor economy.
SO11	To protect, restore and enhance the quality, diversity, character, distinctiveness, biodiversity and geodiversity of the District's natural environment, by creating links within and to the green/blue infrastructure network to create a series of high quality, multifunctional, well-connected spaces, sites and landscapes that improve people's quality of life and where biodiversity can thrive, respond and adapt to change.
SO12	To support Bassetlaw's transition to a low carbon District through the careful planning and design of new development, making more sustainable use of land and resources, promoting tree and woodland planting, reducing exposure to flood risk, promoting energy and water efficiency, minimising waste generation and promoting the use of low carbon, renewable energy, and other alternative technologies, with sustainable construction methods.
SO13	To make efficient use of the existing transport infrastructure and improve accessibility for all to jobs and facilities by sustainable and public transport, to help reduce the need to travel by car, make travel as easy and affordable as possible, both within the District and along key routes to and from Bassetlaw.
SO14	To ensure that new settlements and new development contributes to the provision of necessary physical, social and green infrastructure to deliver planned levels of growth at the right time and to mitigate its impacts on existing communities and the environment.

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. All the policies within the DBLP contribute towards achieving sustainable development with policies promoting the location of new homes, jobs and economic growth, conservation and enhancement of the natural environment and built heritage, improved infrastructure (both sustainable and generic), renewable energy generation, improved digital infrastructure, accessible green spaces, improved green and blue infrastructure networks and the development of balanced communities.

The DBLP includes many larger strategic sites that aim to have a positive socio-economic impact on the District as a whole; some of these include the creation of a brand new Garden Village, the identification of the Cottam Priority Regeneration Area for long term growth, and the allocation of the new low carbon energy hub at the former High Marnham Power station site. Many of the policies within the Plan will benefit the wider community across Bassetlaw District and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each policy has been assessed for their potential positive, negative or neutral impact on potentially vulnerable equalities groups as well as the potential to impact on Socio-economic impacts (including poverty).

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 DBLP policies were generally positive for all with some having a particularly positive impacts on this group. The DBLP 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 within the plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals. For example, Policy ST34 (Specialist Housing) ensures that new housing provision meets the identified need at the local level, including bungalows, affordable housing and specialist housing; which are needed to support the ageing population.

Disability

The policies within the DBLP were identified as being generally positive for all within society. The policies within the draft plan are written positively, with some policies having positive impacts on this group. The policies in the DBLP should address the needs of those with disabilities, for example Policy ST33 (Housing Mix, Type and Density) and Policy ST34 (Specialist Housing) sets out the requirement that new housing development in the District be of various mix, type and density. Both policies also encourage the delivery of a mix of market and affordable housing, including specialist housing for disabled persons District-wide.

Gender reassignment

The policies within the DBLP 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 DBLP is inclusive of all members of the community and does not discriminate against any gender reassignment.

Race

The policies within the Local Plan are regarded as being generally positive for all, the only policy within the Local Plan which had positive impact directed particularly at the Race protected characteristic group is Policy ST35 (Sites for Gypsies, Travellers and Travelling Showpeople). It provides a criteria based policy which directs appropriate site development should the need arise.

Religion

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

Gender

The policies within the DBLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The DBLP is inclusive of all members of the community and does not discriminate against gender.

Sexual orientation

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

Marriage and civil partnership status

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

Pregnancy and maternity

The policies within the DBLP 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 DBLP 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. In recent decades, the District's economy has begun a transformation: employment in traditional industries - such as coal fired power generation has declined significantly – resulting in the District beginning to experience a step-change in economic growth. The Council Plan is committed to supporting sustainable economic growth in order to diversify the economy, upskill residents, attract inward investment and help existing businesses thrive. The Delivering Economic Prosperity section of the DBLP contains all the policies that will facilitate this. An example is Policy ST9 (Site: EM006 High Marnham Renewable Energy and Low

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Carbon Technology Hub). ST9 aims to diversify the available job vacancies available in the District, introducing low carbon related employment into the District.

The Living Communities Section of the DBLP ensures that the development of housing provision across the District provides for the needs of all. The various housing allocation sites throughout the District reflect the Spatial Hierarchy indicated in ST1 (Spatial Strategy) of the DBLP. All housing policies aim to provide access to housing for all socioeconomic backgrounds and encourages a mix of housing provision on sites. One example for affordable housing provision is Policy 19 (HS3 Radford Street). Policy 19 is a housing allocation site, which includes only affordable housing. The Infrastructure and Delivery Chapter aims to ensure that the District is well connected and different forms of sustainable transport are encouraged. The DBLP is also placing a high importance on the promotion of the 'green agenda'. Policies in the Greening Bassetlaw and Healthy Communities sections of the DBLP ensures that all residents of the District receive the necessary green infrastructure, open space and community facilities to enable and encourage healthy lifestyles .

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 initial draft version of the DBLP was consulted on for a six-week period in October 2016. Following the consultation, comments received were taken into consideration and as a result further evidence work was undertaken and changes made where necessary. The strategic DBLP was consulted on in January 2019 for a six-week period. Both rounds of consultation were widely publicised and consultation events were held across the District. Further changes were required to the DBLP in response to consultation comments and further evidence base work. This resulted in a consultation on a complete Local Plan in January 2020 for a six-week period. This draft included site allocations for the first time, which resulted in over 700 individual responses received. Over 30 consultation events and meetings were attended with the community, Parish Councils, Neighbourhood Plan Groups and stakeholder meetings. To draw attention to the proposed allocation sites, site notices were put up around each 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 DBLP. 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.

The latest round of consultation was widely publicised and consultation events were held across the District. Further changes were required to the DBLP in response to consultation comments and further evidence base work. This resulted in a consultation on a complete Local Plan in November 2020 - January 2021 for an eight-week period. This draft included further site allocations, which resulted in over 809 individual responses received, including 495 responses received via a community survey. In response to the Covid pandemic no face to face meetings could take place. Instead 37 online consultation events and meetings were also held on Microsoft Teams that were conducted with the community, Parish Councils, Neighbourhood Plan Groups and stakeholder meetings. MS Teams is a free app so is more easily accessible by a wide range of the community. In line with national legislation, documents could not be put on deposit. Instead the Council provided extracts on request for those who were unable to view documents on line. To draw attention to the proposed allocation sites, site notices were put up around each site. For those not able to or comfortable with attending virtual events a local plan phone line was installed so that all residents could engage in a meaningful way. The consultation provided engagement opportunities through consultation packs (on request), interactive Policies Map, newspaper articles, leaflets, posters and multiple platform social media posts. This provided Bassetlaw residents, employees, visitors and key stakeholders/partner organisations with an opportunity to find out about the DBLP. 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 Focused Consultation will be taking place on nine policies alongside the updated policies map, the majority relating to town centres, infrastructure provision and the Ordsall South allocation site. The Council is also consulting on a DPD for Worksop Central area. It is important that the key strategic Local Plan policies link provide an overarching framework for the DPD. This consultation gives the community and stakeholders an opportunity to comment on those policies. The Council will be conducting a 6-week consultation from June 2021-July 2021, to enable the public and stakeholders to provide comments on the latest version of

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the DBLP. In response to the success of the latest Draft Local Plan consultation, conducted online; and local Covid restrictions in place in Bassetlaw, most events will be held online using MS Teams. Should the Government lift lockdown restrictions at the end of June 2021, face to face meetings will be considered if it is safe and appropriate for officers and the community to do so. 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. Risk assessments will be undertaken for Face-to-Face consultations events to ensure safety of the attending public and Council officers alike.

At least 6 virtual consultation events are planned which will be held via Microsoft Teams and be pre-booked by members of the community. These online sessions will enable the community to view presentations by the Planning Policy Team and ask questions relating to the proposed consultation. Should it be safe to do so, 2 face-to-face events could take place at the community centre in Ordsall and will be run as drop in sessions. This approach will give the community the opportunity to view and discuss the aims and purpose of the updated policies since the previous version of the Draft Bassetlaw Local Plan in November 2020.

Not all of our residents will be able to or will be comfortable accessing the consultation virtually or attending the face-to-face sessions. To ensure that all residents have the opportunity to engage with the process the dedicated Local Plan community consultation hotline will be reinstated and 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 updated policies, comments forms and other consultation material on request.

A number of resources will be used to promote the consultation and encourage engagement. These resources will include leaflets, posters, comments forms and flyers. Social media will also enable consultation promotion and provide information regarding the DBLP, 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:

- **October 2016 – Initial Draft consultation**
- **January 2019 – Consultation on the draft Bassetlaw Plan: Strategic Plan**
- **January 2020 - Consultation on the draft Bassetlaw Local Plan and draft Community Infrastructure Levy (CIL) Charging Schedule**

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- **November 2020 – Consultation on the draft Bassetlaw Local Plan**
- **June 2021 – Focused Consultation on updated parts of 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, 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