



Initial Equality Impact Assessment
Knowsley Local Development Framework
Core Strategy Preferred Options Report
June 2011

Introduction

This initial Equality Impact Assessment for the Knowsley Local Development Framework Core Strategy was undertaken on the Core Strategy Preferred Options Report in June 2011.

The structure of the assessment is based around a proforma, which firstly asks for a description of the policy, function or programme to be assessed, as well as a short description of the groups intended to benefit from its implementation. The bulk of the proforma asks a series of questions about the potential positive or negative impacts of the plan on important equality groups, including impacts due to:

- Racial Groups incl. Gypsies and Travellers
- Gender
- Disability
- Sexual Orientation
- Age
- Religion, Belief or non belief
- Dependents / Carers responsibilities
- Offending past
- Gender Identity

The assessment concludes with an indication of overall impacts, and advice as to whether a subsequent, more detailed assessment, is required. It is anticipated that given the strategic nature of the Core Strategy, a subsequent assessment is likely to be needed.

It was considered appropriate to undertake an initial Equality Impact Assessment at this time, as the Preferred Options Report represents the first opportunity to consider the proposed Core Strategy policy approaches of the Council in relation to their impacts on equality and diversity. This juncture in the Core Strategy preparation process means that any recommendations arising from the assessment can be accounted for in future iterations of the Core Strategy. Publishing the Initial Equality Impact Assessment as one of the supporting documents for the Preferred Options consultation also allows the assessment to inform stakeholder views about the content of the document, and provides transparency as to the Council's commitment to consider equality implications as part of the corporate and planning policy preparation process.

Various other assessments have also been undertaken on the Preferred Options Report, including Sustainability Appraisal (including the requirements of Strategic Environmental Assessment), Habitats Regulation Assessment and Health Impact Assessment.

PRO-FORMA FOR THE INITIAL ASSESSMENT

Directorate	CED	Section: Local Development Framework Team	People responsible for the Assessment (please list)		Jonathan Clarke, Rachel Apter	
Name of the Policy / Function / Programme to be assessed		Knowsley Core Strategy Preferred Options Report	Date of Assessment	May 2011	Is this a new or existing policy?	New (consultation version)
1. Briefly describe the aims, objectives and purpose of the Policy/Function/Programme			<p>The Core Strategy will set the strategic framework for the growth and development of Knowsley up to 2027 and beyond, forming the central part of the Borough's Local Development Framework (LDF). The LDF will promote, guide and manage the future development of Knowsley and make important choices about how and where new development and regeneration will take place. The LDF will shape the investment plans of the Council and other public, voluntary and private sector organisations, and will act as a delivery strategy for the Sustainable Community Strategy (SCS).</p> <p>The Core Strategy will contain policies relating to:</p> <ul style="list-style-type: none"> • The scale of new housing, employment and retail development • The areas which will undergo strategic regeneration • The design and sustainability of new development • Environment, waste and resources management • Transport and other new infrastructure <p>The Core Strategy will also set the framework for subsequent documents relating to development management policies, site allocations and specific areas of Knowsley which will be subject to most change. Some Core Strategy policies will replace those contained within the current adopted development plan for Knowsley.</p> <p>This Preferred Options Report represents a critical step in the preparation of the Core Strategy, it being the initial presentation of the Council's preferred policy approaches to a variety of areas. The document is drafted as a consultation version, so that members of the public and other stakeholders can share their views about the</p>			

	<p>Council's proposals.</p> <p>The Preferred Options Report is structured to include a spatial vision, a set of strategic objectives, and a series of Preferred Options, which are presented as draft policy wordings. The Preferred Options are ordered in several groups: spatial strategy, principal regeneration areas, and thematic policies.</p>
<p>2. Are there any associated objectives of the Policy/Function/Programme, please explain</p>	<p>See above.</p>
<p>3. Who is intended to benefit from the Policy/Function/Programme and in what way?</p>	<p>There are wide and varied beneficiaries for the Core Strategy, potentially including all residents, employees and visitors to Knowsley. This is because of the strategic and far-reaching nature of the document, which will directly or indirectly affect the environment of Knowsley stakeholders.</p> <p>A central aim of the strategy, reflecting its links with the SCS, is to make Knowsley the "borough of choice". This means that one of its major benefits will be providing residents, employees and visitors with a greater range of attractive choices, as well as providing incentives for others to choose to live, work or invest in the Borough. These choices relate to a wide variety of matters: housing options, employment opportunities, recreation and open space facilities, town centre and shopping services, environmental sustainability, and so on.</p> <p>The content of the Preferred Options report is geared towards delivering benefits for Knowsley's deprived communities and vulnerable residents. This is achieved through a focus on regeneration of areas suffering from high levels of social, economic or environmental deprivation, as well as a focus on addressing the needs of specific groups including older people, the unemployed, those in housing need and those suffering ill health.</p>
<p>4. What outcomes are wanted from this Policy/Function/Programme?</p>	<p>The main outcome for the implementation of the Core Strategy is the realisation of the vision which is set out at the beginning of the</p>

	document, and explains how the Council would ideally envisage Knowsley developing by the end of the Core Strategy plan period in 2027. This is reproduced at Annex A of this document.		
5. What factors/forces could contribute/detract from the outcomes?	<p>There are various risks to the achievement of the outcomes for the Core Strategy. These are primarily drawn from the fact that the Core Strategy is a plan, the content of which will be used to guide investment and planning decisions – it is not a resource in itself.</p> <p>In the climate of economic recession and shortages of public funding, the implementation of many aspects of the Core Strategy is heavily reliant on private or partnership investment, for example in funding market housing schemes or in location of new business premises within the Borough. The potential withdrawal of funding or investment in Knowsley represents a real risk to the delivery of the Core Strategy’s aims and objectives.</p> <p>There are also potential constraints to the successful delivery of the Core Strategy vision which could be caused by environmental factors, such as the impacts of climate change. In addition, further external factors, such as the behaviours of individuals and organisations, could further hamper the achievement of planned outcomes.</p>		
6. Who are the main stakeholders in relation to the Policy/Function/ Programme?	The local authority, other public bodies, private investors, local stakeholders, landowners, residents, employees and visitors.	7. Who implements the Policy/Function/Programme and who is responsible for the Policy/Function/Programme?	The Core Strategy will be implemented by the local authority in its function as Local Planning Authority, and through its roles in guiding investment and change. Implementation will also be through public and private investment in the Borough, and the activities of various partner agencies within Knowsley and the wider Liverpool City Region.

		Mitigation (what is currently happening to address the positive or negative impact)
8. Could this Policy/Function/ Programme have a positive or negative impact on different racial groups, including Gypsies and Travellers?	Yes	<p>The Core Strategy recognises the specific planning needs of Gypsies and Travellers and Travelling Showpeople, through a specific Preferred Option (CS18) outlining the Council's preferred approach to provision of accommodation for these groups in Knowsley. This represents a positive approach to dealing with the specific needs of travelling communities, which is in accordance with national planning policy. The Preferred Option recognises the preference of some elements of travelling communities to live in caravans or other mobile homes, including permanently, or using sites as temporary accommodation. The Preferred Option also responds to evidence relating to poor education and health outcomes for travelling communities, ensuring that any sites for Gypsies and Travellers and Travelling Communities are well connected to health care facilities and schools, as well as employment opportunities. For developments for Travelling Showpeople, the Preferred Option recognises the need for employment-related equipment to be stored on site, alongside residential accommodation. Further, the Preferred Option recognises that segregation between travelling and sedentary communities is common, but that community cohesion can be encouraged through identifying appropriate locations for travellers' accommodation, and ensuring that proposals are supported by the potential occupants as well as the settled community. The Preferred Option also recognises that like other residential accommodation, accommodation for Gypsies and Travellers and Travelling Showpeople should be appropriate in terms of environmental amenity and availability of infrastructure.</p> <p>Potential negative impacts on Gypsy and Traveller and Travelling Showpeople communities could arise from the potential delay in identifying through the planning process specific locations for their accommodation in Knowsley. This delay has been caused</p>

		Mitigation (what is currently happening to address the positive or negative impact)
		<p>by the need to ensure up-to-date evidence about demand for the size, type and location of sites for travellers. The Core Strategy makes provision for site identification and potential allocation to be undertaken within the preparation processes of a subsequent DPD.</p> <p>The Core Strategy also responds to evidence of the different housing sizes required by different racial groups, for example that BME communities sometimes require larger houses to accommodate multi-generational or other large families. Preferred Option CS17 encourages the provision of a range of property sizes as part of new residential development, including four bedroom or larger properties. This represents a potential positive improvement for minority communities.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>		<ul style="list-style-type: none"> • Knowsley Local Development Framework Core Strategy Preferred Options Report (Knowsley MBC, 2011) • Circular 01/06: Planning for Gypsy and Traveller Caravan Sites (CLG, 2006) • Circular 02/07: Planning for Travelling Showpeople (CLG, 2007) • Knowsley Strategic Housing Market Assessment (DCA, 2010) • Merseyside Gypsy and Traveller Accommodation Needs Assessment (Salford Housing and Urban Studies Unit, 2008) • The Report of the Panel, Draft partial Review of the RSS (Planning Inspectorate, 2010)
<p>9. Could this Policy/Function/ Programme have a positive or negative impact on men or women?</p>	<p>Yes</p>	<p>Elements of the Core Strategy relate to housing, employment and infrastructure provision, which could have uneven impacts on men and women. Preferred Options relating to provision of new housing development and regeneration of existing residential areas could have different impacts on different households; for example, single mothers may benefit from priority for access to new affordable housing. Provision of new employment opportunities, through maintenance of supply of available</p>

		Mitigation (what is currently happening to address the positive or negative impact)
		<p>employment land, regeneration of existing employment areas, or improved accessibility (both in terms of qualifications / skills and physical transport links) to job opportunities may also have uneven impacts, for example with men or women having uneven opportunities to gain employment. In particular, young men, who record the highest numbers of “NEET” (not in education, employment or training) residents in Knowsley, may find it more difficult to benefit from increased employment options within the Borough. Further, given the different average health outcomes between men and women in Knowsley, one sex may benefit to a greater extent from new infrastructure provision such as access to health care, education or recreation opportunities. In many cases, these uneven impacts are unrelated specifically to Core Strategy policies, but will need to be taken into consideration through Council service implementation, e.g. housing options, health care, education, etc.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>		<ul style="list-style-type: none"> • Knowsley Local Development Framework Core Strategy Preferred Options Report (Knowsley MBC, 2011) • Draft Technical Report: Spatial Profile of Knowsley (Knowsley MBC, 2011)
<p>10. Could this Policy/Function/ Programme have a positive or negative impact on disabled people?</p>	<p style="text-align: center;">Yes</p>	<p>Ensuring that disabled people are not negatively impacted by physical developments is a central strand of the Core Strategy Preferred Options Report, particularly as it relates to design of new development, and ability to access different parts of the Borough.</p> <p>Preferred Options CS17 and CS19 deal with design of new development, including residential development, ensuring that disabled access is prioritised as part of design. In addition, CS17 includes content relating to the need to deliver “Lifetime Homes”, which are adaptable and suitable for disability or mobility difficulties which may arise over a resident’s lifetime. This</p>

		Mitigation (what is currently happening to address the positive or negative impact)
		<p>represents a very positive commitment to recognising and futureproofing the long-term strategy for the needs of those with disabilities. Preferred Option CS19 includes positive statements in relation to ensuring that new development will provide safe, secure and convenient routes for movement, with a particular emphasis on provision of such routes and access for elderly or less mobile people, hence including those with mobility difficulties or another physical disability. The Core Strategy also sets the framework for more detailed policy content to be set out in subsequent parts of the Local Development Framework, which will focus in more detail on the detailed and specific needs of those with disabilities through the detailed design of different types of new development.</p> <p>Further, the overall spatial strategy and approach to infrastructure provision within the Core Strategy is focussed on ensuring that development is located within the most appropriate part of the Borough, prioritising accessible urban areas and centres for service provision. This overall strategy could have positive outcomes for those with disabilities, in that services and retail facilities will be focussed in areas easily accessible by public transport, and that new residential development will be prioritised within the existing urban area, also close to service provision centres. In addition, the strategy seeks to comply with the adopted Local Transport Plan, which also considers the needs of those with disabilities as a central priority.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<ul style="list-style-type: none"> • Knowsley Local Development Framework Core Strategy Preferred Options Report (Knowsley MBC, 2011) • A New Mobility Culture for Merseyside: the Third Local Transport Plan (Merseyside Integrated Transport Authority, 2011) 	
<p>11. Could this Policy/Function/ Programme have</p>	<p>No</p>	<p>n/a</p>

		Mitigation (what is currently happening to address the positive or negative impact)
a positive or negative impact on people due to their sexual orientation?		
What existing evidence (either presumed or otherwise) do you have for this?	n/a	
12. Could this Policy/Function/ Programme have a positive or negative impact on people of differing ages?	Yes	<p>The Core Strategy could have positive impacts on older people, particularly elderly or vulnerable people through its focus on providing supported or specialist accommodation solutions (Preferred Option CS16) which are appropriate in terms of location and design. In addition, measures within Preferred Options CS17 and CS19 refer to the design of residential accommodation to include “lifetime homes” measures, which would support older people staying in their homes for a longer period (i.e. with fixtures and facilities to assist with mobility difficulties and other age-related issues).</p> <p>In terms of impacts on younger people, the Core Strategy could provide positives in terms of ensuring equality of access to education, leisure and recreation facilities. In particular Preferred Options CS8 and CS21 encourage provision of open and green spaces, including playing pitches, which may impact positively on the levels of children and young people involved in sport and physical activity in Knowsley. In addition, the aims within Preferred Option CS4 of boosting educational attainment alongside encouragement of economic investment could help provide job opportunities which may be suitable for younger people, including residents of Knowsley. This may also assist in retaining young skilled people, which evidence shows may be leaving the Borough for education or employment purposes. Further, improvement and maintenance of public transport, walking and cycling networks will assist in the ability of young people, who may not have access to a car, to access</p>

		Mitigation (what is currently happening to address the positive or negative impact)
		employment and educational opportunities.
What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> Knowsley Local Development Framework Core Strategy Preferred Options Report (Knowsley MBC, 2011) 	
13. Could this Policy/Function/ Programme have a positive or negative impact on people due to their religion, belief or non belief?	Yes	Whilst relatively small, the Core Strategy could have a small positive impact on the ability of religious groups to practise their religion, through the recognition of religious centres like churches as part of the community infrastructure of Knowsley (Preferred Option CS27). In addition, many historic religious buildings, including churches and chapels, are listed buildings. Preferred Option CS20 states that such historic assets should be protected from the potential negative impacts of new development.
What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> Knowsley Local Development Framework Core Strategy Preferred Options Report (Knowsley MBC, 2011) 	
14. Could this Policy/Function/ Programme have a positive or negative impact on people due to them having dependants/caring responsibilities?	Yes	Preferred Option CS17 and CS19 focus on ensuring that new residential development is built to “lifetime homes” standards, meaning that the ability of older people, potentially with mobility or other difficulties, to stay in their own home is enhanced. This can also ease the burden on those with caring responsibilities in terms of being able to manage their caring easily within the domestic environment. In addition, the focus of Preferred Option CS17 on ensuring the specialist and supported accommodated is provided in the right location, could provide attractive supported housing solutions to reduce the burden of care in some cases.
What existing evidence (either presumed or otherwise) do you have for this?	<ul style="list-style-type: none"> Knowsley Local Development Framework Core Strategy Preferred Options Report (Knowsley MBC, 2011) Knowsley Strategic Housing Market Assessment (DCA, 2010) 	
15. Could this Policy/Function/ Programme have	No	n/a

		Mitigation (what is currently happening to address the positive or negative impact)
a positive or negative impact on people due to their offending past?		
What existing evidence (either presumed or otherwise) do you have for this?	n/a	
16 Could this Policy/Function/ Programme have a positive or negative impact on people due to them being 'trans', transvestite, transgendered or transsexual (Gender identity), this may also include people who are Intersex?	No	n/a
What existing evidence (either presumed or otherwise) do you have for this?	n/a	
17. Could the impact identified in 8-16 amount to there being the potential for adverse impact in this Policy/ Function / Programme?	No	The vast majority of potential impacts identified are positive, and any negatives can be mitigated through further policy content outlined in subsequent documents within the Local Development Framework.
What existing evidence (either presumed or otherwise) do you have for this?	As above.	
18. Can this positive or negative impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	n/a	n/a
What existing evidence (either presumed or otherwise) do you have for this?	n/a	

19. Should the Policy / Function / Programme proceed to a partial impact assessment?	Yes/	20. If Yes, is there enough evidence to proceed to a full EIA?	No
		21. Date on which Partial or Full impact assessment to be completed by	Date December 2011
		Partial	

Equality Impact Assessment Action Plan to be reconciled into Service Equality Plan

Issue Group	Actions
Q8 Racial Groups incl. Gypsies and Travellers	Continue to account for the needs of travelling communities in terms of planning for permanent and transit accommodation within Knowsley.
Q9 Gender	Recognise that housing, employment and infrastructure provision may have uneven impacts for men and women.
Q10 Disability	Maximise opportunities to ensure ease of access and design accessibility for those with a disability.
Q11 Sexual Orientation	n/a
Q12 Age	Maximise positive impacts identified in terms of provision of accommodation and services for older people, and opportunities and infrastructure for children and young people.
Q13 Religion, Belief or non belief	Continue to recognise places of worship as community infrastructure, and provide protection for historic places of worship including churches and chapels.
Q14 Dependents / Carers responsibilities	Ensure actions relating to easing the burden of care remain within the Core Strategy.
Q15 Offending past	n/a
Q16 Gender Identity	n/a

Signed (completing Officer) _____

Signed (Lead Officer) _____

Annex A: **Spatial Vision - Knowsley in 2027**

By 2027, Knowsley Borough will be known for its successful suburban townships that provide a sense of place and community, having sustainable, diverse, more prosperous and healthy populations. Knowsley's economy will be stronger and more diverse, providing employment choices for local people and helping to drive economic growth in the wider Liverpool City Region. Knowsley will be attractive for businesses to invest in, providing a range of employment land and premises to meet their needs. The new Learning Centres coupled with investment in primary schools, adult training and skills initiatives, will raise education attainment, skills and aspiration levels so Knowsley's people can access a wider range of jobs and better meet the needs of employers.

Knowsley will provide a **wide choice of housing** to meet local needs. Residents will be attracted to the housing on offer and the vibrant, safe and cohesive communities of which it forms part. Housing renewal projects in Kirkby, North Huyton and Stockbridge Village will be successfully completed. New housing will be provided in sustainable locations, be well-designed, affordable and form attractive and identifiable neighbourhoods where residents will choose to live.

Kirkby, Prescot and Huyton Town Centres will have defined and enhanced roles, be regenerated, vibrant and welcoming, providing focal points where local residents will choose to shop and access health care, cultural and other key services and facilities. The district centres of Halewood and Stockbridge Village will be renewed and thriving, serving as centres providing local shops and services for those communities. Knowsley's communities will be **better connected** to local employment opportunities, health care, education, shopping, leisure and recreation provision. Land uses and transport will be well co-ordinated to allow Knowsley's residents, workers and visitors to choose more sustainable forms of transport, including public transport, walking and cycling.

The gap in **deprivation levels** will be narrowed, both between different parts of the Borough and between Knowsley and elsewhere, with opportunity married with need. Areas of high social and economic deprivation, including Kirkby, North Huyton and Stockbridge Village, will have been transformed into distinctive places where people will choose to live, in vibrant, safe and cohesive communities.

Knowsley's open spaces and indoor and outdoor sporting, recreation and leisure opportunities will be enhanced so that residents can choose to become more active and pursue healthier lifestyles. Open spaces will become well-used multi-functional areas incorporating attractive walking and cycling links between homes and destinations, and form part of a wider **Green Infrastructure network**.

The character of Knowsley's **rural landscapes** and the villages of Cronton, Tarbock and Knowsley Village will be maintained. The rural areas will provide distinct breaks between Knowsley's townships, and good public access for informal countryside recreation and opportunities for formal recreation. Knowsley's areas of biodiversity and geological importance, together with buildings,

structures and areas of historic and cultural importance will be protected and enhanced, contributing to Knowsley's environmental quality and distinctiveness.