

Stirling Local Development Plan:  
Proposed Plan

**Equality Impact Assessment**

September 2011

# Equality Impact Assessment

## Introduction

The Equality Act 2010 introduces a duty on public bodies and others carrying out public functions to ensure that they consider the needs of all individuals in their day-to-day work – in shaping policy, in delivering services, and in relation to their own employees.

The purpose of an Equalities Impact Assessment (EqIA) is to help ensure that the Council does not discriminate in the delivery of its services or in the design of its policies and where possible the Council identifies opportunities to promote equality and good relations between individuals and groups.

An EqIA involves anticipating the consequences of the Council's functions and policies on different sections of the community (and colleagues), making sure that, as far as possible, any negative impact (discrimination) on any group is eliminated and that opportunities for promoting equality are maximised.

**Direct discrimination** means treating a person less favourably than another on the grounds of their protected characteristic.

**Indirect discrimination** means the application of a provision, criteria or practice that puts people from different backgrounds at a particular disadvantage and cannot be shown to be a proportionate means of achieving a legitimate aim.

The assessment extends to monitoring the actual effects of the function or policy and requires the Council to take action if there are any concerns that the function or policy is having a detrimental impact on any of the protected characteristic groups: -

Equality Strands	Protected Characteristic Group
Race	Black and Minority Ethnic Community (BME), including Gypsies and Travellers
Disability	Disability: physical and mental impairment
Gender	Gender: Women and Men
Sexual Orientation	Lesbian Gay Bisexual Transgender (LGBT)
Belief	Belief: religious and political
Age	Younger and Older people <sup>1</sup>

<sup>1</sup> Younger age range includes children and young adults up to and including the age of 25 years old and the older age range includes adults aged 65 and over.

## **EqIA process**

An EqIA should be carried out for any new Council policy that is being developed or for an existing policy that is being revised or updated. The aim is to assess any potential impact of the policy will have on the range of stakeholder groups, including those with protected characteristics.

The Equality Impact Assessment considers three types of impacts:

1. **Positive** – An impact that could improve equality of opportunity and / or relations between different protected characteristic groups. The positive impact may be differential where the positive impact on one Protected Characteristic Group is likely to be greater than on another. This is permissible but it must always be demonstrated that any positive impacts justifiable in law do not amount to discrimination (direct or indirect) for any other Protected Characteristic Groups.
2. **Neutral** – An impact that is neither positive nor negative. This is permissible but thought should be given to ways to further develop the policy so that it has a positive impact on the Protected Characteristic Groups.
3. **Negative** – An impact that could disadvantage one or more Protected Characteristic Groups. This disadvantage may be differential where the negative impact on one Protected Characteristic Group is likely to be greater than on another.

Where any negative impact is identified, further assessment is required to identify the level of impact and the number of people potentially affected by the negative impact. Steps should then be taken to remove the negative impact where the policy is shown to be unlawfully discriminatory. There may be circumstances however where a negative impact cannot be eliminated altogether.

## **The process of preparing the Proposed Local Development Plan**

The Proposed Plan contains a suite of planning policies dealing within a range of different land use and planning issues. A full list of the policies is contained in Appendix A. Some policies are newly added with this new Local Development Plan and some are carried forward from the current development plan.

The Main Issues Report (MIR) was the first stage in preparing the Local Development Plan. It was published in May 2010 for consultation. It sets out the main issues likely to be tackled by the Plan and was also supported by a range of Topic Papers, also included in the consultation. The Topic Papers covered all the topic areas listed in Appendix A and discussed the aims of the existing development plan policies and suggested revisions, to reflect new legislative requirements (planning, climate change etc), different environmental circumstances, and external economic, social and political pressures.

At the early drafting stage of the policies, their aim and purpose was considered along with any priorities associated with the policy. The main stakeholders were identified and consideration given as to whether any of the policies affects one or more protected characteristic group(s) in a different way to other groups.

Extensive community consultation and engagement was undertaken on the Main Issues Report, the Topic Papers and their supporting documents, comprising a series of 15 road shows held across the area, attended by c.1000 residents, who gave their views on the main issues and spatial options presented. 8 theme-based workshops were also held with a range of stakeholders covering the built environment, housing and infrastructure, transport, natural environment, retailing, business space, rural issues and a youth workshop. The feedback from the Main Issues Report consultation process was reported to Council on 7 October 2010.

Consultation on the MIR was undertaken with a range of bodies including Scottish Government, the Key Agencies<sup>1</sup>, all Council services, the Older Persons Reference Group, the Strategic Housing Forum, landlords, developers, landowners, the University of Stirling, the University students union, Community Councils, the public, the police, and specific local groups and agencies which included: -

- Equality And Human Rights Commission (Scotland Office)
- Planning Aid for Scotland
- Central Scotland Racial Equality Council
- Action In Mind, Stirling
- Stirling Health & Well-being Alliance
- Paths for all Partnership
- Community Access Officer (Central shop-mobility)
- The Council On Disabilities, Stirling
- Age Concern Scotland
- Care For Older People (Scottish Government)
- Scottish Pre-Retirement Council
- Scottish Pensioners Forum
- Central Scotland Chinese Association
- Shelter Scotland
- Stirling Tenant Assembly
- The Scottish Gypsy Traveller Association
- The Islamic Community Centre, Stirling
- Jehovah's Witnesses (following a specific request)

Following the consultation process, the production of the Proposed Plan commenced. Work undertaken on the earlier Topic Papers and feedback obtained at the Main Issues stage fed into this process.

### **The Proposed Local Development Plan**

The **overarching policy** and **sustainable development criteria** are the principal link between national policy aims and the Plan objectives and specific policies. This policy and criteria have therefore been singled out for consideration in terms of EqIA as they will be used in all planning decisions. The following specific policies were also chosen for EqIA on the basis that they introduce controls over the physical environment which may impact directly on people and their daily lives: -

- Policy 1 – Site planning requirements
- Policy 3 – Green infrastructure: Green Networks and Open Space
- Policy 6 – Planning for mixed communities and affordable housing needs
- Policy 7 (part 1) – Particular needs housing and accommodation

---

<sup>1</sup> Key Agencies: Scottish Water, Scottish Natural Heritage, Scottish Environment Protection Agency, Historic Scotland, Transport Scotland, TACTRAN, Scottish Enterprise, Forestry Commission, NHS Forth Valley

- Policy 7 (part 2) – Houses in Multiple Occupation (HMOs)
- Policy 18 - Advertisements
- Policy 20 – Addressing the travel demands of new development
- Policy 29 – Development affecting listed buildings
- Policy 30 – Development in gardens/curtilages within Conservation Areas and around Listed Buildings.

The full list of policies contained within the Proposed Plan is at Appendix A.

Although it is not intended to adopt the Local Development Plan (and its associated policies) until June 2013, the EqIA is being presented alongside the Proposed Plan as the Plan represents the Council's settled view as to what the final adopted content of the Plan should be.

Consultation on the Proposed Plan commences on 24<sup>th</sup> October until 16<sup>th</sup> December 2011. Along with consultation drop-in session for interested stakeholders, notification of the Proposed Plan will also be directly made to key agencies and local groups listed above, including the Stirling Area Access Panel.

Unresolved representations to the Proposed Plan may lead to certain policies being subject to further (independent) examination by Scottish Government Reporters at the end of 2012. Recommendations from the Reporters will be binding and any changes to the Plan (and policies) will be published as modifications before the Plan is put forward for adoption. The EqIA will be revisited at this time to ensure such changes are assessed appropriately, and republished to accompany the Adopted Plan.

The results of the EqIA process on the policies within the Proposed Plan are set out in Appendix B.

## **Conclusions**

In relation to the policies assessed through the EqIA process, in general terms the Proposed Plan is likely to have positive and neutral impacts on particular characteristic groups i.e. the disabled, younger and older people and those on lower incomes. The exception to this is Policy 7 (part 2 dealing with HMOs), which may have both positive and negative impacts on black, minority and ethnic groups and groups of particular gender. Policy 29 and 30 dealing with developments in the historic environment may result in negative impacts to those with a disability. With regard to Policies 7, 29 and 30 however, it is not considered that they require to be further changed in light of the assessment. All the policies are identified for further research and/or monitoring as they are implemented, in order to gain additional information on their potential impacts.

Development proposals are assessed against the Development Plan (and other material considerations). The Plan is an integrated planning tool and all aspects of it require to be fully considered in determining planning applications for development. The Overarching Policy and the Spatial Strategy are intended to be as much part of the consideration leading to development decisions as the detailed Policies and Supplementary Guidance. The whole suite of policies that make up the development plan (and any relevant national planning policy) will be considered in reaching a planning decision. Planned 5-yearly reviews of the Local Development Plan will enable any changes to policies to be introduced. In addition, policies can be reviewed sooner should this be required in response to the results of monitoring their impact.

**APPENDIX A: List of Policies within the Proposed Plan (those highlighted are specifically assessed through the EqIA process)**

<b>OP1</b>	<b>Overarching Policy</b>
<b>PP1</b>	<b>Place-making</b>
Pol.1	Site Planning Requirements
Pol.2	Design Process
Pol.3	Green Infrastructure: Green Network and Open Space
Pol.4	Green Belts
<b>PP2</b>	<b>Supporting the Spatial Strategy</b>
Pol.5	Housing land requirement
Pol.6	Planning for mixed communities and affordable housing
Pol.7	Particular needs housing and accommodation – part 1 and part 2
Pol.8	Safeguarding employment land and property
Pol.9	Employment development
Pol.10	Development within the Network of Centres
Pol.11	Sites suitable for mixed use
<b>PP3</b>	<b>Presumption in favour of well designed and located development on non-allocated sites</b>
Pol.12	Retail and commercial leisure development
Pol.13	Rural economic development
Pol.14	Housing in the countryside
Pol.15	Houses in garden ground/curtilages
Pol.16	House extensions
Pol.17	Residential caravans
Pol.18	Advertisements
Pol.19	Mobile hot-food outlets
<b>PP4</b>	<b>Strategic infrastructure: physical and social</b>
Pol.20	Addressing the travel demands of new development
Pol.21	Site drainage
<b>PP5</b>	<b>Provision of Infrastructure: Developer contributions</b>
<b>PP6</b>	<b>Greenhouse gas reduction through planning</b>
Pol.22	Low and Zero Carbon development
Pol.23	Protection and restoration of peat deposits as ‘carbon sinks’
<b>PP7</b>	<b>Flood plain protection; flood risk &amp; drainage assessment</b>
Pol.24	Exceptional developments in areas at flood risk
Pol.25	Reinstate natural watercourses
<b>PP8</b>	<b>Resource use and waste management</b>
Pol.26	Provision and safeguarding of waste management infrastructure
<b>PP9</b>	<b>Historic Environment</b>
Pol.27	Archaeology
Pol.28	Development in Conservation Areas
Pol.29	Development affecting Listed Buildings
Pol.30	Development in gardens/curtilages (CAs and LBs)
Pol.31	New/replacement windows (CAs and LBs)
Pol.32	New/replacement shopfronts (CAs and LBs)
Pol.33	Energy efficiency and Micro-renewables (CAs and LBs)
Pol.34	Development in or affecting Battlefields, Gardens and Designed Landscapes
<b>PP10</b>	<b>Biodiversity protection, conservation and enhancement</b>
Pol.35	Biodiversity duty
Pol.36	Proposals affecting Local Nature Conservation Sites (LNCS)
Pol.37	Proposals affecting Geological Conservation Review (GCR) sites
<b>PP11</b>	<b>Managing Landscape Change</b>
Pol.38	Protecting special landscapes (NSA, LLAs)
Pol.39	Landscape and planting in association with development
Pol.40	Development impacts on trees and hedgerows
<b>PP12</b>	<b>Forestry, woodland and trees</b>

<b>PP13</b>	<b>Minerals and other extractive industries</b>
<b>PP14</b>	<b>Renewable Energy</b>
Pol.41	Wind turbines locational policy
Pol.42	Other renewable and low carbon energy developments
<b>PP15</b>	<b>Protecting &amp; improving the water environment</b>
<b>PP16</b>	<b>Soil conservation and agricultural land</b>
Pol.43	Encourage local food production
<b>PP17</b>	<b>Tourism and recreation</b>
Pol.44	Tourism development including facilities and accommodation



**APPENDIX B: The results of the EqIA of selected policies within the Proposed Plan**

<p>1. Title of Policy or Function <b>Stirling Local Development Plan: Overarching policy (OP) and Sustainable Development Criteria</b></p>	<p>2. Date of Initial Screening May 2010 and August 2011</p>
<p>3. Is this a Council-wide or Service specific function or policy?      Service specific</p>	<p>4. Is this a new or existing function or policy?      New</p>
<p>5. If Service specific, which Service?      Economy, Planning &amp; Regulation</p>	
<p>6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser</p>	<p>6a. Contact Officer: Claire Milne</p>

<p>7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:</p>	<p>Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services including Housing, Roads, Transport and Open Space, Waste, Children's, Legal.</p>
---	---

7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.
8. What are the main aims of your function or policy?	The first part of the Plan includes an Overarching Policy and Sustainable Development Criteria, which are the principle link between national policy aims and the Plan objectives (vision and strategy) and policies. They are intended to be used both as a guide to the high level aspirations of the Council for developers and, along with the more detailed policies in the Plan, in assessing development proposals and reaching planning decisions.
9. Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.

10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b> <span style="float: right;"><b>Details</b></span>	
	<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>	The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.

	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.			
	<b>Equalities monitoring data</b>				
	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.			
	<b>Other</b>				
<p>12. What, if any, Protected Characteristic Groups could be affected by the function or policy?</p> <p>Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)</p>	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
	<b>BME</b>		X		
	<b>Disability</b>	X			
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>	X			
	<b>Poverty/Socio-economic</b>	X			

<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p style="text-align: center;"><b>Positive Impacts</b> (Describe groups affected)</p> <p>The Policy deals with the physical environment seeking good quality developments that meets community's needs - social, economic and environmental. It is therefore generally positive in its aims towards all the groups, and particularly in protecting residential amenity by encouraging better quality developments in the right locations. The sustainable development criteria, although encouraging a range of sustainable transport modes, does not specifically deal with access for the disabled. This is dealt with more appropriately however through other more detailed policies (Policy 20 'Addressing the travel demands of new development').</p>	<p style="text-align: center;"><b>Negative Impacts</b> (Describe groups affected)</p>
---	--	---

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
---	--

<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>The Plan is essentially for land use and development purposes, generally positive in its objectives and is unlikely therefore to raise any adverse equality issues. Specific policies have been highlighted and measures introduced to ensure that equality impacts are removed.</p> <p>This EqIA has identified that the Overarching Policy and Criteria have the potential to result in positive impacts for some protected characteristic groups i.e. younger and older people and those with a disability, and neutral impacts on other characteristic groups.</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 1 – Site Planning Requirements</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5.If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8. What are the main aims of your function or policy?	Policy 1 requires all new development to contribute in a positive manner to the quality of the surrounding built and natural environment, in particular criterion (e) requires all buildings, streets and spaces (including green spaces) to be designed in a manner so as to create safe, accessible, inclusive places for people. Policy 1 also refers to Supplementary Guidance on Placemaking which ensures that all new developments provide safe, pleasant & inclusive places.	
9. Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.	
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>	<b>Details</b>
	<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>	The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.
<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.	

	<b>Equalities monitoring data</b>	
	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

12. What, if any, Protected Characteristic Groups could be affected by the function or policy?	Protected Characteristic Group	Positive Impact (+)	Neutral Impact (0)	Negative Impact (-)	Comment
Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)	<b>BME</b>		X		
	<b>Disability</b>	X			
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>		X		
	<b>Poverty/Socio-economic</b>		X		

<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p><b>Positive Impacts (Describe groups affected)</b>  In requiring all new developments to provide safe, pleasant &amp; inclusive places, the Policy and supporting Supplementary Guidance ensures that access for disabled people is considered in the final design of the development. In particular ensuring that the surfacing allows for disabled access and those who are visually impaired. The policy is positive in relation to disable people.</p> <p>The supporting Supplementary Guidance also requires the submission (by the developer) of an Access Statement to accompany the planning application, outlining how access to the proposed development for people with disabilities have been considered and dealt with. In producing the Access Statement the developer will be required to: -</p> <ul style="list-style-type: none"> <li>- explain the policy or approach taken to access and outline how any specific issues which might affect access to the development have been addressed;</li> <li>- describe how the maintenance of any features needed to ensure access to the development for people with disabilities has been addressed;</li> <li>- outline what, if any, consultation has been carried out and how this has informed the development proposal.</li> </ul> <p>Access Statements are only likely to be required for major or national developments and will not be required for alterations or extensions to an existing house</p>	<p><b>Negative Impacts (Describe groups affected)</b></p>
---	---	---

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in positive impacts for some protected characteristic groups i.e. those with a disability, and neutral impacts on other characteristic groups.</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 3 – Green Infrastructure: Green Network and Open Space</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5. If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services including Roads, Transport and Open Space.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	<p>Policy 3 requires all development proposals to be assessed in terms of their impact on green infrastructure and their potential to contribute to national and local Green Network and Open Space Strategy objectives. These objectives include maintaining or enhancing the functionality and connectivity (active travel routes etc) of such spaces. Proposals resulting in a net reduction of Green Infrastructure or loss of connectivity and accessibility should ensure that the remaining elements are enhanced and that alternative routes are provided or enabled.</p> <p>The policy safeguards existing open spaces from development and requires new development to incorporate accessible multi-functional open space to meet the needs arising from the nature of the development itself, and to compensate for any loss of open space or to remedy local deficiencies.</p>		
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.		
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:	
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>		<b>Details</b>
	<b>Consultation</b>		Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>		The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.

	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.
	<b>Equalities monitoring data</b>	
	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

12. What, if any, Protected Characteristic Groups could be affected by the function or policy?	Protected Characteristic Group	Positive Impact (+)	Neutral Impact (0)	Negative Impact (-)	Comment
Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)	<b>BME</b>		X		
	<b>Disability</b>	X			
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>	X			

	<b>Poverty/Socio-economic</b>		X		
13.	<p>From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p><b>Positive Impacts</b> (Describe groups affected)</p> <p>The policy ensures sufficient green infrastructure and open spaces are in accessible locations (within 300m) of new developments, with the route to the open space useable by all people.</p> <p>The aims of the policy will be of particular benefit to those persons with a disability, younger and older people, ensuring that they are not disadvantaged in gaining access to existing and new open spaces.</p> <p>Each development site and open space area is unique in its location and characteristics and the specific requirements for each will require to be determined on a site by site basis, but the overall objective is to ensure such spaces are accessible to as wide a cross section of the community as possible.</p>		<p><b>Negative Impacts</b> (Describe groups affected)</p>	

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in positive impacts for some protected characteristic groups i.e. younger and older people and those with a disability, and neutral impacts on other characteristic groups.</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 6 – Planning for mixed communities and affordable housing needs</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5. If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services including Housing, Social Care and Legal.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	Policy 6 requires all new residential developments to provide a range and choice of housing of different types, sizes and tenures, in order to meet housing need and demand within the Stirling area. Policy 6 specifically highlights that a substantial proportion of the market housing proposed for any site should meet the needs of smaller households, older people and lower income households. The policy also requires that on-site provision of affordable housing or financial contributions towards such provision will also be sought where appropriate.		
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole. This particular policy however will benefit older people, smaller households and those on lower incomes.		
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:	
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>		<b>Details</b>
	<b>Consultation</b>		Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>		The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.
	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)		Officers have inputted into the drafting of the Plan and the policy and support its aims.
	<b>Equalities monitoring data</b>		

	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

<p>12. What, if any, Protected Characteristic Groups could be affected by the function or policy?</p> <p>Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)</p>	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>	
	<b>BME</b>			X		
	<b>Disability</b>			X		
	<b>Gender</b>			X		
	<b>LGBT</b>			X		
	<b>Belief</b>			X		
	<b>Younger/ Older</b>		X			
	<b>Poverty/Socio-economic</b>		X			

<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p style="text-align: center;"><b>Positive Impacts</b> (Describe groups affected)</p> <p>The policy seeks to ensure new build housing for sale is built suitable for older people, smaller households and lower income households consistent with the findings of the Council’s Housing Need and Demand Assessment. It is likely therefore to benefit people aged 65+, providing a greater opportunity for older people to purchase properties more suited to their physical needs. Smaller households tend to be occupied by single parents and single persons, often first-time buyers, who are also mostly likely to be younger people. The policy will also therefore provide opportunities for younger people to access new housing more affordable and suited to their needs.</p> <p>Lower income households include those generally unable to afford market housing. They are likely to require more affordable forms of market housing including social rented housing, mid-market rented accommodation, shared equity and lower cost market housing. Policy 6 introduces a range of measures to support the provision and funding of different types of affordable housing which will be of benefit to those on lower incomes.</p>	<p style="text-align: center;"><b>Negative Impacts</b> (Describe groups affected)</p>
---	---	---

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in positive impacts for some protected characteristic groups i.e. younger and older people and those on lower incomes, and neutral impacts on other characteristic groups.</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 7 (part 1) – Particular Needs Housing and Accommodation</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5. If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services including Housing, Social Care and Legal.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	Policy 7 requires all new residential developments to consider and provide for particular housing needs encouraging new housing to be built to 'varying needs standards' and be accessible to as wide a range of people as possible, allowing for future adaption. Such housing should be located within residential areas where residents have a choice of access to local services and facilities. New public and private nursing or residential care home accommodation is only likely to be supported where it is consistent with the Councils approach to reshaping older peoples' care.	
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole. This particular policy however will benefit older people and those with a disability.	
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b> <span style="float: right;"><b>Details</b></span>	
	<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>	The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.
	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.

	<b>Equalities monitoring data</b>				
	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.			
	<b>Other</b>				
<p>12. What, if any, Protected Characteristic Groups could be affected by the function or policy?</p> <p>Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)</p>	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
	<b>BME</b>		X		
	<b>Disability</b>	X			
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>	X			
	<b>Poverty/Socio-economic</b>		X		

<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p><b>Positive Impacts (Describe groups affected)</b></p> <p>Particular needs housing is defined within the glossary to the Plan as “Housing which is designed or adapted to meet the needs of particular groups within the population, including those with a disability”. It includes housing for older people, those with a disability, mental health problems, abused women, gypsies and travellers, ex-offenders, young people leaving care and homeless people.</p> <p>Policy 7 is specifically targetted at ensuring new housing is provided which better meets the needs of these particular groups as evidenced in the Housing Need and Demand Assessment and required by the Council’s Local Housing Strategy.</p> <p>The policy requiries new particular needs housing (including gypsy and traveller accommodation) to be located within residential areas which allows reasonable access to a range of services and facilites and is accessible by different modes of transport. This will be of particular benefit to the groups concerned (including those in poverty), providing access to a wider range of shops, health care and community facilities, employment opportunities and open spaces.</p> <p>By supporting developments consistent with the Council’s approach to reshaping older people’s care, older people (aged 65 and over) will benefit through improvements in the availability and quality of care offered to them. [Reference to EqIA of Reshaping Older People’s Care: Right Service, Right Place, Right Time].</p>	<p><b>Negative Impacts (Describe groups affected)</b></p>
---	--	---

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in positive impacts for some protected characteristic groups i.e. younger and older people and those with a disability, and neutral impacts on other characteristic groups.</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 7 (Part 2) – Houses in Multiple Occupation</b>	2. Date of Initial Screening <b>January 2011</b>
3. Is this a Council-wide or Service specific function or policy? <b>Service specific</b>	4. Is this a new or existing function or policy? <b>New</b>
5. If Service specific, which Service? <b>Planning (Planning, Regulation and Waste)</b>	
6. Names of Officer(s) involved in Review <b>Elaine Fotheringham, Claire Milne</b>	6a. Contact Officer: <b>Elaine Fotheringham Graduate Planning Officer 01786 442769 <a href="mailto:fotheringame@stirling.gov.uk">fotheringame@stirling.gov.uk</a></b>

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Although the policy has been developed by the Planning Authority, the Council's Housing Service is also involved in the regulation of Houses in Multiple Occupation (HMO) through the HMO Licensing System. The policy was originally developed in early 2011 as Supplementary Planning Guidance in conjunction with colleagues in Housing. This Guidance has been reworked into a policy with accompanying Supplementary Guidance for the Local Development Plan. The policy will be implemented with the assistance of the Council's Housing Service. An EqIA was carried out when developing the Supplementary Planning Guidance, the content of which has largely been transferred into this EqIA.
7b. How have they been involved in the Equality Impact Assessment process?	Officers in the Housing Service contributed to the development of the original EqIA by providing information on landlord consultees and expertise on the groups most likely to occupy HMOs.

8.What are the main aims of your function or policy?	The aim of the policy is to control concentrations of HMOs in areas of Stirling where currently they are high. This is in order to protect residential amenity, in particular to tackle residential amenity issues associated with Houses in Multiple Occupation such as increased pressure on parking spaces, bin storage areas and garden ground.
9.Who are the intended beneficiaries?	The beneficiaries of the policy will be the public in general as it is intended to protect residential amenity.

10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>	<b>Details</b>
	<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Additional consultation was undertaken as part of bringing forward this policy (as supplementary planning guidance) in advance of the Proposed Plan. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>	Further research is necessary to better understand the extent to which HMOs occupied by equality groups are affected by the impact of the policy.
<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officer knowledge indicates that there may be some impacts of the policy on the groups identified below, these have the potential to be both positive and negative but the extent to which is unclear.	

	<b>Equalities monitoring data</b>				
	<b>User feedback</b>		It is likely that further feedback will be received if the policy gives rise to positive or negative impacts.		
	<b>Other</b>				
<p>12. What, if any, Protected Characteristic Groups could be affected by the function or policy?</p> <p>Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)</p>	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
	<b>BME</b>	x		x	Migrant workers
	<b>Disability</b>	x		x	Those living in sheltered accommodation.
	<b>Gender</b>	x		x	Those living in women's refuges.
	<b>LGBT</b>				
	<b>Belief</b>				
	<b>Younger/ Older</b>	x		x	Students and the elderly living in sheltered accommodation.
	<b>Poverty/Socio-economic</b>	x		x	Migrant workers and the homeless

	Positive Impacts	Negative Impacts
<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p>The policy could potentially have a positive impact on the identified groups as it aims to improve residential amenity. Therefore, where it limits any future HMOs in an area where concentrations are already high, it is anticipated that this will benefit the existing local population, including those already living in HMO properties which will include the groups identified above.</p>	<p>However, the policy could also potentially have a negative impact on the identified groups. By limiting concentrations of HMOs in areas where they are currently high, this could limit the amount of accommodation available to these groups, but only in very small geographic areas. Concentrations of HMOs are highest in areas where there is a high demand for this type of accommodation. Therefore, limiting supply may lead to increased rents in areas of high demand and a lack of available accommodation in the locations that are most desirable to these groups. However, as the policy will only apply to new HMOs, the number of properties affected will be very small, so established sheltered accommodation for example would not be affected, and the policy does not apply to purpose-built student accommodation. Furthermore, these impacts are not certain to happen, but the policy could make it <u>possible</u> for them to happen. However, the policy will not only apply to HMOs occupied by these groups. All demographic groups could potentially be affected, but officer experience suggests that Protected Characteristic Groups are more likely to live in HMOs than people outwith these groups.</p>

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

14. **If you have identified any negative impacts** use the matrix to identify the level of the negative impact and the number of people potentially affected by the negative impact.

**Number of People Affected**

**HIGH**

**LOW**

<b>X</b>	

**LOW**

**HIGH**

*LEVEL OF NEGATIVE IMPACT*

<p>14a. Describe in detail the actions taken to remove any identified negative impact.</p> <p>Where negative impacts cannot be removed or minimised, clearly state your justifications for continuing the policy or function in its existing format.</p>	<p>It is not considered that the possible negative impacts of the policy are significant enough to consider changing it, and the positive impacts, which are the stated objective of the policy, should be considered alongside these. The negative impacts of the policy are not viewed to be directly discriminatory, as HMO concentrations are being tackled in this way in order to protect residential amenity, not to deliberately constrain the supply of a particular type of accommodation to any of the Protected Characteristic Groups. Furthermore, the policy is in line with current Scottish Government Guidance, and is similar to policies adopted by a variety of Scottish Local Authorities.</p>
<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>

<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>In summary, this EqIA has identified that the policy has the potential to result in some negative impacts for some protected characteristic groups, as well as positive impacts. The negative impacts could be a reduced supply of HMO accommodation in desirable locations. However, it is not considered that the policy requires to be changed in light of the assessment as it is not the objective of the policy to directly discriminate against those in protected characteristic groups, and these impacts would only be possible in very small geographic areas and affect a very small number of people. Existing HMO properties will not be retrospectively targeted and the policy will not apply to purpose-built student accommodation. Also, these impacts are not certain to happen, but the policy could make it <u>possible</u> for them to happen: the policy will not only apply to HMOs occupied by these groups, so all demographic groups could potentially be affected. The positive impacts of the policy could equally benefit these groups, and the policy is in line with current Scottish Government Planning Guidance, and is similar to policies adopted by a variety of Scottish Local Authorities.</p>
--	--

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 18 – Advertisements</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5. If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	In the siting and display of advertisements, Policy 18 seeks (amongst other things) to reduce the impact of advertisement clutter (on buildings and within a locality), and for advertisements to be sited so as not to obstruct or impede pedestrian flow.		
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.		
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:	
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>		<b>Details</b>
	<b>Consultation</b>		Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>		The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.
	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)		Officers have inputted into the drafting of the Plan and the policy and support its aims.
	<b>Equalities monitoring data</b>		

	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

12. What, if any, Protected Characteristic Groups could be affected by the function or policy?  Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
	<b>BME</b>		X		
	<b>Disability</b>	X			
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>		X		
	<b>Poverty/Socio-economic</b>		X		

13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?  Detail the impacts and describe the groups affected.	Positive Impacts (Describe groups affected)	Negative Impacts (Describe groups affected)
	In considering development proposals for the siting and display of advertisements, the Policy requires that they do not obstruct or impede pedestrian flow, thereby ensuring that they are not a hazard to people with a disability. Reducing the visual clutter of advertisements (thereby reducing the risk of confusion) may also be of benefit to those who are visually impaired.	

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

15. How will the implementation of the function or policy be monitored including the frequency of this where known?  (e.g. customer satisfaction questionnaires)	The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.
16. How will the results of the monitoring be used to develop the function or policy?	The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.

<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in positive impacts for some protected characteristic groups i.e. those with a disability, and neutral impacts on other characteristic groups</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 20 – Addressing the Travel Demands of New Development</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5. If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services including Roads, Transport and Open Space.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	Policy 20 requires all new development to be located where it can be safely and conveniently accessed by walking, cycling and public transport as well as by motor vehicles. Demands for travel should be reduced and realistic choices provided in terms of access and travel modes.		
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.		
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:	
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>		<b>Details</b>
	<b>Consultation</b>		Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>		The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.
	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)		Officers have inputted into the drafting of the Plan and the policy and support its aims.
	<b>Equalities monitoring data</b>		

	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

<p>12. What, if any, Protected Characteristic Groups could be affected by the function or policy?</p> <p>Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)</p>	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
	<b>BME</b>			X	
	<b>Disability</b>	X			
	<b>Gender</b>			X	
	<b>LGBT</b>			X	
	<b>Belief</b>			X	
	<b>Younger/ Older</b>	X			
	<b>Poverty/Socio-economic</b>	X			

13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?  Detail the impacts and describe the groups affected.	Positive Impacts (Describe groups affected)	Negative Impacts (Describe groups affected)
	<p>The policy aims to locate new development where the overall need to travel is reduced. It also requires the full range of modes of transport to be provided for in new developments to enable accessibility to a wider range of local facilities and services.</p> <p>The aims of the policy will be of particular benefit to those persons with a disability, younger and older people and those on lower incomes. It will ensure that they are not disadvantaged in accessing local shopping and community facilities, places of employment and places of education.</p>	

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

15. How will the implementation of the function or policy be monitored including the frequency of this where known?  (e.g. customer satisfaction questionnaires)	The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.
--	---

<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>
<p>18. Summarise the results of the EqIA.  The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in positive impacts for some protected characteristic groups i.e. younger and older people, those with a disability and those on lower incomes, and neutral impacts on other characteristic groups.</p>

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 29 – Development affecting Listed Buildings</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy?      Service specific	4. Is this a new or existing function or policy?      New
5. If Service specific, which Service?      Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review      Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	Policy 29 requires the layout, design, materials, scale, siting and use of any development to be appropriate to the character of a Listed Building and its setting.		
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.		
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:	
11. What evidence will you use to identify any potential positive or negative impacts?	<b>Evidence</b>		<b>Details</b>
	<b>Consultation</b>		Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.
	<b>Research</b>		The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.
	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)		Officers have inputted into the drafting of the Plan and the policy and support its aims.
	<b>Equalities monitoring data</b>		

	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

12. What, if any, Protected Characteristic Groups could be affected by the function or policy?	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)	<b>BME</b>		X		
	<b>Disability</b>			X	
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>		X		
	<b>Poverty/Socio-economic</b>		X		

<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p>Positive Impacts (Describe groups affected)</p>	<p>Negative Impacts (Describe groups affected)</p> <p>The policy seeks to protect the intrinsic character and setting of Listed Buildings in accordance with national policy.</p> <p>New developments required to meet the needs of those with a disability, particularly regarding mobility, for example new access ramps on the front elevation of Listed Buildings, may need further consideration in terms of securing alternative access arrangements with a less significant impact on the building's character eg. the provision of alternative means of access/service delivery. In implementing the policy therefore it may not be possible to meet the specific requirements of disabled people in all instances.</p>
---	--	---

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EqIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

14. **If you have identified any negative impacts** use the matrix to identify the level of the negative impact and the number of people potentially affected by the negative impact.

**Number of People Affected**

**HIGH**

**LOW**

**X**

**LOW**

**HIGH**

**LEVEL OF NEGATIVE IMPACT**

<p>14a. Describe in detail the actions taken to remove any identified negative impact.</p> <p>Where negative impacts cannot be removed or minimised, clearly state your justifications for continuing the policy or function in its existing format.</p>	<p>Planning decisions often have to balance a range of different issues. No single particular policy is usually used to determine such decisions as others have relevance. In particular Policy 1 – site planning requirement (criterion e) requires new development to be designed in a manner so as to create safe, accessible, inclusive places for people which are easily navigable. In implementing Policy 29, alternative means of access will always be sought which would avoid adverse impacts on the listed building, but still allow appropriate access for disabled people to be provided.</p> <p>The particular circumstances of the case (including the intended use of the building or the applicants personal circumstances) and the particular characteristics of the listed building and its surroundings, are likely to be determining factors in the final decision and may allow for some developments to be acceptable.</p>
<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>

<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in negative impacts for disabled people, however it is not the objective of the policy to directly discriminate against those in this protected characteristic group. These impacts are likely to be in a very small number of cases. Planning decisions made in relation to this policy will not be considered in isolation from other policies within the development plan and other material considerations.</p>
--	---

1. Title of Policy or Function <b>Stirling Local Development Plan: Policy 30 – Development in gardens/curtilages within Conservation Areas and around Listed Buildings</b>	2. Date of Initial Screening May 2010 and August 2011
3. Is this a Council-wide or Service specific function or policy? Service specific	4. Is this a new or existing function or policy? New
5. If Service specific, which Service? Economy, Planning & Regulation	
6. Names of Officer(s) involved in Review Claire Milne, Elaine Fotheringham, David Thorogood, Evan Fraser	6a. Contact Officer: Claire Milne

7a. Who else is involved in the delivery of this function or policy? (e.g. other Council Services or partner agencies)  If none, go to Question 8:	Council Planning Panel Elected Members in the determination of planning applications, Development Management Service through its delegated powers to determine planning applications, and other Council Services.
7b. How have they been involved in the Equality Impact Assessment process?	Officers from the above Council Services have contributed to the development of this EqlA by preparing and commenting on the Main Issues Report and its Topic Papers, and have been involved in the drafting of the policies contained within the Proposed Plan.

8.What are the main aims of your function or policy?	Within Conservation Areas and in the grounds of Listed Buildings, Policy 30 does not generally support new development within the gardens and grounds of existing buildings or where development is to be served by rear access lanes. Some developments may be allowed eg. sympathetic conversion, adaptation or extension of existing properties or ancillary buildings, and the erection of small scale ancillary buildings directly associated with the use of the main building. The policy seeks to retain existing boundaries and landscape treatment that contribute to the character of the area / building.									
9.Who are the intended beneficiaries?	The Local Development Plan is produced to support the planning system which is there to promote, facilitate and regulate development in the public interest as a whole.									
10. Is the function or policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?	No	Give Details:								
11. What evidence will you use to identify any potential positive or negative impacts?	<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:50%; text-align: center;">Evidence</th> <th style="width:50%; text-align: center;">Details</th> </tr> </thead> <tbody> <tr> <td data-bbox="719 959 1093 1062"><b>Consultation</b></td> <td data-bbox="1093 959 2145 1062">Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.</td> </tr> <tr> <td data-bbox="719 1062 1093 1166"><b>Research</b></td> <td data-bbox="1093 1062 2145 1166">The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.</td> </tr> <tr> <td data-bbox="719 1166 1093 1305"><b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)</td> <td data-bbox="1093 1166 2145 1305">Officers have inputted into the drafting of the Plan and the policy and support its aims.</td> </tr> </tbody> </table>		Evidence	Details	<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.	<b>Research</b>	The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.	<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.
	Evidence	Details								
	<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.								
	<b>Research</b>	The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.								
<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.									
<b>Consultation</b>	Detailed consultation on the main issues in the Plan and associated Topic Papers was undertaken during May-July 2010. Further consultation on the Proposed Plan and its associated policies will take place Oct-Dec 2011.									
<b>Research</b>	The policy reflects national planning policy (Scottish Planning Policy) and comparisons with other recently drafted Plan policies elsewhere in Scotland has been undertaken.									
<b>Officer knowledge &amp; Experience</b> (including feedback from customer-facing staff)	Officers have inputted into the drafting of the Plan and the policy and support its aims.									

	<b>Equalities monitoring data</b>	
	<b>User feedback</b>	Elected Members, Development Management and other Council officers have inputted into the drafting of the policy and criteria. Feedback from stakeholders on the Main Issues Report and the Topic Papers including the general public, was reported to Council in October 2010. Further feedback will be obtained as part of the Proposed Plan consultation and examination.
	<b>Other</b>	

12. What, if any, Protected Characteristic Groups could be affected by the function or policy?  Consider also the relationship between belonging to an Protected Characteristic Group and the effect of wider cross cutting issues (e.g. a gay homeless person)	<b>Protected Characteristic Group</b>	<b>Positive Impact (+)</b>	<b>Neutral Impact (0)</b>	<b>Negative Impact (-)</b>	<b>Comment</b>
	<b>BME</b>		X		
	<b>Disability</b>			X	
	<b>Gender</b>		X		
	<b>LGBT</b>		X		
	<b>Belief</b>		X		
	<b>Younger/ Older</b>		X		
	<b>Poverty/Socio-economic</b>		X		

<p>13. From the Protected Characteristic Groups you have highlighted what positive and negative impacts do you think the function or policy might have?</p> <p>Detail the impacts and describe the groups affected.</p>	<p>Positive Impacts (Describe groups affected)</p>	<p>Negative Impacts (Describe groups affected)</p> <p>Where a property is located within a Conservation Area and/or Listed Building, the Policy constrains individuals introducing for example dropped kerbs to gain better vehicle access to a property, as the removal of traditional boundaries may have an adverse impact on the historic environment. This policy is likely therefore to adversely impact on those with a disability who may have specific accessibility requirements. In implementing the policy therefore, it may not be possible to meet the specific requirements of disabled people in all instances.</p>
---	--	---

If you have **NOT** identified any potential negative impacts this concludes your **OUTLINE EoIA**. Go to questions 15 - 18 and detail your monitoring, reviewing and publishing arrangements.

14. **If you have identified any negative impacts** use the matrix to identify the level of the negative impact and the number of people potentially affected by the negative impact.

**Number of People Affected**

**HIGH**

**LOW**

**X**

**LOW**

**HIGH**

**LEVEL OF NEGATIVE IMPACT**

<p>14a. Describe in detail the actions taken to remove any identified negative impact.</p> <p>Where negative impacts cannot be removed or minimised, clearly state your justifications for continuing the policy or function in its existing format.</p>	<p>Planning decisions often have to balance a range of different issues. No single particular policy is usually used to determine such decisions as others have relevance. In particular Policy 1 – site planning requirement (criterion e) requires new development to be designed in a manner so as to create safe, accessible, inclusive places for people which are easily navigable. In implementing Policy 30, alternative means of access will always be sought which would avoid adverse impacts on the historic environment, but still allow appropriate access for disabled people to be provided.</p> <p>The particular circumstances of the case (including the intended use of the building or the applicants personal circumstances) and the particular characteristics of the Conservation Area and/or the listed building and its surroundings, are likely to be determining factors in the final decision and may allow for some developments to be acceptable.</p>
<p>15. How will the implementation of the function or policy be monitored including the frequency of this where known?</p> <p>(e.g. customer satisfaction questionnaires)</p>	<p>The use of the policy will be monitored on an ongoing basis through analysing Planning Permissions and Planning Appeal decisions.</p>
<p>16. How will the results of the monitoring be used to develop the function or policy?</p>	<p>The reporting of the monitoring of the policy will be undertaken on an annual basis through the production of a Monitoring Statement. The annual monitoring will inform the review of the Plan (at 5 yearly intervals or earlier if evidence from monitoring supports this), at which point any updates to the policy will be put forward.</p>
<p>17. When is the function or policy due to be reviewed?</p>	<p>Every 5 years as part of the Plan review process.</p>

<p>18. Summarise the results of the EqIA.</p> <p>The Council has a duty to publish a summary of the results of all EqIA's.</p>	<p>This EqIA has identified that the policy has the potential to result in negative impacts for disabled people, however it is not the objective of the policy to directly discriminate against those in this protected characteristic group. These impacts are likely to be in a very small number of cases. Planning decisions made in relation to this policy will not be considered in isolation from other policies within the development plan and other material considerations.</p>
--	---