

## **Milton Keynes Site Allocations Plan** **Equality Impact Assessment (May 2017)**

### **Context**

This Site Allocations Plan has been prepared pursuant to the Milton Keynes Core Strategy 2013, which is the principal strategic spatial plan within the Development Plan for Milton Keynes. Policies CS1 and CS2 of the Core Strategy explain that a Site Allocations Plan will be prepared to support the Development Strategy of the Borough and supplement housing land supply, which in the Core Strategy and Local Plan is reliant on large-scale expansion areas.

The Site Allocations Plan consists of 21 small allocations throughout the Milton Keynes urban area which have been selected on the basis of their suitability for residential development.

### **Engagement and Consultation**

National policy requires that all local planning authorities ensure that local communities, stakeholders and interest groups are effectively engaged in consultation. To guide this consultation and engagement, the Council has adopted a Statement of Community Involvement. As well as consulting groups and organisations that are specified in national local planning regulations, the Council keeps a consultation database. Those which have expressed an interest in local planning in the Borough are added to this database and contacted at the next consultation stage.

### **Equality Impact Assessment (EqIA) - What are they and why do we prepare them?**

Equality Impact Assessments (EqIA's) are used to ensure the needs of council customers are considered when the council is planning or changing services, strategies, policies and procedures. EqIA's are carried out as part of the council's Public Sector Equality Duty under the Equality Act 2010. The process of undertaking an EqIA provides the evidence that the council has complied with the Public Sector Equality Duty under the Equality Act.

The Public Sector Equality Duty requires the council to have due regard to the need to:

- Promote equality of opportunity;
- Eliminate unlawful discrimination;
- Promote good relations between people who share a 'protected characteristic' and those who do not.

The Public Sector Equality Duty also requires the council to consider the effect or impact of its policies and practices on people who share the following 'protected characteristics', also known as equalities communities:

- Age;
- Disability;
- Gender reassignment;
- Marriage and Civil Partnership;
- Pregnancy and maternity;
- Race;
- Religion and belief;
- Sex;
- Sexual Orientation.

## **Equalities Impact Assessment – Assessment of Equalities Communities**

The Site Allocations Plan contains land-use allocations that will support and deliver the development strategy for the entire Borough. Such allocations could potentially have implications for all communities who live and work in Milton Keynes and as such will be relevant to the Public Sector Equality Duties identified above.

For this reason an assessment of the potential impacts of the Site Allocations Plan on all groups, including all equalities communities referred to under the Equalities Act, has been carried out, as outlined below:

**Age** - No adverse impacts have been identified. The Site Allocations Plan identifies a number of sites to be developed for housing and hence does not discriminate. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Disability** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Gender reassignment** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Ethnicity and Race** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Religion or Belief** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Sexual orientation** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Sex** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Pregnancy and Maternity** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has

consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Marriage and Civil Partnerships** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Human Rights** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate against this section of the community. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

**Other Groups** - No adverse impacts have been identified. The Plan identifies a number of sites to be developed for housing and hence does not discriminate. Throughout the preparation of the Plan, the Council has consulted a wide cross-section of community groups and all consultation materials have been deposited at accessible locations.

The Council is required to comply with the Race Relations (Amendment) Act 2000 to promote race equality and also the Disability Discrimination Act 1995, which places a duty on the service providers not to discriminate against the disabled people by providing a lower standard of service. To meet this requirement of these Acts, the Council has ensured that all consultation and engagement has included a wide range of groups and bodies that represent the interests of disabled and ethnic groups. However, from previous consultations, it has been noted that generally none of the equalities groups has responded. Nevertheless the Plan is a specialist issue and applies to the community at large.

## **Conclusions**

In developing the Site Allocations Plan, the Council has consulted a wide range of consultees including groups and bodies that represent the interests of disabled and ethnic groups. Therefore the Council believes that the consultations have been inclusive and have provided an opportunity for all sections of the community to become involved in the Plan.

It is considered that the policies outlined in the Site Allocations Plan will not lead to adverse impacts on particular groups within Milton Keynes. The policies in the Plan are site-specific and therefore neutral in terms of their impact on those groups which have protected characteristics. The Plan does not give preference to, or neglect, such groups within Milton Keynes. It is therefore felt that in producing the Site Allocations Plan, the Council has given due regard to its Public Sector Equality Duty.