
**Gloucester City Plan 2011-2031
Pre-Submission**

**Sustainability (Integrated) Appraisal Report
EQUALITY & DIVERSITY IMPACT ASSESSMENT
SCREENING REPORT**

July 2019

enfusion



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**Sustainability (Integrated) Appraisal Report
(Appendix V)**

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1.0 Introduction

- 1.1 The Report sets out the process and results of a screening assessment for an Equality and Diversity Impact Assessment (EqIA) of the Draft Gloucester City Plan (GCP). The GCP sets out the spatial Vision and Objectives, with Policies and Site Allocations, of the local plan for the Gloucester City area and including having regard to Gloucester's Cultural Vision and Strategy 2016-2026. Enfusion Ltd has been commissioned to carry out the screening view on behalf of the Council and as part of the Sustainability (Integrated) Appraisal (SA) of the emerging Gloucester City Plan 2011-2031).

Background

- 1.2 The GCP has been prepared to comply with national planning policy guidance using a range of evidence and taking into account responses made to consultations. It is based on research into the characteristics of the Borough area, relationships with adjoining areas, past trends and future predictions.
- 1.3 Under the Equality Act 2010, public authorities such as Gloucester City Council must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act.
 - Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic.
 - Foster good relations between people who share a characteristic and those who do not share a characteristic.
- 1.4 An EqIA is a tool that seeks to improve the work of the Council and ensure that it meets with the requirements of the Equality Act 2010.
- 1.5 It is important to note that assessment of equality, diversity, and health/well-being (an important aspect of equality) has been detailed throughout the Sustainability (Integrated) Appraisal (SA) process. All aspects of the emerging GCP have been appraised against a SA framework including several SA objectives that directly and indirectly address equality, health and diversity, including: No.6 – Sustainable Transport, No.8 – Landscape, No.9 – Historic Heritage, No.11 – Pollution, No's.12-13 – Economy & Employment, No.14 – City / Town Centres (access to services and facilities), No.16 – Inequalities, No.17 – Health and Wellbeing, No.18 – Housing, Nos.19-20 – Open Space, No.22 – Participation, No.24 – Education, and No.25 – Cultural Heritage. The findings of this EqIA have been integrated into the SA of the GCP and are presented as Appendix V to the SA Report.

Consultation

- 1.6 The initial EqlA Screening Report was included for consideration alongside the Draft Sustainability (Integrated) Appraisal (SA) Report and the Draft Gloucester City Plan for Regulation 18 public consultation early 2017. No comments were received on the draft EqlA. This EqlA Report comprises part of the SA Report accompanying the Draft GCP Pre-Submission on Regulation 19 consultation. Any comments received on this EqlA report will be submitted with the GCP and supporting evidence to the Secretary of State for independent examination by a planning inspector.

Purpose and Structure of Report

- 1.7 The purpose of this Screening Report is to determine whether the GCP is likely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and whether a full EqlA is required.
- 1.8 This report is structured to demonstrate compliance with the requirements of the Equality Act. Following this introductory section, the Report is organised into three further sections:
- **Section 2** - summarises the requirements of the Equality Act 2010 and the purpose of EqlA.
 - **Section 3** - outlines the Screening process and the findings of the screening assessment.
 - **Section 4** - summarises the findings of the EqlA and sets out the next steps, including consultation arrangements.

2.0 Equality and Diversity Impact Assessment: Equality Act 2010 Requirements

- 2.1 The Equality Act (2010) came into effect in October 2010 with the aim of harmonising all extant discrimination law and strengthening the laws that prevent discrimination. The Equality Act applies to the provision of services and public functions and includes the development of Council policies and plans. The Act maintains the protection provided by previous legislation and therefore prevents discrimination on the basis of nine protected characteristics (previously referred to as equality strands): age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- 2.2 Inequality can exist in a number of forms and where land use planning is concerned, this can include inadequate provision of and access to services (health, food stores, education facilities), good quality homes, employment opportunities, a healthy living environment and transport infrastructure (roads, pavements, public transport) for all members of society.
- 2.3 In summary, public authorities must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act.
 - Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic.
 - Foster good relations between people who share a characteristic and those who do not share a characteristic.
- 2.4 The Equality Act 2010 does not specify how public authorities should analyse the effects of their existing or new policies in relation to equality, but doing so is an important part of complying with the general duty. The approach in this Report reflects the principles of the Equality Framework for Local Government¹ and the Gloucester City Council's People Impact Assessment Tool², as applied across Gloucester, Cheltenham and Tewkesbury, and other guidance provided by the Department of Health.
- 2.5 An EqIA is a tool which seeks to improve the work of a Council and ensure that the policies and plans it develops do not discriminate in the way it provides services and employment, and that where possible the Council does all it can to advance equality of opportunity between

¹ Equality and Human Rights Commission (2009) Equality Impact Assessment Guidance. Online at <http://www.equalityhumanrights.com/about-us/equality-and-diversity/our-assessments-of-impact/>

² Gloucester City Council (2012) People Impact Assessment. Online at <http://www.gloucester.gov.uk/LGNL/Jobsandcareers/Careersadvice/Equalities/PeopleImpactAssessments.aspx>

persons who share a relevant protected characteristic, and persons who do not.

- 2.6 The methods and approach used for this assessment involve the following stages - outlined in Table 1. This Report outlines the method and findings for Stage 1 of the assessment - the Screening.

Table 1: Equality and Diversity Impact Assessment: Key Stages	
Stage 1	
Screening for Equality and Diversity Impact Assessment	<ul style="list-style-type: none"> ■ Identify the main purpose and aims of strategy/plan. ■ Identify other plans, programmes and assessments that have influenced the strategy/ plan in relation to equality. ■ Provide baseline information on issues and needs related to each protected characteristic or person. ■ Assess the impacts of the strategy/ plan on the protected characteristics or persons. <hr/> <ul style="list-style-type: none"> ■ <i>If no negative effects are likely then no further assessment will be required.</i> ■ <i>If there are effects are judged likely or uncertainty exists which cannot be easily mitigated – the precautionary principle applies proceed to Stage 2</i>
Stage 2	
Full Equality and Diversity Impact Assessment	<ul style="list-style-type: none"> ■ Complete additional baseline and research. ■ Agree scope and method with wider [public] stakeholders as necessary. ■ Assess strategy/plan in greater detail. ■ Provide recommendations to mitigate negative impacts. ■ Develop measures to monitor, evaluate and review (including timescale and mechanisms) the recommendations. ■ Report outcomes of EqlA and consult with wider [public] stakeholders as necessary. ■ Finalise EqlA following responses from public and implement.

3.0 Equality and Diversity Impact Assessment Stage 1: Screening

Introduction

- 3.1 As detailed previously in Table 1, EqlA typically involves two stages. This Report sets out our approach and findings for Stage 1, to determine whether the emerging GCP is likely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and whether a full EqlA is required.

Approach to Equality & Diversity Impact Assessment Screening: Key Tasks

- 3.2 The process of Screening can be broken down into four main task areas. Each Task is outlined in more detail below.

Task 1: Identify the main purpose and aims of strategy/ plan – This is where a description of the strategy/ plan will be provided. The following questions will be used to set out the information required for this task. The questions are:

- What are the main aims, objectives, purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation?
- Who implements or delivers the policy, service or function?
- Who will be affected by the strategy/ plan?

Task 2: Description of other plans, programmes and policies used to develop the strategy/ plan – This will draw out any relevant documents that have influenced the development of the strategy/ plan in relation to equality.

Task 3: Review baseline data and research – This will involve looking at relevant equalities monitoring data covering the nine protected characteristics or persons from existing databases. Any gaps will be identified.

Task 4: Screening Assessment, recording the view and the supporting information and analysis – This is where the information gained from tasks 1 to 3 is brought together to support the screening view.

The assessment uses a simplified version of the SA/SEA appraisal key applied across the strategy/ plan, with the assessment informed by decision aiding questions:

- Will the policy have a negative impact on any of the protected characteristics or persons?
- How can identified negative impacts be minimised or removed?
- How can identified positive impacts be improved or enhanced?
- Is monitoring of the issues required?

Assessment Key	
+	Positive Effect
-	Negative Effect
0	Neutral Effect
?	Unknown or Uncertain Effect

Task 1: Identify the main purpose and aims of strategy/plan

What are the main aims objectives purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation?

- 3.3 The Draft GCP sets out the proposed strategy to accommodate development allocated to the City from the higher level Gloucester, Cheltenham & Tewkesbury Joint Core Strategy (GCT JCS) up to 2031. When adopted, the GCP will form a key part of the development plan for Gloucester City, and alongside the GCT JCS, will be used to guide decision-making on planning applications.
- 3.4 The higher level planning document the GCT JCS has also been subject to EqlA Screening during its preparation. The Screening Report³, September 2013, concluded that all of the components of the Submission JCS will lead to positive effects on the protected characteristics with no negative effects being identified. The JCS includes Strategic Objective No. 9 to promote healthy communities and this includes reducing inequalities. The GCP has been prepared to be in conformity with the JCS, including compliance with equality requirements.
- 3.5 The Draft GCP sets out how Gloucester City will deliver its housing and employment needs, and includes a strategic Principle to tackle poverty and deprivation. The Draft GCP includes a Vision and 14 Principles to help deliver the Vision. The proposed Vision and the Principles in the Draft GCP are as follows:

³ <http://www.gct-jcs.org/Documents/SustainabilityAppraisal/SA-Appendix-10-EqlA-Screening-Report2013.pdf>

GCP Vision:

“Between 2011 and 2031 the City Council, together with its partners, stakeholders and the community will work together in positively delivering the Joint Core Strategy and Gloucester City Plan.

During this time significant progress will have been made in the regeneration of the City Centre and elsewhere within the City. Gloucester will be a flourishing, healthy, modern and ambitious City, where people feel safe and happy in their community and are proud to live and work.

Gloucester will grow as an economy and make a significant contribution to the wider economy of Gloucestershire, building on its strengths as a business location. The City Council will work with partners and neighbouring authorities to ensure that the economic development required beyond its boundary benefits Gloucester, while at the same time, supporting business growth and expansion within the City itself.

A significant number of new decent homes will have been delivered in a way that reflects the type and tenure needed by the local community and that supports economic growth.

Health and wellbeing will be a key consideration in all planning decisions ensuring the protection and provision of active streets, open spaces, playing fields, community infrastructure, environmental quality, connectivity and access.

New development will be built to the highest possible standard of design and will be focused on protecting the quality and local distinctiveness of the City.

Gloucester’s unique heritage, culture, and natural environment will be safeguarded and enhanced to create a highly attractive place that all residents and visitors can enjoy.”

GCP Key Principles:

- 1. Ensure development contributes to the delivery of a transforming City which brings regeneration benefits, promotes sustainable development and makes the most efficient use of brownfield land and buildings;*
- 2. Ensure that new development is supported by the necessary infrastructure;*
- 3. Regenerate the city centre and other areas of the city in a way that responds to and meets the needs of the 21st Century and builds upon strengths such as heritage and the waterside location;*
- 4. Build on existing strength to create a distinctive, diverse and innovative cultural, arts, tourism and sporting offer;*
- 5. Encourage a vibrant and safe evening and night-time that appeals to all age groups and interests and encourages more overnight visitors;*

6. *Provide a balanced mix of new homes that provide for the needs and aspirations of the existing and future community;*
 7. *Encourage and facilitate inward and home-grown investment, attract innovative growth sectors, create high and stable levels of economic growth and productivity, and increase jobs and skills development opportunities;*
 8. *Improve educational attainment, skills and learning opportunities;*
 9. *Protect and enhance the city's leisure, recreation and environmental assets, including the historic environment, public open spaces, woods and trees, allotments, areas of nature conservation, sensitive landscapes, playing fields and sports facilities;*
 10. *Deliver development that achieves high quality design that reduces crime and the fear of crime, builds positively on locally distinctiveness and contributes to the creation of an active, connected and sustainable city;*
 11. *Ensure that development minimises its impact on climate change through sustainable construction and design, encourages the use of sustainable forms of transport and integrates with and makes the most of existing infrastructure;*
 12. *Improve the health and wellbeing of communities through good design that promotes and prioritises active travel and active lifestyles, by providing access to good quality open spaces, playing fields, multi-functional green infrastructure and community facilities;*
 13. *Tackle poverty and deprivation in the worst affected areas of the city.*
- 3.6 The Draft GCP proposes new development in order to deliver the scale and distribution proposed in Policies SP1 and SP2 of the Joint Core Strategy insofar as they relate to the need for development in Gloucester City outside the strategic allocations proposed in the JCS. The GCT JCS sets out that at least 14,359 new dwellings will be required to meet Gloucester's needs over the plan period 2011 to 2031. Gloucester is unable to fully meet this need with an urban capacity for 7,685 new dwellings. The GCT JCS seeks to deliver the remainder of Gloucester's identified needs through strategic allocations/urban extensions. As of April 2019, 3,993 homes have already been delivered since 2011 and there are 2,339 commitments. 972 dwellings are proposed through the site allocations SA01- SA22 in GCP with a number of the bigger sites being central brownfield sites in need of regeneration. 620 new homes will be delivered through the Winneycroft Strategic Allocation south of Matson estate in Gloucester and 4,520 through the Strategic Allocations in Tewkesbury Borough allocated to meet Gloucester's housing need. A further 375 dwellings within these Strategic Allocation are projected to be delivered after 2031.
- 3.7 The Draft GCP includes Policies that set out the local requirements that development in the GCP area will have to meet. The Policies and Site allocations are as follows:

A: Housing

- Policy A1: Effective use of land and buildings
- Policy A2: Affordable housing
- Policy A3: Regeneration of neighbourhoods and housing estates
- Policy A4: Student accommodation
- Policy A5: Housing choice for older people and supported and special needs housing
- Policy A6: Accessible and adaptable homes
- Policy A7: Self build and custom build homes
- Policy A8: Static caravan sites
- Policy A9: Extensions to existing dwellings
- Policy A10: Annexes to existing dwellings

B: Employment Development, Culture and Tourism

- Policy B1: Employment & Skills Plans
- Policy B2: Safeguarding Employment Sites
- Policy B3: New Employment development & Intensification of existing employment uses
- Policy B4: Development within and adjacent to Gloucester Docks and canal
- Policy B5: Culture and Tourism
- Policy B6: Protection of public houses

C: Healthy Communities

- Policy C1: Active design and accessibility
- Policy C2: Provision of Allotments
- Policy C3: Provision of open space
- Policy C4: Hot food takeaways
- Policy C5: Air quality
- Policy C6: Cordon sanitaire
- Policy C7: Fall prevention from taller buildings
- Policy C8: Changing places toilets

D: Historic Environment

- Policy D1: Historic environment
- Policy D2: Recording and advancing understanding of heritage assets
- Policy D3: Buildings of local importance
- Policy D4: Shopfronts, shutters and signs
- Policy D5: Views of the Cathedral & Historic Places of Worship

E: Natural Environment

- Policy E1: Landscape character and sensitivity
- Policy E2: Biodiversity & geodiversity
- Policy E3: Nature Recovery Area
- Policy E4: Trees, woodlands and hedgerows
- Policy E5: Green Infrastructure: building with nature
- Policy E6: Flooding, sustainable drainage & wastewater
- Policy E7: Renewable energy potential of River and Canal
- Policy E8: Development affecting Cotswold Beechwoods Special Area of Conservation

F: Design

- Policy F1: Materials and finishes
- Policy F2: Landscape and planting
- Policy F3: Community safety
- Policy F4: Gulls
- Policy F5: Open plan estates
- Policy F6: Nationally prescribed space standards

G: Sustainable Living, Transport & Infrastructure

- Policy G1: Sustainable transport
- Policy G2: Charging infrastructure for electric vehicles
- Policy G3: Cycling
- Policy G4: Walking
- Policy G5: Broadband connectivity
- Policy G6: Telecommunications infrastructure
- Policy G7: Water efficiency
- Policy G8 Review mechanism

Site Allocations SA01 - SA22

Who implements or delivers the policy, service or function?

- 3.8 Gloucester City Council is responsible for implementing the GCP. The Draft GCP is subject to consultation with wider (public) stakeholders who can influence the policies in the Draft GCP.

Who will be affected by the strategy/ plan?

- 3.9 The GCP applies to the administrative area of Gloucester City Council. It will affect everyone who lives, works and visits these areas.

Task 2: Description of other plans, programmes and assessments used to develop the strategy/ plan

- 3.10 Appendix I provides a summary of key plans, programmes and policies that have influenced the GCT JCS and the Draft GCP in relation to equality. They include:

National

- National Planning Policy Framework (NPPF) (2012, revised 2018)
- Strong and Prosperous Communities White Paper 2006
- Our Shared Future, 2007 (Commission On Integration and Cohesion)
- Planning Policy for Traveller Sites (2015)
- Community Infrastructure Levy (Amended) (2015)
- Lifetime Homes, Lifetime Neighbourhoods - A National Strategy for Housing in an Ageing Society 2008

- Sustainable Communities: A Shared Agenda, A Share of the Action. A guide for Local Authorities 2007
- Healthy Lives, Healthy people: Our Strategy for Public Health in England

Regional/Sub-Regional

- Leadership Gloucestershire
- Gloucestershire Health and Wellbeing Strategy 2012 – 2032 – Fit for the Future
- Your Health, Your Care – The Five-year Vision for Health and Social Care
- The Children & Young People's Partnership Plan 2015 – 2018 (CYPPP)

Local

- The Sustainable Community Strategy for Tewkesbury Borough 2008 – 2028 (Refreshed November 2010)
- Gloucester's Cultural Vision & Strategy 2016-2026
- Gloucester City Vision 2012 – 2022

Task 3: Review baseline data and research

- 3.11 The baseline was sourced from Gloucestershire Equality Profile 2016 (Gloucestershire County Council, 2013) which is available online at <http://www.inform.gloucestershire.gov.uk>.
- 3.12 Given that these statistics have been collated to cover the nine protected characteristics or persons based on the most up-to-date information available under the Equality Act 2010, there are not considered to be any gaps in the data.
- 3.13 The following table summarises the equality and diversity trends in Gloucester, Cheltenham and Tewkesbury areas from the Gloucestershire Population Profile 2016:
- **Age** – Cheltenham and Tewkesbury have a lower population of 0-19 year olds than the national average and Gloucester's population in this age group is higher than the other two Councils. In addition, Tewkesbury has a much higher population aged 65+ than Cheltenham. At 24.9% Gloucester has the highest representation of children and young people and exceeds the county and national average Gloucester and the national average. All the Local Authorities are moving towards an ageing population demographic.
 - **Marriage and civil partnership** – Gloucester and Tewkesbury have a lower proportion of people who are single or separated when compared to the national average. In contrast the proportion of people who are married, divorced or widowed in Tewkesbury exceeds the national average.

- **Pregnancy and maternity** - Gloucester has the highest proportion of births to mothers aged between 20 and 24, exceeding the county and the national average. However, Gloucester is below the county and national average with regards to birth to mothers between 30-34.
- **Race** – The majority of Gloucester's, Cheltenham's and Tewkesbury's population is white. Black or Ethnic Minorities make up a very small percentage of their populations, which is considerably lower than reported for England as a whole. Gloucester has the highest proportion of Black or Ethnic Minorities compared to the other Councils. The proportion of people that are classified as Other White is higher in Cheltenham than England as a whole. The proportion of people that are classified a Caribbean and White and Black Caribbean is higher in Gloucester than England. Tewkesbury Borough has a large number of Gypsy, Travellers and Travelling Showpeople compared with other districts in Gloucestershire.
- **Religion or belief** - Gloucester and Tewkesbury have a much higher proportion of Christians in their populations than the national average. Cheltenham has the highest proportion of Buddhists, Hindus and people who have no religion and Gloucester has the highest proportion of Muslims out of the three Councils.
- **Gender reassignment** - There are no official estimates of gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society estimate that somewhere between 0.6% and 1% of the UK's adult population are experiencing some degree of gender variance. This figure has been applied to all three Councils.
- **Sexual Orientation** - Estimates from the ONS Integrated Household Survey suggests that nationally Lesbian, Gay and Bisexuals represent 1.6% of people aged 16 and over. Again, this percentage was applied to all three Councils.
- **Sex** – Gloucester, Cheltenham and Tewkesbury have a slightly higher percentage of women to men in their populations than the national average.
- **Disability** - Gloucester, Cheltenham and Tewkesbury all have a lower percentage of their populations with long term limiting illness or disability than the national average.

Task 4: Screening Assessment, recording the view and the supporting information and analysis

- 3.14 The development of the GCT JCS and the Draft GCP have been influenced by a number of other plans, programmes and assessments relating to the protected characteristics or persons under the Equality Act 2010. The overarching strategic plan – the GCT JCS - includes an objective that specifically relates to addressing social inequality and

inclusivity and providing for healthier and safer communities; the Draft GCP has been prepared in the context of this higher-level plan.

- 3.15 The Draft GCP Vision, Key Principles, and Policies were assessed to the same level of detail, taking into account the information gathered in Task 3 to establish any potential impacts on the protected characteristics or persons identified under the Equality Act 2010, and details are presented in Appendix II.
- 3.16 A summary of the assessment for each component of the Draft GCP is provided below under each component heading.

Vision

- 3.17 The Vision is considered to lead to positive effects on all protected characteristics. It should benefit all groups as it aspires to be a place where a good quality of life is open to all. The aim for supporting health and happy communities will have positive effects on all groups improving their quality of life and meeting the needs of each group's distinctive and individual needs.

Key Principles

- 3.18 Generally, the Principles will have a positive effect on all protected characteristics. In particular, 'Provide a balanced mix of new homes that provide for the needs and aspirations of the existing & future community', 'Improve educational attainment, skills and learning opportunities', 'Protect and enhance the City's leisure, recreation and environmental assets, including valuable heritage, public open space, allotments, areas of nature conservation, sensitive landscapes, playing fields and sporting facilities', 'Tackle poverty and deprivation in the worst affected areas of the City', 'Ensure that development minimises its impact on climate change through sustainable construction and design, encourages the use of sustainable forms of transport and integrates with and makes the most of existing infrastructure' and 'Improve health and wellbeing through good design that promotes opportunities for all residents to lead active lifestyles, by providing access to good quality open spaces, playing fields and community facilities' will have greater positive effects on all social groups by improving accessibility, providing buildings which will meet their needs and be of a good quality, and also providing flexible and adaptable buildings and places that are resilient to climate change and flooding.
- 3.19 None of the Principles are biased towards one particular protected characteristic, although Principle 5 encourages a vibrant, safe evening economy that appeals to all age groups thus confirming strongly inclusive and positive effects for the protected group on age.

Gloucester City Plan Policies

- 3.20 Policies in the Draft GCP seek to ensure that all people (including protected groups) in the GCP area will have a high quality environment in which to live, work, learn and socialise.
- 3.21 Of particular importance to the protected characteristics are Policies which ensure that high quality spaces are provided as part of housing, employment and community facilities which will meet the needs of the all and are accessible to all. The policies also seek to ensure that these places are safe, vibrant, healthy and inclusive. Policies specifically concerned with health and recreation will have positive effects on the protected characteristics. Policies on employment and tourism will support health and equality aims since health/well-being is closely linked with having a job.
- 3.22 The historic and natural environmental Policies are also likely to lead to positive effects on the protected characteristics as they aim to protect and enhance the environment in which the protected groups live. This can have benefits in terms of health and cultural well-being for all groups.
- 3.23 The assessment found that the all of the components of the plan will lead to likely positive effects on the protected characteristics with no negative effects being identified.

Monitoring

- 3.24 Gloucestershire County Council each year publishes a number of equality progress reports demonstrating how the Council advances equality, eliminates discrimination and fosters good relations relating to their workforce, their services and ways of working. Gloucester City Council is also required to prepare a Monitoring Report which includes consideration of equality, health and diversity.
- 3.25 The proposed GCT JCS provides a separate monitoring framework that sets out key indicators and contingencies that are critical to ensure the successful delivery of the plan. These indicators and contingencies are attached to the strategic objectives and policy targets of the plan and directly and indirectly relate to equality, health and diversity. It will also be reviewed on an annual basis. Therefore, further monitoring regarding equality is not considered to be required.

4.0 Summary and Conclusions

- 4.1 The Draft Gloucester City Plan (GCP) sets out the proposed approach to accommodating development in the Gloucester City administrative area. This has been allocated according to need from the Gloucester, Cheltenham and Joint Core Strategy for the period up 2011 to 2031.
- 4.2 The development of the Draft GCP has been influenced by a number of other plans, programmes and assessments relating to the protected characteristics or persons under the Equality Act 2010.
- 4.3 The Vision, Key Principles, and Policies have been assessed to the same level of detail, taking into account the baseline information gathered to establish any potential impacts on the protected characteristics or persons identified under the Equality Act 2010. The assessment found that the all of the components of the plan will lead to positive effects on the protected characteristics with no negative effects being identified.
- 4.4 A number of reports are already produced on an annual basis which include consideration of equality, health and diversity within the JCS area. Therefore, further monitoring regarding equality and diversity is not considered to be required.
- 4.5 The assessment has found that the Draft GCP is unlikely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and as a result a full EqIA will not be required.
- 4.6 These findings will be subject to consultation comments from wider stakeholders alongside the Draft Gloucester City Plan and as part of the Sustainability (Integrated) Appraisal. Any comments received will be considered during the next stage of the GCP – submission and independent examination.