

Derbyshire and Derby Minerals Local Plan 2022 – 2038

Equality Impact Analysis

January 2023



Derby City Council



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Introduction

The purpose of this document is to ensure that the emerging Mineral Local Plan is compliant with the Public Sector Equality Duty (PSED). The document sets out to whom the duty applies and looks at the demographics of the area. It examines the proposed Local Plan policies and the way in which these meet the PSED and affected protected characteristics. There is also a summary of the assessment and action points to be carried out in order to ensure the Equalities duty is met. A key point to note is that this document is a working document and will continuously be revised until the point of the submission to the Planning Inspectorate for independent examination.

The Equality Impact Analysis contained herein is referred to as EQIA, and not EIA for the purposes of this report. This is to avoid confusion with Environmental Impact Assessments, which are known as EIA in planning terms.

Section 01: Overall Information - Details of Full Equality Impact Analysis

Name and details of policy, strategy, function, project, activity, or programme	<p>Derbyshire and Derby has prepared a key strategic planning policy document, termed as the 'Pre-submission Draft Minerals Local Plan'.</p> <p>The Pre-submission Draft Minerals Local Plan will sit alongside Derby City Council's Core Strategy (adopted on 25 January 2017) and forms part of and the Development Plan for the area. The Pre-submission Draft Minerals Local Plan sets out the Mineral Planning Authorities' priorities for delivering sustainable minerals development through its vision and strategic objectives for the period to 2038. After an Examination in Public and upon formal adoption, the Local Minerals Plan will form the principal planning policy document, used to determine planning applications and will therefore be instrumental in guiding mineral development across the area over the long term.</p>
Date of completion of final EQIA	<p>Date for start of EQIA: July 2022</p> <p>Completion date for EQIA: January 2023</p>

Section 02: Scoping of EqIA

Plan for completion

The purpose of the Equality Impact Assessment (EQIA) is to determine how the policies and proposals of the emerging Local Plan will impact on, or affect, different groups or communities. It enables the council to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristics groups.

The EQIA reflects the Public Sector Equality Duty (PSED) which highlights three areas in which public bodies must show compliance. The duty states that a public authority must, in the exercise of its functions, have due regards to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The equality duty is a continuing duty and consideration of equality impacts has taken place throughout the preparation and publication of the Local Plan. The expected timetable for the consultation and adoption of the Local Plan is set out below:

Timescales	Stage
July 2009	Preliminary Consultation (Regulation 18 Town and Country Planning (Local Planning) (England) Regulations 2012)
2010	Key Issues and Options Consultation (Reg 18)
2012	Sand and Gravel Sites Consultation (Reg 18)
2015-2016	Emerging Approach (Reg 18)
2016-2017	Hard Rock Sites Consultation (Reg 18)
2018	Proposed Approach (Reg 18)
2020	Sand and Gravel Sites Consultation (Reg 18)
2021-2022	Proposed Draft Plan (Reg 18)
March/April 2023	Proposed Publication or Pre Submission Draft Local Plan (Regulation 19)
October/November 2023	Submission to Planning Inspectorate
2024 (anticipated)	Plan Adopted

	<p>Resources: Officer time only</p> <p>Lead Officer: Development Plans Team.</p>
What is the policy strategy, function, project, activity, or programme looking to achieve?	<p>The Minerals Local Plan contains policies for the development and use of land which the Minerals Planning Authority wishes to encourage over the Plan period (2022-2038). The Local Plan contains:</p> <ul style="list-style-type: none">• Strategic priorities set out in the vision and objectives and strategic policies to address those priorities objectives for sustainable development across the Plan area;• Non strategic development management policies <p>The Local Plan should be consistent with national planning legislation and statutory policies, including the Government's National Planning Policy Framework.</p>

Section 03: Analysis of relevant data and/or undertake research

Documents and data reviewed

The following documents and data have been used to help inform this Equality Impact Analysis:

DOCUMENTS REVIEWED

Draft Equality, diversity and inclusion Strategy 2022 to 2025

The vision for Derbyshire is a place where everyone reaches their full potential. To achieve this ambition, every aspect of our work must reflect the society we live in. Over recent years the Council has worked hard to advance equality of opportunity, to eradicate discrimination and harassment and to promote good relations between different communities across the county. This has resulted in significant changes to our services, employment practices and our approach. Key achievements include:

- Improved the proportion of senior managers in the Council who are female from 49.5% in 2017 to 52.6% in 2021 and increased the proportion of employees who declare that they have a disability from 2.2% in 2017 to 4.9% in 2021.
- Significantly improved the accessibility of Council services for members of the public for example improving and making it easier for people to access our services online.
- Broadened and expanded our engagement activities to ensure that Black and Ethnic Minority communities, older people, younger people, and disabled people can more easily influence decisions.
- Improved access to services and information for Deaf and hard of hearing people through our commitment to the Charter for British Sign Language
- Developed new services and facilities for older people, including people with dementia.
- Offered a wide range of support before and following an autism or ADHD diagnosis.
- Improved the reporting of hate crime and domestic abuse and the range of support available for supporting victims.

By end of March 2023 we will have:

- Reviewed the effectiveness of programmes aimed at supporting young people and others into work or to improve their skills
- Drafted a new corporate strategy and action plan for consultation and engagement which will proactively seek to address gaps in community involvement and engagement.
- Launched the 'We are Derbyshire' strategy and plan, a key aim of which is to improve social mobility in Derbyshire

By the end of March 2024, we will have:

- Provided creative industries business start-up support targeted at creatives from under-represented groups.
- Carried out work to improve digital skills to help people to access employment, financial support and services.
- Collaborated with other EDI (Equality, diversity inclusion) workstreams to develop a shared understanding of the needs of Derbyshire communities, geographical and of identity, and the structures and processes that drive and deepen health inequalities.

By the end of March 2025, we will have:

- Worked with partners across the culture, heritage and tourism sectors to build inclusive audience development strategies to help grow more diverse audiences.
- Embedded the use of Census 2021 data to inform policy and service decisions and as a basis for comparative research and analysis.
- Improved the effectiveness of our offer and range of programmes to people in diverse and disadvantaged communities in relation to employment and skills.
- A diverse and confident workforce
- Employment, skills and business support for people experiencing inequality and exclusion
- Engaged communities able to influence decisions
- Healthy and supported people
- Safe and inclusive places for everyone

The Equality Act 2010

We have due regard to the Public Sector Equality Duty which sets both general and specific duties to which public bodies are legally bound. In relation to the general duty this means having 'due regard' to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between all people
- Foster good relations between people, tackling prejudice and promoting understanding

DATA REVIEWED

Derbyshire is a place of both geographical and social economic contrasts.

The county has an older population than England, although the age profile of Derbyshire's population varies enormously. In rural Derbyshire Dales over a quarter of the population are aged 65 or over compared to only one in five of those in South Derbyshire.

The county is set to experience above average population growth over the coming years, with the oldest age groups seeing the greatest increases. There will be marked differences in population growth by locality further changing this dynamic with Amber Valley, Bolsover and South Derbyshire seeing growth above the England average over the next 25 years.

Derbyshire's Black and Ethnic Minority population as a proportion of the population is lower than England. It is anticipated to have grown since the 2011 Census and is now mainly concentrated in Chesterfield, Erewash and South Derbyshire. The largest ethnic minority group is 'Other White' and includes Eastern European communities, followed by Asian communities.

Over 34,000 people across Derbyshire live within the most deprived 10% of areas in England. Cotmanhay in Erewash has been the most deprived area in Derbyshire since 2004 and has worsened over this time. The gap between the most and least deprived areas continues to widen locally, with inequality expected to have worsened as a result of the pandemic.

Life chances remain unequal across the area. Life expectancy at birth varies by more than 15 years between the least and most deprived areas. Around one in five adults of working age have a disability or long-term limiting illness.

There are fewer adults in Derbyshire who are qualified to degree level or above. This differs significantly across the county, from around half of adults having a level four qualification in Derbyshire Dales down to one in five in Bolsover. Educational attainment varies - the attainment score of girls in the county is higher than for boys, as well as for those with a special education need (SEN). Social mobility, repeatedly highlighted as an issue for the East Midlands as well as Derbyshire where the districts of South Derbyshire, Amber Valley, Bolsover, Chesterfield and Erewash are ranked as social mobility cold spots, continues to be a problem.

Population

District	Increase/Decrease	Population 2011	Population 2021
Amber Valley	+3.2%	122,300	126,200
Bolsover	+5.8%	75,900	80,300
Chesterfield	-0.2%	103,800	103,600
Derby	+5.1%	248,800	261,400
Derbyshire Dales	+0.5%	71,100	71,500
Erewash	+0.7%	112,100	112,900
High Peak	<0.1%	90,892	90,900
North East Derbyshire	+3.0%	99,000	102,000
South Derbyshire	+13.3%	94,600	107,200

The 2021 census has the population growth of East Midlands as being +7.7%, with the lowest growth being +1.9% in the North East and the largest growth being +8.3% in the East of England. Nationally this means that England has a growth of +6.6% with the population rising from 53,012,456 (2011) to 56,489,800 (2021)

Deprivation

Data relating to deprivation is still being compiled under the 2021 census however the figures in the public domain relate to 2019 for the Indices of Multiple Deprivation (IMD) with 1 being the most deprived and 533 being the least deprived. Domains of deprivation are based on 7 domains with income & employment weighing the most. IDACA = Income deprivation affecting children Index and IDAOPI = Income deprivation affecting older people.

Area	IMD rank 2019	IMD rank 2015	Change in rank	LSAs in most deprived decile	Share of LSOAs in most deprived decile	Income	Employment	Educa-tion skills & training	Health deprivation & disability	Crime	Barriers to housing & Services	Living Environment	IDACI	IDAOPi
Amber Valley	255	264	-9	3	5%	240	206	117	234	346	480	260	218	265
Bolsover	179	194	-15	3	5%	185	120	77	122	317	405	488	176	226
C'field	183	185	-2	5	8%	182	121	181	77	293	403	413	212	206
Derby North	219	215	4	4	7%	222	233	219	179	177	382	121	202	224
Derby South	56	32	24	20	31%	36	45	18	84	55	287	73	45	79
Derbys Dales	456	437	19	1	2%	485	454	461	450	524	124	135	485	496
Erewash	257	238	19	4	6%	221	207	134	267	228	523	126	211	266
High Peak	372	355	17	3	5%	357	314	362	296	361	451	181	364	358
Mid Derbys	490	475	15	0	0%	463	440	460	366	416	450	301	471	447
North East Derbys	318	332	-14	3	5%	310	230	222	242	474	479	484	333	323
South Derbys	398	400	-2	0	0%	402	369	323	341	413	331	360	398	397

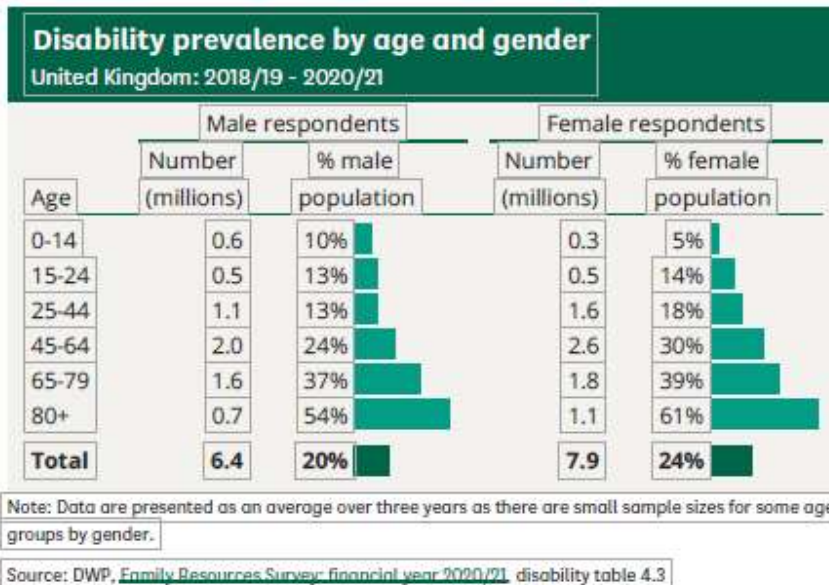
Race

The figures for ethnic groups has not been released for the 2021 Census. Figures were taken from the latest ONS figures for the East Midlands area:

Ethnic Group	TOTAL	Urban (total)	Urban major conurbation	Urban minor conurbation	Urban city & town	Rural (total)
All	4,533,222	3,322,894	31,080	794,650	2,485,000	1,210,328
White	4,042,938					
White Gypsy/traveller	3,418	2,557	2	485	2,062	861
Mixed/multiple (white & black)	86,224					
Asian: Indian	168,928	163,098	67	15,944	147,057	5,830
Asian: Pakistan	48,940	47,764	42	19,614	28,107	1,176
Asian: Bangladeshi	13,258	12,884	0	1,287	11,597	374
Asian: Chinese	24,404	22,450	79	8,368	13,995	1,954
Other Asian	37,893					
African/Caribbean	81,484					
Other Ethnic Group	25,735					

Disability

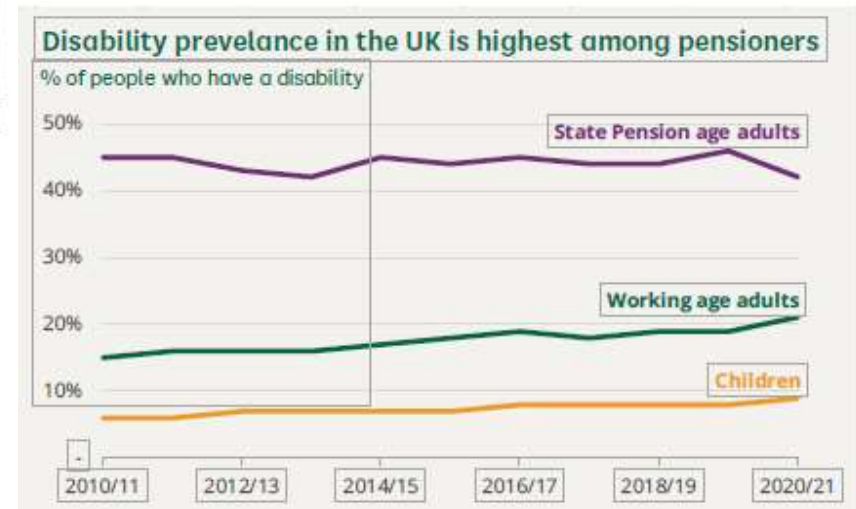
There is currently no national register of people with disabilities in the UK (House of Commons Library 27.7.22). In addition definitions of disability vary, but compliance with the Equality Act 2010 suggests disability is measured if a person has a physical or mental health condition or illness that has lasted or is expected to last 12 months or more and whether the condition and/or illness reduces their ability to carry out day-to-day activities.



Disability prevalence tended to be higher among female respondents (24%) than male respondents (20%), as illustrated by the table on the right. The only exception was among children under the age of 15.

[Source: DWP, Family Resources Survey: financial year 2020/21, disability table 4.1 accessed Oct 2022]

The latest estimates from the Family Resources Survey (FRS) indicate that 14.6 million people in the UK had a disability in the 2020/21 financial year. This represents 22% of the total population. This represents a steady rise in the UK from 2002. The prevalence of disability rises with age: in 2020/21 around 9% of children in the UK were disabled, compared to 21% of working age adults and 42% of adults over State Pension age. People aged 80 and over reported a disability (59%). [Source: FRS Disability Table 4.3 accessed Oct 2022]



Impairment types reported by disabled people

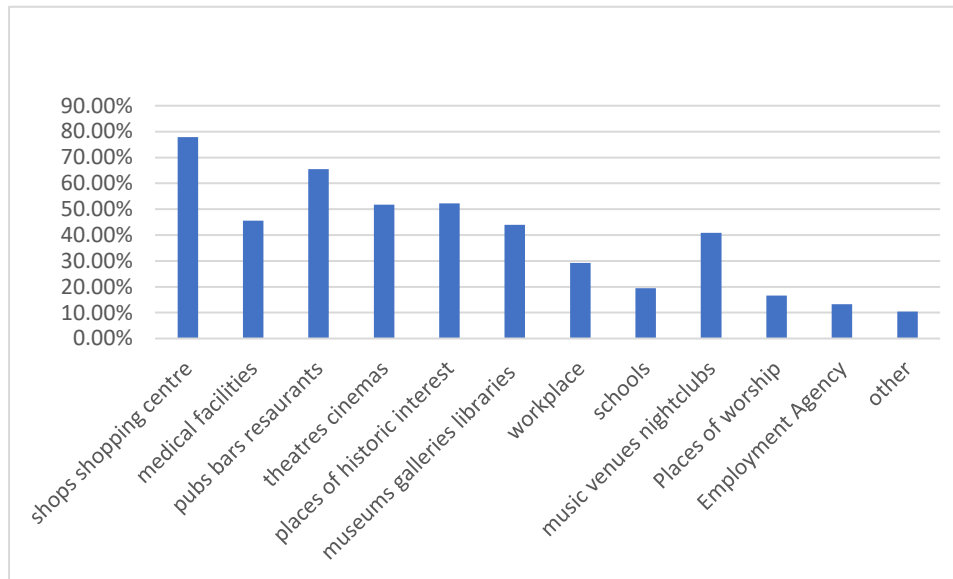
Response	Disabled people	Carers	General Public
Vision (for example, blindness or partial sight)	14.9%	9.6%	7.1%
Hearing (for example, deafness or partial hearing)	17.3%	12.2%	12.1%
Mobility (for example, walking short distances or climbing stairs)	73.3%	42.9%	26.8%
Dexterity (for example, lifting and carrying objects, using a keyboard)	53.4%	29.3%	14.2%
Learning or understanding or concentrating	41.7%	27.8%	18.2%
Memory	44.2%	27.4%	17.1%
Mental health	56.5%	57.4%	49.7%
Stamina or breathing or fatigue	54.3%	36.2%	27.6%
Socially or behaviourally (for example associated with autism spectrum disorder, which includes Asperger's and attention deficit hyperactivity disorder)	24.9%	23.5%	12.4%
Other	9.1%	8.3%	9.7%
Respondents	10,380	820	380

Source: UK Disability Survey research report: data tables Updated 20 September 2021

Interestingly the age of disabled respondents was aged 45 to 54 (22.1%), followed by those aged 55 to 64 (20.5%). As previously reported 70.2% of disabled people are female and 85.0% of the carers are female which also was the same gender they identified with as registered at birth.

The report also showed that disabled people identified activities they would like to take part in but were prevented due to accessibility issues such as going on holiday (57.0%), visiting friends (49.6%) Sport (35.8%) Employment (35.1%). 31.9% of disabled people have not been in contact with anyone they are close to within a week, citing COVID concerns, not feeling well enough and difficulty with transport.

Places disabled people have had difficulties accessing



Source: UK Disability Survey research report: data tables Updated 20 September 2021

Gender Identity

The 1990s saw the rights of transgendered people being recognised for the first time which led to the Sex Discrimination (Gender Reassignment) Regulations introduced in 1999, followed by the Gender Recognition Act 2004. The Equality Act 2006 introduced the Gender Equality Duty requiring public authorities to have due regard to the need to eliminate unlawful discrimination and harassment against transsexual people in employment and training. The 2008 Sex Discrimination (Amendment of Legislation) Regulations expanded protection on grounds of gender reassignment to cover goods, facilities, services and premises. The 2021 census asked

questions around gender including transgender

Area	Gender identity (GI) same as birth	GI different from birth no specific identity given	Trans woman	Trans man	Non Binary	All other genders	Not answered
East Midlands	93.92%	0.20%	0.09%	0.09%	0.05%	0.04%	6.33%
Amber Valley	99043	124	44	58	48	29	5714
Bolsover	62486	79	41	35	20	25	3591
Chesterfield	81157	113	63	53	42	32	4544
Derby	191767	1054	238	238	146	101	15647
Derbyshire Dales	57842	46	18	23	20	10	3102
Erewash	88587	113	53	67	54	44	4609
High Peak	71864	86	52	47	40	30	3543
North East Derbyshire	80884	68	39	41	20	20	4199
South Derbyshire	82720	83	47	39	27	16	4023

Source: ONS Census 2021

Religion in the East Midlands

Buddhist	Christian	Hindu	Jewish	Muslim	Not stated	Other	Sikh	Total
12,672	2,666,172	89,723	4,254	140,649	1,557,449	17,918	44,335	4,533,222
0.28%	58.81%	1.98%	0.09%	3.10%	34.36%	0.40%	0.98%	100%

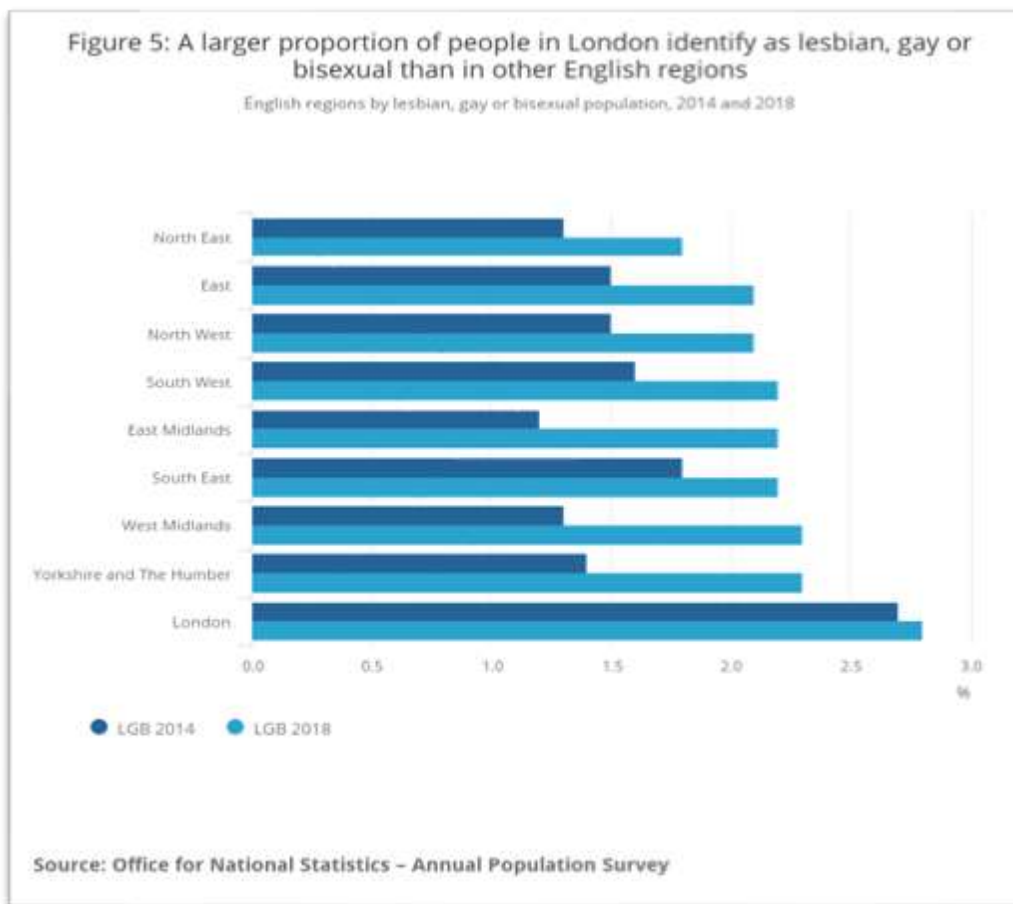
Religion in UK

Buddhist	Christian	Hindu	Jewish	Muslim	None	Not stated	Other	Sikh	Total
272,508	27,522,672	1,032,775	271,327	3,868,133	22,162,062	3,595,589	348,334	524,140	59,597,540
0.5%*	46.2%	1.7%*	0.5%	6.5%*	37.2%*	6.0%	0.6%*	0.9%*	100%

Source: ONS Census 2021 * denotes increase in numbers

Sexual Orientation

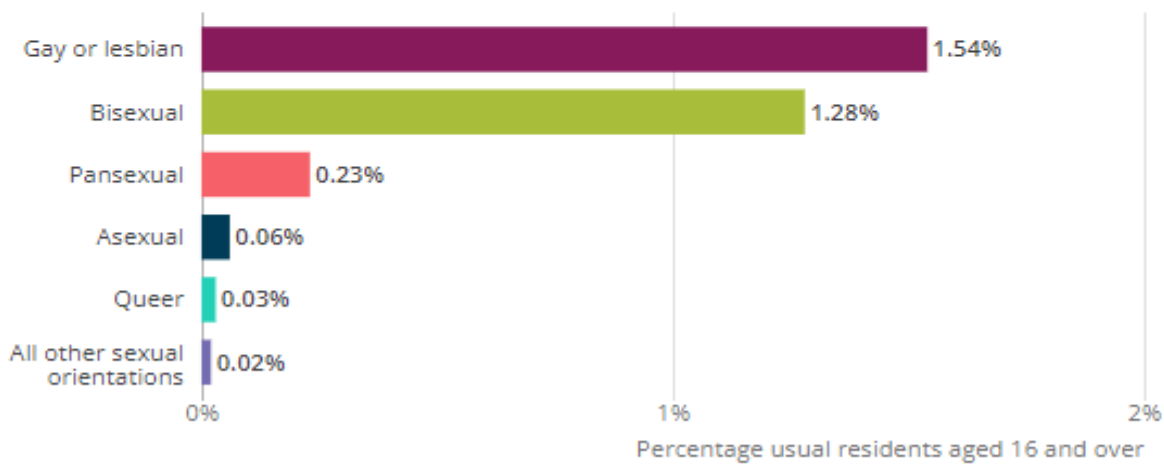
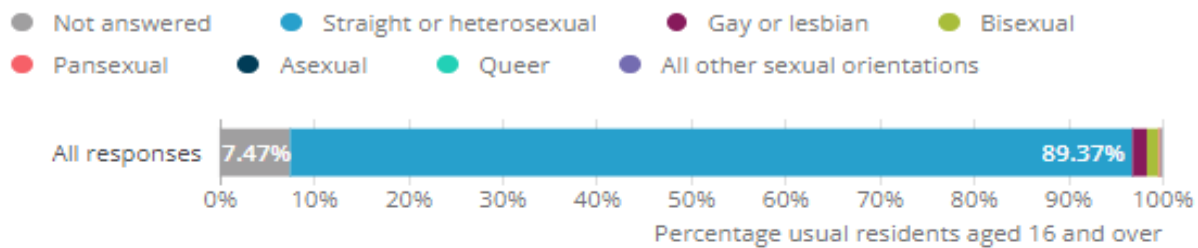
- The proportion of the UK population aged 16 years and over identifying as heterosexual or straight was 93.6% in 2020; there has been a decreasing trend since the series began in 2014.
- An estimated 3.1% of the UK population aged 16 years and over identified as lesbian, gay or bisexual (LGB) in 2020, an increase from 2.7% in 2019 and almost double the percentage from 2014 (1.6%).
- The proportion of men in the UK identifying as LGB increased from 1.9% to 3.4% between 2014 and 2020; the proportion of women identifying as LGB has risen from 1.4% to 2.8% over the same period.



partnerships and same-sex marriage is relatively recent.

Source: [Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-and-population/sexual-orientation)

- The proportion of men in the UK identifying as LGB increased from 1.9% to 3.4% between 2014 and 2020; the proportion of women identifying as LGB has risen from 1.4% to 2.8% over the same period.
- People aged 16 to 24 years continue to be the most likely to identify as LGB in 2020 (8.0%) reflecting an increasing trend for this age group since 2014; this breaks down to 2.7% identifying as gay or lesbian, and 5.3% identifying as bisexual.
- In 2020, women (1.6%) were more likely than men (0.9%) to identify as bisexual but were less likely to identify as gay or lesbian (1.1% compared with 2.5%); these differences between men and women are more pronounced in the younger age groups.
- Among those identifying as LGB in 2020, almost three-quarters (72.5%) had never been married or in a civil partnership, while just under one-quarter were married or in a civil partnership (23.7%); this may reflect the younger age structure of the LGB population and that the legislation for same-sex civil



Source: Office for National Statistics – Census 2021

Section 04: Undertake and analyse consultation

Consultation

Local Plan consultation

The Councils have each produced a Statement of Community Involvement (SCI) that sets out the principles to be applied in involving the community in the preparation of planning documents, including the emerging Local Plan. The involvement of the community is also subject to the Town and Country Planning (Local Planning) (England) Regulations 2012.

Informal public consultation on issues and options for the draft Minerals Local Plan took place in 2010. Representations from residents and voluntary organisations, including a disability group, as well as statutory bodies and others were received and were taken into account in drafting the Plan for further Regulation 18 consultations.

The Regulation 18 consultation took place during 2010 - 2022. Following the consideration of representations, the Plan and the supporting documents such as the Sustainability Appraisal have been reviewed and updated. These documents and this EQIA will be subject to a further public consultation under Regulation 19 for an eight week period in the Spring of 2023 before submission to a Government Inspector for Examination in Public. It is expected that the Plan will be adopted by 2024.

Analysis

Methodology of the Analysis & Protected characteristics and the Public Sector Equality Duties

This EQIA analyses the likely impacts of the Local Plan policies on statutorily identified protected characteristics (age, disability, gender reassignment, marriage/civil partnership), pregnancy/maternity, race, religion/belief, sex, and sexual orientation), human rights and children's rights. It also assesses the Local Plan policies against the Public Sector Equality Duties in s149 of the Equality Act 2010 which states that in the exercise of its functions the council must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Note: Age as covered by the Equality Act 2010 does not protect young people under the age of 18, although they are protected under other protected characteristics. Reference to this group has been included under Age in this EQIA, however, in order to make it easier to understand the link between Local Plan policies and young people. Analysis of the effects of each policy on those under 18 is more fully included under Children's Rights.

The EQIA analysis of the Local Plan policies adopts a matrix-based approach to assess both the relevance of the various policies and their level of impact upon people who have the protected characteristics. The Local Plan policies are listed along the vertical axis of the matrix, with the protected characteristics listed on the horizontal axis.

The relevance of the policies to the protected characteristics is categorised as:

High (H)

- There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it
- There is substantial or a fair amount of public concern about it
- The policy, strategy, function, project, activity, or programme is relevant to most parts of the general duty, and/or to human/children's rights
- There is some evidence that some groups are (or could be) differently affected by it

Medium (M)

- There is some public concern about it
- The policy, strategy, function, project, activity, or programme is not generally relevant to most parts of the general duty, and/or to human/children's rights
- There is little evidence that some groups are (or could be) differently affected by it

Low (L)

- There is little public concern about it

Not Applicable (N/A)

- Not applicable

The impacts of the policy on the protected characteristics are categorised as:

Positive (+)

The EQIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and that it does advance equality of opportunity, and/or fulfils PSED in another way.

Neutral (Blank)

The EQIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils PSED in another way.

Negative (-)

The EQIA shows the policy, strategy, function, project or activity is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfil PSED, or the negative impact will be mitigated through another means.

It is not a legal requirement to consult on EQIAs, although these have been made available as part of the consultation process for residents and stakeholders to view and comment on. This opportunity will be made available to the public, alongside the proposed submission Local Plan and associated documents, at the next stage of consultation governed by Regulation 19 of the Town and Country Planning (Local Planning) (England) Regulations 2012. This consultation ran between during Winter 2022.

The Local Plan contains policies on the following topics:

Strategic Policies

SP1: Sustainable Minerals Development

SP2: Climate Change

SP3: The supply of recycled and secondary aggregates

SP4: Supply of Sand & Gravel

SP5: Allocation of sites for Sand & Gravel extraction

SP6: Other sites for Sand & Gravel supply

SP7: The supply of aggregate crushed rock

SP8: Helping to reduce quarrying in the Peak District National Park (PDNP)

SP9: The supply of building stone

SP10: Supply of Industrial Limestone

SP11: Aldwark South Allocation of Land for industrial limestone working at Aldwark / Brassington Moor Quarry

SP12: Supply of Cement Making Materials

- SP13: Supply of Brick Clay
- SP14: Supply of Vein Minerals
- SP15: Coal Extraction and Colliery Spoil Disposal
- SP16: Supply of Conventional and Unconventional Oil and Gas
- SP17: Mineral Safeguarding Areas and Consultation Areas
- SP18: Safeguarding Minerals Related Infrastructure
- SP19: Restoration of Sand and Gravel Sites in the River Valleys

Non-Strategic Policies

- OM1: Borrow Pits
- OM2: Reworking of Former Spoil Tips
- OM3: The Incidental and Prior Working of Clay
- OM4: Mineral Related Development
- OM5: Mineral Exploration

Development Management Policies

- DM1: Protecting Local Amenity, Health and Well-Being and Safety
- DM2: Criteria for Assessing the Benefits of Minerals Development Proposals
- DM3: Transport
- DM4: Landscape
- DM5: Biodiversity and Geodiversity
- DM6: Trees, Woodland and Hedgerows.
- DM7: Historic Environment and Archaeology
- DM8: Water Management and Flood Risk
- DM9: Soil Quality and Agricultural Land
- DM10: Aviation Safety

- DM11: Green Belt
- DM12: Green and Blue Infrastructure
- DM13: Public Access
- DM14: Cumulative Impacts
- DM15: Restoration, Aftercare and After-Use
- DM16: Planning Obligations

Monitoring and Implementation

- MO1: Monitoring and Implementation

The section below assesses each policy against the protected characteristics as follows and sets out commentary relating to the way in which the Local Plan is likely to impact upon the protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage/ Civil Partnership
5. Pregnancy/ Maternity
6. Race
7. Religion/Belief
8. Sex
9. Sexual Orientation
10. Human/ Children's Rights Act

Section 05: Analysis of Impact and Outcomes

Analysis Strategic Policies

Policy	Age	Disability	Gender reassignment	Marriage / Civil Partnership	Pregnancy/ Maternity	Race	Religion/ Belief	Sex	Sexual Orientation	Human/ Childrens Rights	Commentary
SP1: Sustainable Minerals Development	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Prudent use of mineral resources, does not prejudice or promote a group over another.
SP2: Climate Change	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	Use of mitigation & effective restoration, energy efficient plants
SP3: supply of recycled & secondary aggregates	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Subject to no 'unacceptable impacts' does not prejudice or promote a group over another.
SP4: Supply of Sand & Gravel	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.

SP5: Allocation of sites for Sand & Gravel extraction	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
SP6: Other sites for Sand & Gravel supply	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
SP7: Supply of aggregate crushed rock	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
SP8: reduce quarrying in PDNP	H-	H-				H-					H-	Possible equality issue if other areas pursued this policy
SP9: supply of building stone	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Short term intermittent working to meet identified need
SP10: Supply of Industrial Limestone	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Used in construction industry & manufacturing processes. Large scale & long term
SP11: Allocation of Land for	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	In areas around Buxton, Wirksworth & Whitwell. There is

	industrial limestone											no clear link between this policy and equality.
	SP12: Supply of Cement Making Materials	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
	SP13: Supply of Brick Clay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
	SP14: Supply of Vein Minerals	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
	SP15: Coal Extraction & Colliery Spoil Disposal	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	There is no clear link between this policy and equality.
	SP16: Supply of Conventional & Unconventional Oil & Gas	H-	H-	H-	H-	H-	H-	H-	H-	H-	H-	Concerns by public to fracking. Need for explicit zones for residential areas, areas of poor health, mental health

Non Strategic Policies

Policy	Age	Disability	Gender reassignment	Marriage / Civil Partnership	Pregnancy/ Maternity	Race	Religion/ Belief	Sex	Sexual Orientation	Human/ Childrens Rights	Commentary
OM1: Borrow Pitts		H+			H+					H+	The nature of applications tend to be relatively short and adjacent sites to construction sites reduce volume of traffic on public roads
OM2: Reworking of Former Spoil Tips		L-			L-					L-	Supports sustainability of re using waste material but can be visually intrusive
OM3: The Incidental and Prior Working of Clay	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	May reduce long term sterilisation of clay resource
OM4: Mineral Related Development		L-			L-					L-	Ancillary mineral development such as screening or

											washing raw materials may increase dust and noise
OM5: Mineral Exploration	H-	H-			H-					H-	Essential to prove existence of mineral resources but drilling or seismic surveys raise concerns from the public

Development Management Policies

Policy	Age	Disability	Gender reassignment	Marriage / Civil Partnership	Pregnancy/ Maternity	Race	Religion/ Belief	Sex	Sexual Orientation	Human/ Childrens Rights	Commentary
DM1: Protecting Local Amenity, Health & Well-Being, and Safety	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	The policy will have a positive impact on the groups but there is potential to explicitly promote equality to public access for those in wheelchairs or using pushchairs

	DM2: Criteria for Assessing Benefits of Minerals Development Proposals	M+	M+	M+	M+	M+	M+	M+	M+	M+	M+	Must be robust.
	DM3: Transport of Minerals	M-	M-			M-					M-	The policy seeks to avoid the impact of transporting minerals in residential areas but could impact on health for some protected characteristics
	DM4: Landscape	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	
	DM5: Biodiversity & Geodiversity	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	
	DM6: Trees, Woodland and Hedgerows.	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	The policy is written positively and is expected to affect all equalities groups in a positive manner however room for explicit support for

												wheelchairs and push chairs and extra provision of benches for resting. Use of tactile flooring and visual aides.
DM7: Historic Environment	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	As per DM6, include more explicit references to equal access however there may be some conflict between the need to preserve heritage character of listing buildings & accessibility.
DM8: Water Management & Flood Risk	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	Potential for positive impacts on communities.
DM9: Soil Quality and Agricultural Land	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	Potential for positive impacts on communities
DM10: Aviation Safety	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No clear link between this policy and equality

DM11: Green Belt		M-			M-						M-	Minerals can only be worked where they are found and restoration must enhance area
DM12: Green and Blue Infrastructure	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	The policy is written positively and is expected to affect all equalities groups in a positive manner however room for explicit support for wheelchairs and push chairs and extra provision of benches for resting. Use of tactile flooring and visual aides.
DM13: Public Access	M-	M-			M-						M-	Must not have unacceptable impact on existing rights
DM14: Cumulative Impacts	H-	H-			H-						H-	Must take account of pollution on health and living

												conditions and biodiversity
DM15: Restoration, Aftercare and After-Use	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	Must take place at the earliest opportunity delivering significant biodiversity net gain which is monitored.
DM16: Planning Obligations	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	If mitigation not possible planning obligations must be acceptable and related to development.
MO1: Monitoring and Implementation	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	H+	The policy will have a positive impact on the groups. Local Plans must be reviewed every 5 years and developments monitored annually.

Section 06: Reducing any adverse impacts

Outcome of Analysis

The equalities impact analysis of the proposed submission Local Plan has found that in general, there is unlikely to be any potential unlawful discrimination against protected groups associated with the implementation of these policies. However, the council welcomes comments from the public and other stakeholders on the findings of this equalities impact analysis. There was the missed potential to look at equality of access specifically for those in wheelchairs or using pushchairs and the extra facilities of benches for resting, lowered kerbs and tactile pavements in strategic places. No specific acknowledgement of individuals with Autism Spectrum Disorder, sensory or learning disabilities or related illnesses was made which could be negatively affected by noise created from minerals and waste operations but could be mitigated somewhat by conditions that are enforced and monitored.

The analysis has shown that not all protected characteristics will be impacted upon in a similar manner by the implementation of the Local Plan. The analysis has revealed that, generally, the Local Plan policies will have a positive or neutral impact upon all protected groups and characteristics and will improve the overall quality of life among people in these groups. The protected characteristics of Age, Disability, Pregnancy and Maternity and Race will be positively impacted upon most by the implementation of the Local Plan. The implementation of the Local Plan through consideration and determination of planning applications is unlikely to adversely impact upon Human and Children's rights.

The council will take the following actions to promote its equalities duties:

- it will monitor the implementation of the Local Plan policies on an ongoing basis. Potential issues that may adversely impact on the protected characteristics will be reported in the council's Monitoring Reports. The relevant Local Plan policies may then be amended accordingly, through a statutory review process, to help resolve these issues;
- it will undertake public consultation on the Local Plan and associated documents, including the EQIA. The current consultation will provide people with an opportunity to comment on the overall 'soundness' of the Local Plan policies, namely that they are 'justified', 'effective' and consistent with national Planning policy and meet local needs, In addition, people may comment on the EqIA and on the supporting sustainability appraisal; and
- it will monitor the development of equalities legislation and associated case law to help ensure that the Local Plan remains legally compliant.

It is not considered the Local Plan will adversely affect human rights as defined by the Human Rights Act 1998.

It is considered that the Local Plan will have a positive impact on children's rights under the United Nations Convention on the Rights of the Child (UNCRC), including the following:

- The right to life, survival and development;
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security; and
- The right to education, leisure, culture and the arts

Section 07: Action Plan

Issue Identified	Action (s) to be taken	When	Lead Officer	Expected outcome
Ensure that the Local Plan remains legally compliant with respect to equalities matters	Monitoring emerging equalities related case law and any future legislative amendments	Ongoing	Assistant Director – Regulatory Services	The Local Plan will continue to remain legally compliant with respect to equality matters
Ensure that the plan making process promotes the Council’s commitment to the involvement of people (including those with protected characteristics) in decision making	Ensure that adequate consultation is carried out throughout the plan making process and the implementation of the plan, and future plans	Ongoing	Assistant Director – Regulatory Services	The Council will enable legal compliance and social inclusion
Monitoring the effects of the Local Plan on protected characteristics	Improvement and Scrutiny Committee - People, and for Derby City Council Identify potentially unlawful impacts of the Local Plan on protected characteristics, and on a	Ongoing	Assistant Director – Regulatory Services	The Council will enable legal compliance and social inclusion

		case by case basis report such impacts to the relevant equalities services and the appropriate decision making body as required.				
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Section 08: Agreement, publication, and monitoring

**Chief
Officer
Sign off**

Name:

Position:

Email

Telephone No:

**Key
Decision
Report**