



**Equality Impact Analysis Record Form 2013**

Department	Environmental Services
Service Area	Planning (Policy and Monitoring)
Title of policy/ practice/ service of function	Derbyshire Infrastructure Plan
Chair of Analysis Team	Harriet Fisher

**Stage 1. Prioritising what is being analysed**

- a. Why has the policy, practice, service or function been chosen?
- b. What if any proposals have been made to alter the policy, service or function?

The Derbyshire Infrastructure Plan is prepared by Derbyshire County Council. The Equality Impact Analysis process has informed the preparation of the Plan.

The Plan sets out short and long-term priorities for investment in infrastructure and services. It is an important framework document for district and borough councils as they prepare their own Infrastructure Delivery Plans, Community Infrastructure Levy Charging Schedules and Local Plans; it also helps County Council departments in undertaking service planning.

- c. What is the purpose of the policy, practice, service or function?

The Infrastructure Plan coordinates the delivery of infrastructure and services in a timely and cost effective way across Derbyshire. It is important that ongoing investment in infrastructure is secured to support our communities and to accommodate change. The Plan:

- Helps understand current and future infrastructure provision and needs
- Informs other strategic and local plans, policies and strategies
- Informs Community Infrastructure Levy Charging Schedules
- Identifies potential funding streams and investment opportunities
- Advises local authorities and partners on investment decisions
- Provides evidence to support both capital and revenue funding bids
- Lobbies for further funding and influence Government decisions

**Stage 2. The team carrying out the analysis**

<b>Name</b>	<b>Area of expertise/ role</b>
Christine Massey	Policy and Monitoring Team Leader
Harriet Fisher	Principal Planning Officer

**Stage 3. The scope of the analysis**

The Plan has been prepared in stages:

- May – October 2011 – draft Plan (with consultation)
- October 2011 – March 2012 – final draft Plan (with consultation)

- May 2012 – final Plan (publication)
- July 2013 – draft refreshed Plan (with consultation)
- November 2013 – refreshed Plan (publication)

During consultation on the draft Plan it was suggested that Equality Impact Analysis should be undertaken. An Assessment Team was therefore formed and met in August 2011 to discuss the scope of the assessment and agreed that:

- Because the Plan is a strategic framework document, the Equality Impact Analysis will be relatively broad in nature and scope
- The Equality Impact Analysis will be progressed in tandem with preparation of the Plan, so that it can fully inform the Plan as it is finalised
- Consultation on the Equality Impact Analysis will include forums and groups representing the Protected Characteristics Groups
- The Equality Impact Analysis will identify any gaps and include an action plan, which may include actions for partners such as borough/district councils

#### Stage 4. Data and consultation feedback

##### a. Sources of data and consultation used

<b>Source</b>	<b>Reason for using</b>
Consultation with County Council Departments	Key service provider and contact with communities in Derbyshire
Consultation with borough and district councils	Key service provider and local contact with communities in Derbyshire
Consultation with partners such as the NHS; Derbyshire Constabulary	Key service provider and front line contact with communities in Derbyshire
Consultation with forums representing the Protected Characteristics Groups	To get specific comments relating to the Protected Characteristic Groups
Feedback from Elected Members	Members will approve the Plan; also are representatives of and key contacts for local communities

#### Stage 5. Analysing the impact or effects

##### a. What does the data tell you?

<b>Protected Group</b>	<b>Findings</b>
Age	<p>The population of Derbyshire in 2010 was estimated to be 763,700, representing 17.0% of the East Midland's population and 1.5% of England's. 17.9% of Derbyshire's population were children aged 0-15 years, 63.5% were of working age (16-64 years), and 18.6% of retirement age (65+ years).</p> <p>The county's age profile is already considerably older than the national average, and it is predicted that the county will see an increasingly ageing population in the future. By 2033 Derbyshire's population is set to rise by 14.5%, with a significant increase in older people (females aged 60 and over and males 65 and over) of 66.8% from 2008. The most significant rise is projected to be the over 90s population with an almost 300% rise from 2008. There is also a projected decrease in the working age population (females 16-59 years and males 16-64 years) within Derbyshire of 0.7% over the same time period. There were approximately 325,000 households in</p>

	<p>Derbyshire in 2008.</p> <p>Examination results for young people were higher than the national average in 2010, apart from for Key Stage 4 (the proportion of Derbyshire's resident pupils achieving 5 GCSEs A* - C ) where the county's performance was slightly below the national average. However, the proportion of Derbyshire's pupils achieving 5 GCSEs A* - C including English and maths was 55.0%, higher than the regional figure of 53.7% and the national figure of 53.4%. There is variation across the county on this indicator with lower attainment in Gamesley, parts of Riddings in Amber Valley, and parts of Staveley in Chesterfield; and higher attainment in Borrowash in Erewash, Stenson Fields in South Derbyshire; and Duffield in Amber Valley .</p> <p>In September 2011 there were 5,780 people aged under 25 who were claiming job seekers allowance in Derbyshire. This represents just over a third (35.2%) of all unemployed people in the administrative county, which is well above the national average (30.9%). At district level, Chesterfield, Erewash and Bolsover, had unemployment rates substantially above the national average. But in South Derbyshire and Derbyshire Dales, the rate was below the national average.</p>
Disability	<p>In 2010, 24% of the working age population in Derbyshire were disabled or work-limiting disabled, higher than both regional and national figures. In 2009, 2,074 people had severe or profound learning disabilities and were claiming the Disability Living Allowance. The number of people in Derbyshire with learning disabilities is predicted to grow by 18% by 2029, with a much bigger increase for older people aged over 65.</p> <p>The 2001 census showed that there is a higher percentage of people of working age with a limiting long term illness in Derbyshire (102,600 people, 14.7%) compared with the East Midlands (13.6%) and England (13.2%). The percentage of people aged 60F/65M and over who have a limiting long term illness in Derbyshire is 51.2%. This is much higher than the East Midlands (47.4%) and England (46.6%) rates. Higher levels of limiting long term illness are often found in parts of the country where the employment base was historically concentrated in traditional industries and in areas with large numbers of people of pensionable age.</p>
Gender (Sex)	<p>In 2010 51% of the county's population were female and 49% were male. The number of older women significantly outweighs the number of older men; for every 100 males over the age of 60 there are currently 117 females, with the difference becoming more pronounced at older ages.</p> <p>Economic activity rates are significantly higher amongst males than females, probably due to women looking after the home and family. A higher proportion of females in the county work part-time than males. Males are more than twice as likely to be self employed. On average, females earn 26.5% (£3.20) less per hour than males.</p> <p>Slightly higher proportions of males have no recognised qualifications than females. Additionally, a much higher proportion of females achieve 5 GCSEs at grades A* - C than males.</p>

Gender reassignment	No data
Marriage and civil partnership	In 2008 there were 62 civil partnerships formed in Derbyshire, in contrast to 3,583 marriages. Between 2008 and 2010 a total of 170 civil partnerships were formed in Derbyshire. Of this total, 61% were female. This is in contrast to England where more partnerships were made between men than women.
Pregnancy and maternity	No data
Race	In 2009, Derbyshire's black and minority ethnic population formed 6.2% of the total population which is significantly less than regional and national averages. Across the county, Bolsover has the lowest BME population and South Derbyshire has the highest. In 2010/11 the number of adult overseas nationals registering for a national insurance number (NINO) in Derbyshire stood at 1,280. This represents just 3.7% of all East Midlands NINO allocations for this time period and less than 0.2% of the England allocations, suggesting the county attracts relatively low numbers of international migrants.  The age structure of the BME population is significantly younger than that of the white British population. Between 2001 and 2009 Derbyshire's BME population more than doubled in contrast to a very slight fall in the white British population.  Economic activity rates are similar for the white British and BME populations which contrasts with the national situation. In Derbyshire, self-employment is much more common among BME workers.  The BME claimant count unemployment rate in August 2011 was 3.6%, which compares with 3.4% for white British claimants. However, at national level BME groups experience unemployment rates almost twice the white British rate.
Religion and belief including non-belief	At the 2001 census around 77% of Derbyshire residents described themselves as Christians, compared to 72% in England. Sikhs and Muslims formed the next largest groups in Derbyshire but both had less than 2,000 followers. A further 15% of county residents had no religion.
Sexual orientation	The 2001 Census provided a count of same-sex couples, this totalled 800 in Derbyshire, representing 0.2% of all couples.

#### Non-statutory

Socio-economic	The county's claimant unemployment rate of 3.4% in September 2011 remained below the England (3.8%) and East Midlands (3.7%) figures. At district level, the rates in Chesterfield (4.3%), Erewash (4.3%) and Bolsover (4.1%) exceeded the national average. The lowest rates were in Derbyshire Dales (1.8%) and South Derbyshire (2.2%). At the very local level, just under a third (57) of the county's 179 wards have unemployment rates above the national average.  The 2010 Index of Multiple Deprivation looks at barriers to housing and services which includes housing affordability, homelessness and overcrowding, and access to key local services. Deprivation
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	<p>varies considerably across the County. The deprivation scores (where a higher score indicates higher levels of deprivation) were highest in Derbyshire Dales, South Derbyshire and High Peak. Deprivation scores were lowest in Erewash and North East Derbyshire.</p>
Rural	<p>The county is largely rural with no major urban centre. The Department for Environment Food and Rural Affairs (DEFRA) 2009 rural/urban classification of local authorities shows Derbyshire Dales is classified as Rural 80 (with at least 80% of its population in rural settlements and larger market towns), and High Peak and North East Derbyshire are classified as Rural 50 (with at least 50% but less than 80% of their population in rural settlements and larger market towns). Only the districts of Erewash and Chesterfield are classified as urban areas. There are 28 towns in Derbyshire which play a significant role in the local economy as employment hubs and providers of services.</p>

- b. What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the policy, practice, service or function on the protected characteristic groups?

The demographic trends and issues for the county that have been identified through the data available present a challenge for future service provision. The Infrastructure Plan can help to target resources in a way that addresses some of those issues. For example, the Infrastructure Plan can address the needs of older and disabled people by reflecting the priorities of the Adult Care department including the personalisation of care agenda, the provision of suitable extra care accommodation and day centre facilities, and the delivery of community transport services. The Plan can also reflect NHS priorities to help delivery health facilities and infrastructure.

The Plan will also need to support services provided by the County Council's Children and Younger Adults Department, including education and youth services. Key issues to address are ensuring adequate school capacity, supporting improvements in educational attainment, providing facilities for young people, and helping to tackle youth unemployment and economic inactivity.

Whilst the Plan has no direct implications relating to gender differences, the Plan will help to provide infrastructure to support housing and economic development, which in turn will help to provide employment opportunities for people of all genders. In addition, the Plan will help to provide funding for a wide range of transport, green, social and community infrastructure, which will be of benefit to both men and women.

It is not thought that the Plan will impact on BME communities any differently to the White British population. The Plan will help to provide a wide range of infrastructure and services which will be of benefit to all communities in Derbyshire, including BME populations.

The Infrastructure Plan will also help to ensure that funding is prioritised in a way that addresses the needs of our communities, particularly those areas of deprivation that are in need of regeneration, and those rural communities, towns and villages that are in need of an appropriate scale of development to ensure their long-term sustainability. The Plan will support economic growth through the delivery of critical infrastructure (such as broadband infrastructure and transport improvements) that is required by our businesses and private sector. In addition, the Plan will be reflected in district and borough councils' own Infrastructure Delivery Plans and Core Strategies, which will try and direct new development to the most sustainable locations.

- c. Are there any other groups of people who may experience an adverse impact because of the proposals to change a policy or service who are not listed above?

No other groups that may experience an adverse impact because of the Plan have been identified.

- d. Gaps in data

What are your main gaps in information and understanding of the impact of your policy and services? Please indicate whether you have identified ways of filling these gaps.

Gaps in data	Action to deal with this
No data in relation to gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, or sexual orientation has been collected in preparing the	The Plan will be kept under review and the impacts monitored, including any impacts on character groups

<p>Infrastructure Plan</p>	<p>In reviewing the Plan, any additional data that has become available in relation to character groups will be reflected</p> <p>District and borough councils are strongly encouraged to undertake an Equalities Impact Analysis when preparing their Infrastructure Delivery Plans and Core Strategies. Any data or relating to character groups in their areas should be reflected at the local level and passed on to the County Council where relevant.</p>
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**Stage 6. Ways of mitigating unlawful prohibited conduct or unwanted adverse impact, or to promote improved equality of opportunity or good relations**

It is not considered that the Plan will result in adverse impacts on any of the character groups. It is intended that the Plan will have a positive impact on all residents in Derbyshire, including character groups, by helping to provide infrastructure and services to support our communities.

The Infrastructure Plan is a high level strategic (county-wide) document and many of its impacts and interventions will be dependent on delivery through the planning system and through the preparation of local plans and strategies.

The Plan and its impacts will be monitored. Any impacts on character groups will be dealt with through future reviews of the Plan. In addition, district and borough councils are strongly encouraged to consider equality issues when preparing their own plans and any issues relating to character groups in their areas should be reflected and passed on to the County Council where relevant.

**Stage 7. Do stakeholders agree with your findings and proposed response?**

- Amber Valley CVS raised the importance of health and well being and the need to reduce health inequalities in response to consultation on the draft EIA. Health and wellbeing is a key issue for all of our residents including character groups and this is reflected in the data collected at Stage 4 and the analysis of impacts or effects at Stage 5.
- No other responses to the consultation on the draft EIA were received.

## Stage 8 and 9. Objectives setting/ implementation

<b>Objective</b>	<b>Planned action</b>	<b>Who</b>	<b>When</b>	<b>How will this be monitored?</b>
Ensure that the Plan has a positive impact on all communities in Derbyshire, including character groups	Monitor and review the Plan to ensure that the delivery schedules reflect service and infrastructure priorities that will have the most added benefit for our communities	Harriet Fisher	Annually	The Plan will be reviewed annually and any equality impacts identified will be considered
Ensure that other related plans and strategies consider equality issues and impacts on character groups	<p>Encourage district and borough councils to undertake Equalities Impact Analysis when preparing their Infrastructure Delivery Plans and Core Strategies</p> <p>Encourage our partners, such as the NHS, Police, Fire and Rescue, Environment Agency and Highways Agency to undertake Equalities Impact Analysis when preparing their business plans and investment strategies</p>	Harriet Fisher	Ongoing	The County Council is consulted on plans and strategies as they are prepared. In providing comments, the County Council will look for and encourage the use of EIA.

## **Stage 10. Monitoring and review/ mainstreaming into business plans**

Please indicate whether any of your objectives have been added to service or business plans and your arrangements for monitoring and reviewing progress/ future impact?

Preparation of the Infrastructure Plan is an objective of the Environmental Services Departmental Plan. The Plan will be reviewed every three years unless significant policy changes trigger an earlier review.

## **Stage 11. Publishing the completed analysis**

Completed analysis approved by **Cabinet** on **12 November 2013**

Where and when published?

The final Equalities Impact Analysis will be published alongside the refreshed Infrastructure Plan (subject to Cabinet approval) in December 2013.

### **Decision-making processes**

**Where linked to decision on proposals to change, reduce or withdraw service/ financial decisions/ large-scale staffing restructures**

**Attached to report (title): Infrastructure Planning and Developer Contributions**

**Date of report: 12 November 2013**

**Author of report: Harriet Fisher**

**Audience for report: Cabinet**

**Outcome from report being considered**

To seek Cabinet approval of the refreshed Derbyshire Infrastructure Plan and refreshed Developer Contributions Protocol for publication and implementation.

**Details of follow-up action or monitoring of actions/ decision undertaken**

The final Equalities Impact Analysis will be published alongside the refreshed Derbyshire Infrastructure Plan (subject to Cabinet approval) in December 2012.

**Updated by: Harriet Fisher**

**Date: 21 October 2013**