

**Draft Civic Quarter Area Action Plan
Integrated Assessment: Appendix 2
Equality Impact Assessment**

January 2020

Quality Management

Title	Draft Integrated Assessment of the Civic Quarter Area Action Plan: Equality Impact Assessment	
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1 Introduction

- 1.1 As a public sector organisation, Trafford Council has a duty under the Equality Act 2010 and associated Public Sector Equality Duty (PSED) to ensure that the objectives and policy options within the Civic Quarter Area Action Plan (AAP) eliminate unlawful discrimination (direct and indirect), as well as advancing equality of opportunity and fostering good relations between those with a protected characteristic and all others. An Equality Impact Assessment (EqIA) is often used by public sector organisations to demonstrate how this duty has been met.
- 1.2 This report seeks to identify and make suggestions to diminish possible negative impacts on equalities that may result from the emerging Civic Quarter AAP.

Which officers are involved in the EqIA?	Colin Moss
Date of assessment	January 2020

- 1.3 It is presented in six parts:-
- Chapter 2 sets out the purpose of the document
 - Chapter 3 presents baseline information
 - Chapter 4 assesses the proposed policies, site allocations and consultation procedures against equalities issues
 - summarises the AAP contents against the nine protected characteristics
 - summarises any potential conflicts identified in the assessments and includes recommendations for improvements
 - discusses the strengths of the consultation and communication strategy and potential policies.

2 What is the purpose of an Equality Impact Assessment?

Why do we need to do assessments?

- 2.1 The Council is seeking representations to inform the preparation of the AAP. The first draft of the Civic Quarter AAP is being published in early 2020. The Council

will invite discussion on the draft Plan over a period of six weeks. This consultation will inform the next stage of the AAP.

- 2.2 Trafford Council is required to undertake an Equality Impact Assessment (EqIA) of its policies, plans and strategies to ensure that they do not discriminate against any group or individual in the community.
- 2.3 EqIAs are required by law to include a range of equalities issues. To incorporate EqIAs into the plan-making process we also need to take into account some of the wider issues of social inequality, in particular rural isolation and related deprivation such as fuel poverty.
- 2.4 The following equality areas are used in a matrix to determine whether the draft AAP has potential implications in relation to: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation. The matrix in Annex 1 identifies where the policies are compatible and where they have potential or likely conflict with the equality areas.

What is the purpose of this document?

- 2.5 This document provides an EqIA on the following aspects:
 - The communications strategy for making representations on the draft AAP consultation planned for early 2020;
 - The policies within the AAP, including development proposals where identified.

The Communications Strategy

- 2.6 The Council has prepared a Statement of Community Involvement for the preparation of development plan documents including the AAP, that will guide approaches to consultation on the document.
- 2.7 The Council's strategy for engaging upon the draft AAP, setting out the key messages for the representations period, explaining how people can get involved,

and details of how the opportunity to comment will be publicised will be undertaken in accordance with the SCI and fulfil the requirements of the Town and Country Planning (Local Planning) (England) Regulations 2012 (the 2012 Regulations).

Means of communication can include:-

- Engagement through Council media and materials – including social media.
- Press releases and adverts included in relevant local media.
- Availability of documents at Council buildings including the Town Hall, libraries and other offices.
- Publication of relevant documents on the Council’s website providing an opportunity to access information and respond to the consultation.

The draft Civic Quarter AAP

2.8 The draft Civic Quarter AAP sets out the emerging development and design priorities and public realm interventions for the Civic Quarter area of Trafford.

3 Baseline information

3.1 The purpose of the consultation on the draft AAP is to allow residents, businesses and other interested parties the opportunity to understand the plan making process and comment on the contents of the draft plan at an early stage. Therefore, this will help to meet the corporate vision of ‘working together’.

Who are the main stakeholders?

3.2 Policies in the AAP will impact on the following groups:

- residents;
- service users;
- people wishing to move to Trafford;
- business owners; and
- developers.

Are there any potential barriers to achieving the outcomes of the AAP?

3.3 The AAP will represent a long-term strategy for managing growth to meet the needs for development in the Civic Quarter area. The proposed strategy is subject to several rounds of consultation leading to a statutory period for representations

and an independent examination that may lead to further changes to the current draft AAP.

- 3.4 Once adopted there are no anticipated issues in ensuring the policies and proposals of the AAP are drawn upon. However, implementation of the growth proposals within the AAP will largely be led by private developers. The specific delivery of proposals within the AAP will consequently be subject to the financial viability of development and the submission of proposals for development that are acceptable to the Council in accordance with the policies contained in the plan. The AAP is expected to include a monitoring and implementation strategy that will review progress made in the implementation of the AAP and enable action to be taken where issues arise.

Who will be involved in implementing the AAP?

- 3.5 The AAP and supporting documentation is being prepared by a consultant team and the Council's development management team with input from a range of officers through a Civic Quarter AAP steering group. Once adopted, the policies in the AAP will be implemented by the Council's planning committee and development management team when determining planning applications.

Baseline Data

- 3.6 The emerging Trafford Local Plan, also in the early stages of preparation, will set out a long-term framework for growth and decision-making regarding development in Trafford. The Civic Quarter AAP will set out more detailed policies for the area in order to ensure that the scale of development and change proposed for the area to 2037 and beyond is positively managed and guided by a robust planning framework. Affecting a particular part of Trafford the AAP is of specific relevance to residents, workers and visitors to this area of Trafford.
- 3.7 The Civic Quarter AAP IA Scoping Report 2020 outlined detailed statistics setting the baseline for equalities information, against which the overall effects of the Plan

can be considered. Please note that all statistics were found using a number of sources but largely from Nomis and the Trafford Data Lab

<https://www.trafforddatalab.io/>. They were correct as of 1 January 2020.

4 The EqlA Policy Assessment

- 4.1 Each policy within the AAP is subject to assessment to identify the potential impact of the policy on different equality target groups. The potential impact could be negative, positive or neutral. Those that are likely to have a negative effect are rated high, medium or low impact and will be assessed in further depth. The full assessment is provided at Annex 1 of this report.
- 4.2 In broad terms the policies identified within the Draft AAP are considered to have a predominantly neutral impact upon protected characteristics, with some positive impacts on particular policy approaches.
- 4.3 These include:-
 - i. CQ2 Housing and CQ4 Sustainability and Climate Change that are considered to result in a positive impact for disabled and age groups.
 - ii. Policy CQ6 High Quality Urban Design and Policy CQ7: Public Realm Principles are assessed as having potential positive effects across most protected characteristics as each policy includes reference to and objectives regarding the creation of safe and accessible communities and reducing the risk of crime.
 - iii. Policy CQ8: Wellbeing Route – Talbot Road and Policy CQ10: Movement and Car Parking Strategy are assessed as having potential positive effects for pregnant women, disabled and age groups as a result of the aim to improve safety in navigating streets in the area and making use of car parking, public transport, pedestrian and cycle links.

Annex 1: Civic Quarter AAP Policies Assessment

- **Positive Impact** means the proposal will have a positive effect on one or more equality groups or will improve equality relationships between groups. This positive impact may be differential, where the positive impact on one particular group of individuals is likely to be greater than on another.
- **Neutral Impact** means that the proposal has no effect currently on equality groups
- **Negative Impact** means the proposal could disadvantage one or more equality groups. This negative impact may be differential, where the negative impact on one particular group of individuals is likely to be greater than on another.

POLICY	ISSUES IN RELATION TO									NOTES – reasons for score and discussion around mitigation to minimise or remove any negative potential impact?
	Sex	Pregnant Women & Women on Maternity leave	Gender Reassignment	Marriage & Civil Partnership	Race	Disability	Age Group	Sexual Orientation	Religious/Faith Groups	
Vision	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The draft AAP includes a positive vision that would not lead to any direct potential conflict to protected characteristics. Whilst seeking a diverse, resilient neighbourhood no particular provision for improved accessibility, inclusivity or equality of opportunity are highlighted that would justify a positive assessment.

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	Sex	Pregnant Women & Women on Maternity leave	Gender Reassignment	Marriage & Civil Partnership	Race	Disability	Age Group	Sexual Orientation	Religious/Faith Groups	
Policy CQ1: Civic Quarter Regeneration	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy CQ1 establishes the particular requirements for development to ensure they are comprehensive and co-ordinated. Whilst it relates to all other aspects of the AAP policy, some of which have positive effects, there are no specific provisions in this policy that would result in potential conflict or positive impacts.
Policy CQ2: Housing	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Neutral	Neutral	The draft policy highlights provision of family homes as a priority that where informed by evidence of needs in the area, and accompanied by additional support regarding adaptable “lifetime” homes and other housing types for a range of needs leads to a potential positive effect for disabled and elderly residents.
Policy CQ3: Mixed Use Communities	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy supports the delivery of a range of positive developments that will broadly support the creation of a vibrant inclusive community – including provision of education and health services. No overall potential negative or positive impacts are anticipated.

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Policy CQ4: Sustainability and Climate Change	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Neutral	Neutral	The policy supports generally the application of sustainability to development including in the public realm and to the fabric of development. This approach will support affordable energy efficient buildings and encourage a safe, convenient and accessible public environment for all users. This is likely to have a potential positive impact particularly for disability and elderly groups. There are no identifiable negative impacts anticipated as a result of applying the policy.
Policy CQ5: Conservation and Heritage	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy addresses controls and design principles to safeguard and enhance the historic environment. Cross cutting issues could potentially impact upon particular groups in both positive and negative ways but these are not considered substantial or direct effects and broadly the impact of the policy is neutral.

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	Sex	Pregnant Women & Women on Maternity leave	Gender Reassignment	Marriage & Civil Partnership	Race	Disability	Age Group	Sexual Orientation	Religious/Faith Groups	
Policy CQ6: High Quality Urban Design	Positive	Positive	Positive	Neutral	Positive	Positive	Positive	Positive	Positive	The policy approach seeks to bring about a high quality urban environment. In creating a place where all residents would feel safe and secure the policy would have particular positive effects upon protected groups that may feel particularly vulnerable.
Policy CQ7: Public Realm Principles	Positive	Positive	Positive	Neutral	Positive	Positive	Positive	Positive	Positive	The policy provides further detailed principles to creating safe well signed routes. In creating a place where all residents would feel safe and secure the policy would have particular positive effects upon protected groups that may feel particularly vulnerable.
Policy CQ8: Wellbeing Route – Talbot Road	Neutral	Positive	Neutral	Neutral	Neutral	Positive	Positive	Neutral	Neutral	The general principle underpinning this policy is the creation of a pedestrian and cycle friendly route along Talbot Road. In making the street more navigable and safer the policy would support particularly positive effects for pregnancy, disabled and elderly groups.

POLICY	ISSUES IN RELATION TO									NOTES – reasons for score and discussion around mitigation to minimise or remove any negative potential impact?
	Sex	Pregnant Women & Women on Maternity leave	Gender Reassignment	Marriage & Civil Partnership	Race	Disability	Age Group	Sexual Orientation	Religious/Faith Groups	
Policy CQ9: Processional Route	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy approach to establishing this processional route is not identified as resulting in a particularly positive or negative impact.
Policy CQ10: Movement and Car Parking Strategy	Neutral	Positive	Neutral	Neutral	Neutral	Positive	Positive	Neutral	Neutral	The general principle underpinning this policy is the creation of a clear strategy for management of car parking and improved connectivity and routes for pedestrians and cyclists and public transport. In making the area more navigable and safer the policy would support particularly positive effects for pregnancy, disabled and elderly groups.