

Inverclyde  
council

**LOCAL  
DEVELOPMENT  
PLAN**

**PROPOSED PLAN**  
MAY 2021

**EQUALITIES IMPACT AND FAIRER SCOTLAND  
DUTY ASSESSMENT**

## Equality Impact Assessment – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

<b>1. Policy, function or strategy</b>		
a.	Name/description of the policy, function or strategy <sup>1</sup>	Inverclyde Local Development Plan 3: Proposed Plan
b.	Responsible organisation(s)/Lead Service	Inverclyde Council's Regeneration & Planning Service
c.	Lead Officer	Alan Williamson, Planning Policy Team Leader
d.	Date of Impact Assessment	14 May 2021
e.	Partners/other Services involved in the development of the policy, function or strategy	N/a
f.	Is the policy, function or strategy?	<input type="checkbox"/> New
		<input checked="" type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	<p>The Proposed Plan is the second stage in the review of the Local Development Plan, which the Town and Country Planning (Scotland) Act 1997 requires to be replaced every 5 years. The Proposed Plan follows on from the Main Issues Report (MIR) and is Inverclyde Council's settled view on what the content of the adopted Local Development Plan should be.</p> <p>The Local Development Plan sets out the Council's strategy, policies and proposals for the use of land and buildings within Inverclyde, and, together with the Glasgow and the Clyde Valley Strategic Development Plan (Clydeplan), is the document the Council uses to determine planning applications and to provide advice on development proposals.</p>

<sup>1</sup> Please attach details of the policy, function or strategy to this Template

h.	What are the intended outcomes of the policy, function or strategy?	The aim of the Plan is to deliver an Inverclyde that is an attractive and inclusive place to live, work, study, visit, and invest. It does this through encouraging investment and new development, which is sustainably designed and located and contributes to the creation of successful places.	
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		<input checked="" type="checkbox"/>	Advance equality of opportunity between people of different groups
		<input type="checkbox"/>	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes, through public consultation on the Proposed Plan.	

<b>2. Does the policy, function or strategy impact on:</b>		
	<b>Yes</b>	<b>No</b>
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation ( <b>see Section 3</b> )	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty <sup>2</sup> ( <b>see Section 6</b> )	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 <sup>3</sup> ( <b>see Section 7</b> )	X	

<sup>2</sup> [Fairer Scotland Duty: interim guidance for public bodies](#)

<sup>3</sup> [Local Outcomes Improvement Plan 2017/22](#)

d. Corporate Plan 2018/22 <sup>4</sup> (see Section 8)	X	
<b>3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.</b>		
<b>4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.</b>		
<p><b>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: <a href="mailto:karen.barclay@inverclyde.gov.uk">karen.barclay@inverclyde.gov.uk</a>.</b></p>		
Signature: Alan Williamson	Date: 14 May 2021	

<sup>4</sup> [Corporate Plan 2018/22](#) (agenda item 5)

## 5. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact					Reasons/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age			X			
Disability		X				The Proposed Plan contains a wheelchair accessible housing policy which would seek the provision of 5% of houses in new developments of 20 or more units to be wheelchair accessible.
Gender Reassignment			X			
Pregnancy and maternity			X			
Race			X			
Religion and belief			X			
Sex			X			
Sexual orientation			X			

Other groups to consider						
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<b>6. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?</b>	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
<input checked="" type="checkbox"/>	Advance equality of opportunity between people from different groups
<input type="checkbox"/>	Foster good relations between people from different groups

<b>7. Impact – groups</b>	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<b>Positive impacts</b> <b>+</b> <i>(Describe groups affected.)</i>	<b>Negative impacts</b> <b>-</b> <i>(Describe groups affected.)</i>
<p>The Plan may have a positive impact on the Protected Characteristic of Disability, if it is concluded that a wheelchair accessible housing policy is required, viable and practical, as it would lead to an increase in supply of wheelchair accessible housing across all tenures.</p>	

## 8. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
<b>X</b>		
<p><b>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</b></p> <p>Through the Plan’s aim to make Inverclyde an attractive and inclusive place to live, work, study, visit and invest, the Plan would have an indirect impact on reducing poverty.</p> <p>The Plan will also seek to have a positive impact on socio-economic advantage by:</p> <ul style="list-style-type: none"> <li>• identifying land for employment purposes throughout Inverclyde;</li> <li>• identifying Priority Places (larger scale priority development sites) for regeneration;</li> <li>• identifying a generous supply of land for housing development, including affordable housing, and enabling the economic benefits and employment opportunities associated with new housing development;</li> <li>• promoting and safeguarding sustainable transport, including public transport, and directing development to accessible locations;</li> <li>• promoting and protecting accessible town and local centres; and</li> <li>• safeguarding and promoting the improvement of open and natural spaces.</li> </ul>		

## 9. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<b>X</b>	<b>1. Population:</b> Inverclyde’s population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<b>X</b>	<b>2. The Local Economy:</b> Inverclyde has a thriving and diverse local economy, economic activity is increased and skills development enables both those in work and those furthest from the labour market to realise their full potential.

	<b>3. Inequalities:</b> There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)
<b>X</b>	<b>4. Environment, culture and heritage:</b> Inverclyde’s environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit

**Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.**

1. By identifying land for new housing development
2. By safeguarding and identifying land for economic development
3. By protecting our historic environment and places and our natural and open spaces

**10. Impact – Corporate Plan 2018/22**

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<b>X</b>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<b>X</b>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<b>X</b>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs
<input type="checkbox"/>	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<b>X</b>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<b>X</b>	7. To protect and enhance our natural and built environment
<b>X</b>	8. To preserve, nurture and promote Inverclyde’s unique culture and heritage



□	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
□	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

**Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.**

Examples of how the Plan supports delivery of the above Priorities include:

1. By identifying land for new housing development
2. Through the extensive consultation process undertaken when preparing the Plan
3. By safeguarding and identifying land for economic development
6. By safeguarding open spaces and active travel routes
7. By protecting area's important for nature conservation
8. By protecting conservation areas and listed buildings

Through the Plan's aim to make Inverclyde an attractive and inclusive place to live, work, study, visit and invest, the Plan would also have an indirect impact on reducing poverty.

## 11. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details	
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	Stage	Date
	Early engagement and preparation of Main Issues Report	September-November 2020
	Publication of Main Issues Report	December 2020
	Consultation on Main Issues Report	December 2020 - January 2021
	Publication of Proposed Plan	May 2021

	<table border="1"> <tr> <td data-bbox="945 97 1554 134">Consultation on Proposed Plan</td> <td data-bbox="1554 97 2141 134">May – June 2021</td> </tr> <tr> <td data-bbox="945 134 1554 204">Submission of Proposed Plan to Scottish Ministers</td> <td data-bbox="1554 134 2141 204">August 2021</td> </tr> <tr> <td data-bbox="945 204 1554 274">Commencement of Examination of Proposed Plan</td> <td data-bbox="1554 204 2141 274">September 2021</td> </tr> <tr> <td data-bbox="945 274 1554 309">Adoption of Proposed Plan</td> <td data-bbox="1554 274 2141 309">April 2022</td> </tr> </table>	Consultation on Proposed Plan	May – June 2021	Submission of Proposed Plan to Scottish Ministers	August 2021	Commencement of Examination of Proposed Plan	September 2021	Adoption of Proposed Plan	April 2022
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Submission of Proposed Plan to Scottish Ministers	August 2021								
Commencement of Examination of Proposed Plan	September 2021								
Adoption of Proposed Plan	April 2022								
Research	<p>Consultation on the Main Issues Report indicated general support for a wheelchair accessible housing policy. The consultation included discussions with Homes for Scotland, the umbrella group for housebuilders in Scotland, which although cautious about the implications of the policy, indicated a willingness to work with the Council on it. This has resulted in the Council proceeding with a policy in the Proposed Plan.</p> <p>Consultation will be undertaken on the Proposed Plan. Any unresolved objections to the Proposed Local Development Plan will be subject to an Examination by a Scottish Government appointed Reporter. Following the Examination, the Plan will be modified to take account of the Reporter's recommendations, and will then be adopted, superseding the current Local Development Plan.</p>								
Officers' knowledge and experience (including feedback from frontline staff)	Officers have awareness of equality issues and the LOIP and Corporate Plan. Input from the consultation on the Main Issues Report has contributed to the content of the Proposed Plan prior to publication.								
Equalities monitoring data									
User feedback (including complaints)									
Stakeholders	SEPA, Forestry and Land Scotland, Transport Scotland, Historic Environment Scotland, NatureScot, Scottish Water, SportScotland, Visit Scotland, landowners, developers, community councils and other groups, residents								

Other	
Are there information gaps and, if so, what are these?	N/a

## 12. Consequences of analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input type="checkbox"/>	
b.	Continue development with minor alterations	<input checked="" type="checkbox"/>	Representations received on the Proposed Plan will inform the content of the Plan which will be taken forward to adoption. Local Development Plans are prepared every five years, although in the current instance the review is being undertaken early. Previous documents have been subject to EqIAs and influenced by previous LOIPs (or SOAs) and Corporate Plans.
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

Many aspects of the Plan are monitored annually, and the next review of the Plan will be accompanied by a Monitoring Report measuring its effectiveness.

When is the policy, function or strategy due to be implemented?

The Local Development Plan is scheduled to be adopted in Spring 2022.

When will the policy, function or strategy be reviewed?

The review process will commence on the adoption of the Plan currently under preparation.

What resources are available for the implementation of the policy, function or strategy? Have these resources changed?

Implementation of the Plan is dependent upon a mix of Council, other public sector and private funding.

**13. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.**

**Details of the Person(s) who completed the Assessment:**

Name:	Margaret Pickett
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Position:	Senior Planner
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Date:	14 May 2021
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**Authorised by:**

Name:	Alan Williamson
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Position:	Planning Policy Team Leader
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Date:	14 May 2021
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Thank you for your assistance with the completion of this task.

**Please send a copy of the completed Template to Karen Barclay, Corporate Policy Officer at [karen.barclay@inverclyde.gov.uk](mailto:karen.barclay@inverclyde.gov.uk).**

Inverclyde  
council

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