



# Equality Impact Assessment of the Breckland Local Plan (2011-2036)

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## 1. Introduction

1.1 This report sets out the results of the Equality Impact Assessment (EqIA) of the Breckland Local Plan. The report sets out the likely impact of policies within the Local Plan on those groups who have protected characteristics defined through the Equality Act (2010).

1.2 The need for an EqIA to be undertaken stems from the duty placed on public authorities to eliminate unlawful discrimination in carrying out its functions, and promote equality of opportunity between men and women, different racial groups and other equality groups. The equality duty is intended to support good decision-making by ensuring that public bodies consider how different people will be affected by their activities, helping them deliver policies and services which:

- Are efficient and effective;
- Are accessible to all; and
- Meet different people's needs

1.3 The Equality Act covers nine protected characteristics which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the act protects everyone against unfair treatment. The protected characteristics area:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Gender
- Sexual orientation

1.4 The Equality Act sets out the different ways in which it is unlawful to treat someone such as, direct and indirect discrimination, harassment, victimisation and failing to make a reasonable adjustment for a disabled person.

1.5 A key measure in the Act is the public sector Equality Duty, this seeks to ensure that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all.

1.6 The Equality Duty is set out in section 149 of the Act. The Equality Duty has three aims, and requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

- Foster good relations between people who share a protected characteristic and people who do not share it.

## 2. Assessing the baseline

2.1 The Sustainability Appraisal forms a good source of baseline data on the characteristics within the District. In addition to this the Census also forms a good source for information. For this reason it is not considered necessary to repeat the information here.

2.2 Through the sustainability appraisal objectives a number of the protected characteristics have been had regard to in the formulation of policies within the Local Plan and this forms a starting point for consideration of the EqIA.

## 3. Assessment of policies

3.1 The Breckland Local Plan contains 82 policies. All of the policies have been assessed against any impact upon the different groups as identified in the Equalities Act 2010. The high level decision making questions used for the EqIA are: *Is there a likely impact on the groups identified?* and *Have the needs of the identified groups been addressed?*

3.2 The assessment uses the following symbols to identify the potential impact of each policy on each protected characteristic.

Symbol	Likely Impact
++	Strong positive
+	Positive
0	Neutral / Negligible
-	Negative
--	Strong negative
N/A	Not applicable

Policy	Protected Characteristics									Comments
	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion	Gender	Sexual Orientation	
GEN 1: Sustainable Development in Breckland	+	+	+	+	+	+	+	+	+	Policy seeks to ensure that the Local Plan will seek to assist in the creation of inclusive communities.
GEN2: Promoting High Quality Design	+	+	0	0	0	0	0	0	0	The provisions of this policy will have the same impact on all groups. However its provisions should help to ensure that public spaces are accessible to all, which would have a particular benefit to the elderly and disabled.
GEN3: Settlement Hierarchy	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
GEN4: Development requirements of Attleborough Strategic Urban Extension (SUE)	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups. The policy particularly requires the development to provide children's play areas and new primary schools which will be beneficial to younger age groups.
GEN5: Settlement Boundaries	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU01: Development Requirements (Minimum)	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU02: Level and Location of Growth	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU03: Development Outside of the Boundaries of Local Service Centres	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU04: Rural Settlements with	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same

Policy	Protected Characteristics									Comments
	Age	Disability	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion	Gender	Sexual Orientation	
Boundaries										impact upon all groups
HOU05: Small Villages & Hamlets Outside of Settlement Boundaries	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU06: Principle of New Housing	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU07: Affordable Housing	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU08: Provision for Travellers and Travelling Showpeople	0	0	0	0	0	++	0	0	0	This policy specifically seeks to meet the needs of Gypsies (including English, Scottish, Welsh & Romany), Irish Travellers, New Age Travellers and Travelling Showpeople. In this regard there is a positive impact upon the protected characteristic for race.
HOU09: Specialist Housing	++	0	0	0	0	0	0	0	0	This policy seeks to meet the needs of an ageing population including through extra care provision and specialist housing. On this basis it has a positive impact upon the protected characteristic for age.
HOU10: Technical Design Standards for New Homes	++	++	0	0	0	0	0	0	0	The policy seeks to require new market dwellings to provide a proportion of homes to be adaptable and beyond this other dwellings to be wheelchair user dwellings. A positive impact is therefore scored for age in relation to provision for the elderly and against the disability characteristic.
HOU11: Residential Replacement, Extension &	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups

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Alteration										
HOU12: Conversion of Buildings in the Countryside	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU13: Agricultural Workers Exceptions	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
HOU14: Affordable Housing Exceptions	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Dereham Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Dereham Housing Allocation 2	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Dereham Housing Allocation 3	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Dereham Housing Allocation 4	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected

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										characteristic for age.
Dereham Housing Allocation 5	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Swaffham Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Swaffham Housing Allocation 2	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Swaffham Housing Allocation 3	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Swaffham Housing Allocation 4	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.

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Swaffham Housing Allocation 5	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Swaffham Housing Allocation 6	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Watton Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Watton Housing Allocation 2	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Ashill Housing Allocation 1	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Banham Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected

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										characteristic for age.
Bawdeswell Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Garboldisham Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Harling Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Hockering Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Kenninghall Housing Allocation 1	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Narborough Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play

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										facilities, which score positively against the protected characteristic for age.
Necton Housing Allocation 2	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Necton Housing Allocation 3	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
North Elmham Housing Allocation 1	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
North Elmham Housing Allocation 2	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Old Buckenham Housing Allocation 1	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Shipdham Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Shipdham Housing Allocation 2	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Sporle Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same

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										impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
Swanton Morley Housing Allocation 1	+	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon most groups. Due to the size of the site it will be expected to provide onsite children's play facilities, which score positively against the protected characteristic for age.
TR01: Sustainable Transport Network	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
TR02 : Transport Requirements	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV01: Green Infrastructure	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV02 Sites of International, European, National & Local Nature Conservation Importance	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV03: The Brecks Protected Habitats & Species	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV04: Open Space, Sport & Recreation	+	0	0	0	0	0	0	0	0	The policy requires new developments of 25 dwellings or over to provide onsite children's play facilities, this therefore scores positively for the protected characteristic of age in relation to children.
ENV05: Protection &	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same

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Enhancement of the Landscape										impact upon all groups
ENV06: Trees, Hedgerows & Development	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV07: Designated Heritage Assets	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV08: Non-Designated Heritage Assets	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV09: Flood Risk & Surface Water Drainage	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
ENV10: Renewable Energy Development	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC01: Economic Development	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Attleborough Employment Allocation 1	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Snetterton Employment Allocation 1	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Snetterton Employment Allocation 2	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC02: Snetterton Heath	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Saved Policy: D5	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Saved Policy: SW2	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups

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Saved Policy: SW2	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Saved Policy: SW3	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
Saved Policy: TH30	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC03: General Employment Areas	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC04: Employment Development Outside General Employment Areas	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC05: Town Centre & Retail Strategy	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC06: Farm Diversification	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC07: Tourism Related Development	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
EC08: Advertising & Signs	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
COM01: Design	++	++	0	0	0	0	0	0	0	The policy requires good design for all new development. This includes ensuring that the design reflects the changing needs of all, with specific reference to disabled and older people.
COM02: Healthy Lifestyles	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups

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COM03: Protection of Amenity	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
COM04: Community Facilities	++	0	0	0	0	+	++	0	0	The policy provides a list of community facilities which should be protected from redevelopment, they include play areas, cultural buildings and places of worship. The policy can therefore be seen as positive for those protected characteristics related to age, race and religion. For other characteristics, the provisions of the policy would have a neutral impact.
INF01: Telecommunications	0	0	0	0	0	0	0	0	0	The provisions of this policy will have the same impact upon all groups
INF02: Developer Contributions	++	0	0	0	0	0	0	0	0	This policy will secure developer contributions towards a number of key pieces of infrastructure including education and recreational facilities. In this regard the policy scores positively for age in relation to children and teenagers.