

Equality Impact Assessment (EQIA)

The characteristics protected by the Equality Act 2010 are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for organisations such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

The Rural-Urban definition defines the rurality of very small census-based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

Details	
Service or policy title	Joint Local Plan Adoption
Lead officer <i>(responsible for the policy or service/function)</i>	Robert Hobbs
Officers carrying out the EQIA <i>(at least one must have done EQIA training and it is recommended that an officer responsible for the policy or service/function is involved in completion)</i>	Robert Hobbs and Francine Tarn
Is this new or a revision? <i>(If revision state when previous EQIA undertaken)</i>	Revision. Previous EQIA undertaken 19 th October 2020.
Is this the first time this policy or function has been assessed?	No
Date of completing this EQIA	3 rd November 2023

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Description
<p>What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i></p> <p>The Babergh and Mid Suffolk Joint Local Plan Part 1 Development Plan Document is concerned with the development of and uses of land within the Districts.</p> <p>It proposes to guide development across the Districts over the plan period to 2037 and address fundamental issues such as economic growth, the provision of housing and the preservation and enhancement of the natural and built environment. As such, it will have an impact on everyone who lives, works, plays, visits or travels in the Districts.</p> <p>When adopted the Joint Local Plan Part 1 will replace the majority of planning policies contained in the following documents:</p> <p>Saved policies from the Babergh Local Plan 2006, and the Babergh Core Strategy 2014. Saved policies from the Mid Suffolk Local Plan 1998, the Mid Suffolk Core Strategy 2008, the Mid Suffolk Core Strategy Focused Review 2012, and the Stowmarket Area Action Plan 2013.</p> <p>The Joint Local Plan Part 1 proposes both strategic and non-strategic local policies to guide development across the two districts.</p>
<p>Why? <i>(Give reasons why these changes are being introduced)</i></p> <p>The purpose of the Joint Local Plan is to set out the framework under which decisions on development will be made over the plan period to 2037.</p> <p>The Joint Local Plan was submitted to the Secretary of State for Housing, Communities and Local Government in March 2021 for independent examination. The examination concluded in September 2023, with the publication of the Inspectors' Report, which with the Modifications proposed make the Plan sound and capable of adoption.</p> <p>If the Joint Local Plan Part 1 is not adopted, the two Districts will have less ability to guide and plan for growth and development in a plan led environment. There would be an absence of up-to-date local policies against which planning applications for new development can be assessed. This could also result in a greater number of planning appeals.</p>

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What will the effect of the changes be? *(Describe which people, communities, localities etc. will be affected by the changes)*

The Joint Local Plan will guide development proposals in the two Districts by providing policies and sites allocated for certain land uses. This will help to increase certainty for residents, businesses, and others about how decisions are made and what they are based on.

All people and businesses who depend on the Districts' economy will benefit by having a clear idea of what type of growth will take place in the Districts over the plan period to 2037. The Joint Local Plan will seek to bring forward sustainable growth in housing, employment and other uses, and to improve infrastructure, which will bring benefits to all the Districts' communities.

Policies will seek to protect and enhance the built and natural environments which will benefit everyone who lives in, works in, has business in or visits the Districts. The Joint Local Plan's policies will seek to support homes being built in sustainable locations, specifically to benefit those seeking homes.

How will it be implemented? *(Describe the decision-making process, timescales, process for implementation)*

The development of the Babergh and Mid Suffolk Joint Local Plan has previously been through a Regulation 18 options consultation for a period of 12 weeks and a preferred options consultation for 10 weeks. Alongside this the Councils continued to engage with statutory bodies and infrastructure providers. This informed the development of the Regulation 19 Joint Local Plan consultation document.

The public consultation on the options document took place between 21st August and 10th November 2017. Responses to that consultation informed the Regulation 18 preferred options Joint Local Plan Document. Consultation on the preferred options Plan took place between 22nd July and 30th September 2019. Responses to the consultation were considered in the preparation of the Regulation 19 Draft Joint Local Plan Document. Representations were invited on the soundness and legal compliance of the Joint Local Plan between 12th November and 24th December 2020. The Joint Local Plan was submitted to the Secretary of State for Housing, Communities and Local Government on 31st March 2021. The examination concluded in September 2023, with the publication of the Inspectors' Report.

The next stage is formal adoption in November 2023.

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When is it due to start? *(Planned start of new/revised policy/service)*

It is anticipated that the Joint Local Plan will be adopted by Mid Suffolk District Council on 20th November 2023 and Babergh District Council on 21st November 2023.

Any other relevant details

The Joint Local Plan Part 1 Development Plan Document contains 42 strategic and development management policies and has the underlying principle to deliver sustainable development to secure a better quality of life for everyone now and for future generations. All of the proposed policies within the Joint Local Plan Document contribute towards achieving sustainable development with policies promoting new homes, jobs and economic growth, conservation and enhancement of the natural environment and built heritage, improved infrastructure, renewable energy, green spaces and the development of balanced communities.

Many of the policies proposed within the Joint Local Plan Document will benefit the wider community across Babergh and Mid Suffolk and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each proposed policy has been assessed for their potential positive, negative or neutral impact on potentially vulnerable equalities groups.

Data about the population

What is the demographic profile or make up of the community you are serving? *(A brief overview of quantitative data used, and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)*

Whilst two sovereign Councils, the data shown in this section has combined both Babergh and Mid Suffolk Districts. However, each District has its own local housing need requirement within the Joint Local Plan, which is informed by the Government's Standard Method for calculating Local Housing Need.

<https://www.gov.uk/guidance/housing-and-economic-development-needs-assessments>

Further evidence supporting the Joint Local Plan for each District is also contained with a Strategic Housing Market Assessment, which was partially updated in January 2019.

<https://www.babergh.gov.uk/documents/d/babergh/eh05-shma-part-2-update-2019>

<https://www.midsuffolk.gov.uk/documents/d/babergh/eh05-shma-part-2-update-2019>

A Gypsy, Traveller, Travelling Showpeople and Boat Dwellers Accommodation Needs Assessment was also undertaken to support the Joint Local Plan and published in May 2017.

<https://www.babergh.gov.uk/documents/d/babergh/eh03-final-ana-report-may-2017>

<https://www.midsuffolk.gov.uk/documents/d/babergh/eh03-final-ana-report-may-2017>

All of the evidence base supporting the Joint Local Plan can be viewed in the Councils' Joint Local Plan Examination Core Document Library at:

<https://www.babergh.gov.uk/documents/d/asset-library-54706/jlp-core-document-library-live>

<https://www.midsuffolk.gov.uk/documents/d/asset-library-54706/jlp-core-document-library-live>

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What is the profile or make up of your service users by protected characteristics? (Where this data is available. If it is not currently available state any plans to collect this in future)

Unless stated, the following data is taken from Census 2021 and based on the combined population of Babergh and Mid Suffolk:

	Babergh	Mid Suffolk	Babergh and Mid Suffolk
Aged 15 years and under	14,962	16,394	31,356
Aged 16 to 64 years	52,843	60,329	113,172
Aged 65 years and over	24,540	25,976	50,516
Grand Total	92,345	102,699	195,044

Note that Census 2021 collected some information relating to protected characteristics for adults aged 16+ only.

DISABILITY

Disability (all age population)¹

	Babergh and Mid Suffolk	Suffolk	East of England	England
Disabled under the Equality Act	17.28%	18.27%	16.63%	17.30%

SOURCE: Census 2021

Disability: Babergh and Mid Suffolk population by age group

	All ages	Aged 15 years and under	Aged 16 to 64 years	Aged 65 years and over
Disabled under the Equality Act	17.28%	6.47%	14.19%	30.91%

SOURCE: Census 2021

AGE

Age (all age population): 8 age bands

	Babergh and Mid Suffolk	Suffolk	East of England	England
Aged 15 years and under	16.08%	17.13%	18.73%	18.56%
Aged 16 to 24 years	8.43%	9.02%	9.68%	10.60%
Aged 25 to 34 years	10.39%	11.96%	12.82%	13.57%
Aged 35 to 49 years	16.94%	17.67%	19.49%	19.43%
Aged 50 to 64 years	22.26%	20.66%	19.65%	19.42%
Aged 65 to 74 years	13.75%	12.30%	10.34%	9.85%
Aged 75 to 84 years	8.85%	8.04%	6.60%	6.13%
Aged 85 years and over	3.30%	3.22%	2.68%	2.43%

SOURCE: Census 2021

¹ People who assessed their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled. This definition of a disabled person meets the harmonised standard for measuring disability and is in line with the Equality Act (2010).

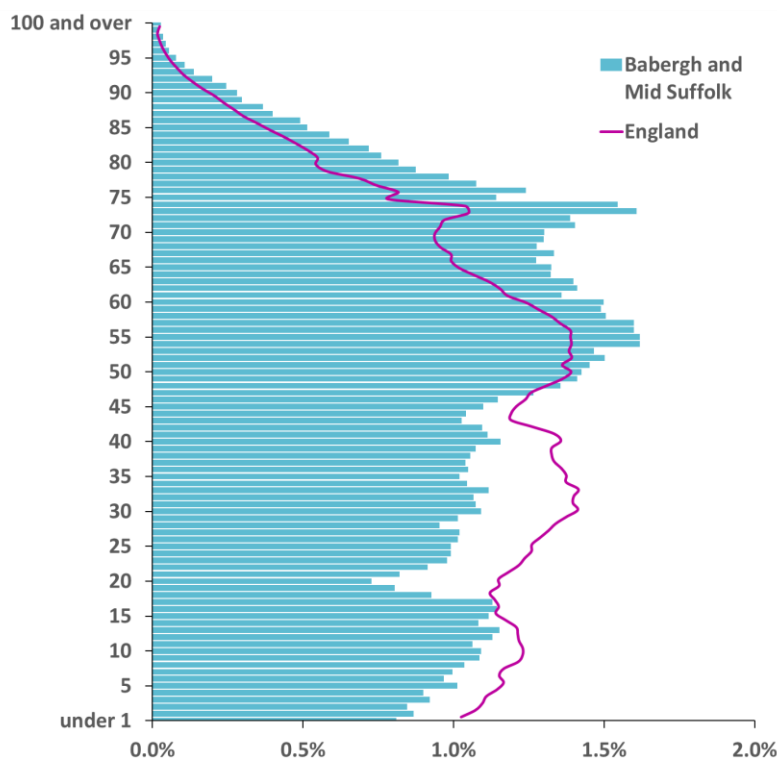
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Age (all age population): 3 age bands

	Babergh and Mid Suffolk	Suffolk	East of England	England
Aged 15 years and under	16.08%	17.13%	18.73%	18.56%
Aged 16 to 64 years	58.02%	59.31%	61.64%	63.03%
Aged 65 years and over	25.90%	23.56%	19.62%	18.41%

SOURCE: Census 2021

Population by age: Babergh and Mid Suffolk compared with England



SOURCE: Census 2021

SEX²

Sex (all age population)³

	Babergh and Mid Suffolk	Suffolk	East of England	England
Female	51.06%	50.74%	50.96%	51.04%
Male	48.94%	49.26%	49.04%	48.96%

SOURCE: Census 2021

² Under the Equality Act 2010, 'sex' is understood as binary, being a man or a woman. For the purposes of the Act, a person's legal sex is their biological sex as recorded on their birth certificate.

³ Census 2021 asked a binary choice male or female sex question. A new voluntary question on gender identity for people aged 16 years and over was also asked (see following table).

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GENDER REASSIGNMENT⁴

Gender identity (population aged 16+)

	Babergh and Mid Suffolk	Suffolk	East of England	England
Gender identity the same as sex registered at birth	94.95%	94.16%	93.92%	93.47%
Gender identity different from sex registered at birth	0.24%	0.39%	0.46%	0.55%
<i>Gender identity different from sex registered at birth but no specific identity given</i>	<i>0.08%</i>	<i>0.16%</i>	<i>0.20%</i>	<i>0.25%</i>
<i>Trans woman</i>	<i>0.04%</i>	<i>0.07%</i>	<i>0.09%</i>	<i>0.10%</i>
<i>Trans man</i>	<i>0.05%</i>	<i>0.08%</i>	<i>0.09%</i>	<i>0.10%</i>
<i>All other gender identities</i>	<i>0.06%</i>	<i>0.08%</i>	<i>0.09%</i>	<i>0.10%</i>
Not answered	4.81%	5.45%	5.62%	5.98%

SOURCE: Census 2021

NOTE: The gender identity question was voluntary and was only asked of people aged 16 years and over.

MARRIAGE/CIVIL PARTNERSHIP

Legal partnership status (population aged 16+)

	Babergh and Mid Suffolk	Suffolk	East of England	England
Never married and never registered a civil partnership	28.66%	32.11%	34.80%	37.93%
Married or in a registered civil partnership	52.19%	48.20%	47.19%	44.69%
Separated, but still legally married or still legally in a civil partnership	2.12%	2.29%	2.20%	2.25%
Divorced or civil partnership dissolved	9.98%	10.42%	9.53%	9.07%
Widowed or surviving civil partnership partner	7.05%	6.97%	6.28%	6.06%

SOURCE: Census 2021

PREGNANCY/MATERNITY

There are some limitations in the data that is available at lower tier local authority level in relation to pregnancy and maternity. However, in 2022, the total number of births (live births and stillbirths) to mothers by their area of usual residence was 723 for Babergh and 928 for Mid Suffolk (1,651 across both districts).

SOURCE: Office for National Statistics, Births in England and Wales: summary tables 2022 edition

⁴ In the Equality Act, gender reassignment means proposing to undergo, undergoing or having undergone a process to reassign your sex. To be protected from gender reassignment discrimination, you do not need to have undergone any medical treatment or surgery to change from your birth sex to your preferred gender. You can at any stage in the transition process, from proposing to reassign your sex, undergoing a process of reassignment, or having completed it. It does not matter whether or not you have applied for or obtained a Gender Recognition Certificate, which is the document that confirms the change of a person's legal sex.

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ETHNIC GROUP

Ethnic group (all age population)

	Babergh and Mid Suffolk	Suffolk	East of England	England
White:	96.76%	93.11%	86.48%	81.05%
English, Welsh, Scottish, Northern Irish or British	93.82%	87.32%	78.49%	73.54%
Irish	0.47%	0.52%	0.91%	0.87%
Gypsy or Irish Traveller	0.07%	0.12%	0.14%	0.11%
Roma	0.03%	0.13%	0.15%	0.18%
Other White	2.37%	5.02%	6.78%	6.35%
Mixed or Multiple ethnic groups:	1.44%	2.34%	2.84%	2.96%
White and Asian	0.38%	0.50%	0.81%	0.84%
White and Black African	0.21%	0.39%	0.43%	0.43%
White and Black Caribbean	0.44%	0.77%	0.82%	0.88%
Other Mixed or Multiple ethnic groups	0.41%	0.68%	0.77%	0.80%
Asian or Asian British:	0.87%	2.30%	6.41%	9.61%
Bangladeshi	0.07%	0.36%	0.80%	1.11%
Chinese	0.18%	0.32%	0.61%	0.76%
Indian	0.22%	0.69%	2.16%	3.26%
Pakistani	0.04%	0.16%	1.57%	2.78%
Other Asian	0.35%	0.77%	1.27%	1.69%
Black, Black British, Caribbean or African:	0.54%	1.34%	2.92%	4.22%
African	0.29%	0.67%	1.87%	2.60%
Caribbean	0.15%	0.37%	0.66%	1.10%
Other Black	0.11%	0.30%	0.38%	0.52%
Other ethnic group:	0.38%	0.91%	1.36%	2.18%
Arab	0.04%	0.10%	0.25%	0.57%
Any other ethnic group	0.34%	0.81%	1.11%	1.61%

SOURCE: Census 2021

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SEXUAL ORIENTATION

Sexual orientation (population aged 16+)

	Babergh and Mid Suffolk	Suffolk	East of England	England
Straight or Heterosexual	91.34%	90.31%	90.18%	89.37%
Gay or Lesbian	1.12%	1.26%	1.21%	1.54%
Bisexual	0.87%	1.09%	1.14%	1.29%
All other sexual orientations	0.20%	0.29%	0.31%	0.34%
Not answered	6.48%	7.06%	7.15%	7.46%

SOURCE: Census 2021

NOTE: The sexual orientation question was voluntary and was only asked of people aged 16 years and over.

RELIGION/BELIEF

Religion (all age population)

	Babergh and Mid Suffolk	Suffolk	East of England	England
No religion	43.25%	43.99%	40.17%	36.67%
Christian	49.45%	47.12%	46.65%	46.32%
Buddhist	0.29%	0.37%	0.42%	0.46%
Hindu	0.16%	0.40%	1.37%	1.81%
Jewish	0.11%	0.10%	0.66%	0.48%
Muslim	0.35%	1.22%	3.71%	6.73%
Sikh	0.03%	0.10%	0.38%	0.92%
Other religion	0.43%	0.53%	0.57%	0.59%
Not answered	5.94%	6.17%	6.07%	6.02%

SOURCE: Census 2021

NOTE: The religion question was voluntary.

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Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive and Negative?									Explanation and Evidence
	Age	Disability	Gender Reassignment	Race	Religion	Gender	Sexual Orientation	Marriage & Civil Partnership	Pregnancy & Maternity	
Strategic Policies										
SP01 – Housing Needs	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will make a positive contribution to the identified housing needs of the districts and will assist in developing diverse communities. It will have a positive impact on older people and those with specialist housing needs, through the amount of housing to be provided.
SP02 – Affordable Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Promoting affordable housing will contribute towards a mix of housing provision to cater for all groups. The policy will be used to ensure affordable provision is developed to address needs, helping to address affordability issues.

SP03 – The Sustainable Location of New Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the sustainable location of new development.
SP04 – Provision for Gypsy and Traveller and Travelling Showpeople	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is specifically to consider those from the travelling community with a positively worded policy to meet their needs.
SP05 – Employment Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by identifying land for the provision of employment uses to be protected and potentially expanded, thus providing employment opportunities which benefits all. Weight shall be given to proposals which make provision for skills and training packages supported by the local planning authority.

SP06 – Retail and Town Centre Uses	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	<p>This policy aims to ensure that retail provision is appropriately located throughout the Districts. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics. This policy identifies that proposals for new town centre development should be supported in the defined town centre areas. It is expected to have a neutral impact for all. Thus, ensuring that services are accessible within defined centres.</p>
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SP07 – Tourism	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	<p>The policy benefits all members of the community by encouraging sustainable tourism development, which supports the tourism role of settlements across Babergh and Mid Suffolk. This has amenity benefits for local people and provides opportunities to enhance the local economy. Such development will be appropriate to the location and help to support the rural economy benefitting all sections of society.</p>
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SP08 – Strategic Infrastructure Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure all infrastructure including community facilities (education and health provision) is delivered in particular focusing on the community need.
SP09 – Enhancement and Management of the Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community, through protecting and enhancing Protected Habitats, maintaining, enhancing and protecting biodiversity net gain, the networks of habitats and green infrastructure.
SP10 – Climate Change	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to mitigate and minimise the impact of development on climate change. The outcome of implementation of such a policy has clear benefits to all.

Development Management Policies – Housing										
LP01 – Windfall infill development outside settlement boundaries	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to development outside settlement boundaries where there is a cluster of at least 10 dwellings.
LP02 – Residential Annexes	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy allows for the development of residential annexes in carefully considered circumstances. The provision of annexes often allows for the elderly, young adults and those with disabilities to live semi independently within the dwelling thus providing alternative residential solutions.
LP03 – Residential Extensions and Conversions	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The aim of the policy is to allow homeowners to improve their homes to address changing needs. The policy enables appropriate development to occur.

LP04 – Replacement Dwellings and Conversions	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by having an agreed understanding of the approach to replacement dwellings and conversions, which can also benefit the needs of an ageing population through more appropriate accommodation.
LP05 – Rural Worker Dwellings	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by having an agreed understanding of criteria for assessing proposals for residential accommodation for rural workers, outside of settlement boundaries, meeting their needs.
LP06 – Supported and Special Needs Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by having the right supported and special needs housing to meet the needs of the community.

LP07 – Community-led and rural exception Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will be used to ensure genuine community-led and rural exception housing is developed to address needs helping to address affordability issues.
LP08 – Self-Build and Custom-Build	Positive	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	The policy benefits all members of the community through self-build and custom-build homes. This has benefits providing another form of housing development.
Development Management Policies – Economy										
LP09 – Supporting A Prosperous Economy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by supporting proposals for employment development in accordance with a criteria-based policy, thus providing employment opportunities.

LP10 – Changes from Employment Uses	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections by setting out criteria that need to be satisfied for a change from employment uses.
LP11 – Retail and Town Centres	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will aim to maintain the vitality and viability of town centres, whilst protecting the town centre from out-of-town proposals. This is expected to have a neutral impact for all and ensure that town centres remain functional.
LP12 – Tourism and Leisure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy benefits all members of the community by supporting tourism developments. This has amenity benefits for local people and provides opportunities to enhance the local economy.

LP13 – Countryside Tourist Accommodation	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The aim of the policy is to consider tourist accommodation proposals on an exceptional basis and retain rural tourist accommodation. Retention of such services and amenities supports the sustainable development of the rural economy.
LP14 – Intensive Livestock and Poultry Farming	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy sets out a framework for the consideration of intensive livestock and poultry proposals. The policy seeks to support this sector where appropriate whilst ensuring environmental protection and people’s wellbeing.

Development Management Policies – Environment										
LP15 – Environmental Protection and Conservation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect and enhance the natural environment through development.
LP16 – Biodiversity and Geodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect and enhance biodiversity and geodiversity.
LP17 – Landscape	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect and enhance the landscape.
LP18 – Area of Outstanding Natural Beauty	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to support development in or near AONBs whilst conserving and enhancing the AONBs.
LP19 – The Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all. It aims to protect the historic environment, enhance local distinctiveness, and improve the environmental performance of heritage assets.

LP20 – Equestrian or similar other Animal Land Based Uses	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to equestrian or similar other animal land based uses.
LP21 – Agricultural Land to Residential Garden Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to the change of use of agricultural land to residential garden land in accordance to criteria set out in the policy.
LP22 – New Agricultural Buildings in the countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all sections of the community by having an agreed understanding of the approach to new agricultural buildings in the countryside in accordance to criteria set out in the policy.

LP23 – Sustainable Construction and Design	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all by ensuring new development achieves enhanced reductions in CO ₂ Emissions and meets higher water efficiency standards compared to Building Regulations. Proposals set out in the policy should also result in lower running costs.
LP24 – Design and Residential Amenity	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy will benefit all through high-quality design, responding to the wider townscape / landscape, adopting nationally described space standards, adherence to Building for Life, and focusing movement by foot, bicycle and public transport.

LP25 – Energy Sources, Storage and Distribution	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy promotes renewable and low-carbon energy sources, which has a benefit to all. No protected characteristic is positively or negatively affected.
LP26 – Water resources and infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to ensure development conforms to the principle of Holistic Water Management, considering impacts on water supply and wastewater, which benefits all.
LP27 – Flood risk and vulnerability	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to mitigate flood risk and ensure Sustainable Drainage Systems (SuDS). The outcome of implementation of such a policy has clear benefits to all.

LP28 – Services and Facilities within the Community	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy promotes the enhancement of services and facilities throughout the Districts, to support sustainability and quality of life.
LP29 – Safe, Sustainable and Active Transport	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy promotes the enhancement of the sustainable transport network throughout the Districts. The policy covers the wide range of transport options focusing on providing more alternatives for all members of the community. There is the potential for a particularly positive impact towards those who are unable to drive and those who may have reduced mobility.

LP30 – Managing Infrastructure Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure all new development is supported by, and has good access to, all necessary infrastructure. This benefits all but also enables those who have less ability to travel, good access to the necessary infrastructure required.
LP31 – Health and Education Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy aims to ensure health and education service provision, in particular for those with disabilities and to a range of ages accessing the services.
LP32 – Developer Contributions and Planning Obligations	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	To achieve the infrastructure set out above, this policy aims to ensure the funding is in place.

Implications for communities	
Disability	
What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan were identified as being generally positive for all within society, the policies within the Plan are written positively with some policies having positive impacts on this group. The policies in the Local Plan should address the needs of those with disabilities, for example policy SP08 (Strategic Infrastructure provision), policy LP06 (Supported and Special Needs Housing), and policies LP28 to LP32 support accessibility to health, education and community facilities for all. This has the potential to be of particular benefit for people with disabilities.
How does it have a positive or negative impact?	Positive Impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	The policies have been produced considering the economic, environmental and social objectives of the Plan.
Age	
What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	<p>The age protected characteristic includes the consideration of all ages in society, the assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages.</p> <p>The assessment identified that the impact of Local Plan policies were generally positive for all with some having a particularly positive impacts on this group. The Joint Local Plan aims to support sustainable development addressing the needs of the current and wider population; this includes provision and access to healthcare, education and training, jobs, appropriate accommodation and leisure facilities.</p> <p>The policies within the Plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals, for example policy SP08 (Strategic Infrastructure Provision) and policy LP31 (Health and Education Provision) ensure that education</p>

	<p>provision is enhanced to accommodate increased demand from new development and meets the requirements of young people.</p> <p>Also, policy SP01 (Housing Needs), policy SP02 (Affordable Housing) and policy LP06 (Supported and Special Needs Housing) ensures that new housing provision meets the identified need at the local level, including bungalows and affordable housing. This also supports the ageing population of the districts, as well as addressing the lower levels of affordability in the districts.</p>
How does it have a positive or negative impact?	Positive impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	The policies have been produced considering the economic, environmental and social objectives of the plan.
Sex (gender)	
What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sex.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Gender reassignment	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any gender reassignment
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan are regarded as being generally positive for all and as having no differential impact this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any relationship status.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan are regarded as being generally positive for all. Given the potential health care and community infrastructure needs of this protected characteristic group, some of the policies in the Plan have highlighted a positive impact through assessment.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Race	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	<p>The policies within the Joint Local Plan are regarded as being generally positive for all. The only policy within the Joint Local Plan which had positive impact directed particularly at the protected characteristic group is policy SP04 (Provision for Gypsy and Traveller and Travelling Showpeople). It provides a positively worded policy which directs appropriate site development should the need arise.</p> <p>For the purposes of planning policy as set out in the Government’s Planning Policy for Traveller Sites (2015), and as amended by the Court of Appeal on 31st October 2022, the definition of “Gypsies and Travellers” means:</p> <p><i>“Persons of nomadic habit of life whatever their race or origin, including such persons who on</i></p>

	<p><i>grounds only of their own or their family's or dependants' educational or health needs or old age have ceased to travel temporarily or permanently, but excluding members of an organised group of travelling showpeople or circus people travelling together as such."</i></p> <p>For the purposes of planning policy as set out in the Government's Planning Policy for Traveller Sites (2015), the definition of "Travelling Showpeople" means:</p> <p><i>"Members of a group organised for the purposes of holding fairs, circuses or shows (whether or not travelling together as such). This includes such persons who on the grounds of their own or their family's or dependants' more localised pattern of trading, educational or health needs or old age have ceased to travel temporarily, but excludes Gypsies and Travellers as defined above."</i></p>
How does it have a positive or negative impact?	Positive impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Sexual orientation	
What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sexual orientation.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Religion/belief	
What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The policies within the Joint Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against any religion.
How does it have a positive or negative impact?	No impact – please see the table above.
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Rurality

Where people live is not a characteristic protected by law: but for Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.

What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? (If you do not believe there is any impact describe why not)

The 2011 Rural-Urban Classification defines areas as rural if they are outside settlements with more than 10,000 resident population, and as urban if inside such settlements. Hub towns are settlements with a population of between 10,000 and 30,000 people.

RURAL-URBAN CLASSIFICATION



How does it have a positive or negative impact?

The Joint Local Plan is a Development Plan Document for the two Districts of Babergh and Mid Suffolk, which are largely rural in nature. The Plan is produced with a presumption in favour of sustainable development in accordance with the National Planning Policy Framework, and therefore has a positive impact in guiding development to the most appropriate locations, with the necessary supporting infrastructure, which can be delivered over the plan period to 2037.

What could be done to mitigate any adverse impact or further promote positive impact?	The policies have been produced considering the economic, environmental and social objectives of the Plan.
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Making Decisions

Having completed this equality impact assessment indicate which decision is recommended to be taken.

Should the policy or service be implemented as the correct course of action?	Yes.
Should the policy or service be amended as suggested by the report so that mitigating actions are taken to address an adverse or negative impact on any characteristic?	Protected characteristics have been considered in the preparation of the Joint Local Plan.
Should the policy or service be reviewed and revised more significantly to take into account its impact on different groups?	Local Plans are to be reviewed every five years, which involves engagement with interested parties including protected characteristic groups. A Joint Local Plan Part 2 will be produced to address matters identified in the Joint Local Plan Part 1.
Should the policy or service not be actioned as there are too many negative impacts?	No.

Monitoring Impact

Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented.

How frequently will the policy or service be reviewed?	Every five years. Although, a Joint Local Plan Part 2 will be produced to address matters identified in the Joint Local Plan Part 1.
Who will be involved?	Strategic Planning and any interested parties involved in the review of the Local Plan.
Will there need to be an action plan completed for any amendments?	No.
What further evidence or consultation will be needed to check that the policy or service is working well?	Through monitoring the implementation of the Joint Local Plan in accordance with the Local Plan monitoring framework.

Completion	
Authors signature	Robert Hobbs
Date of completion	3 rd November 2023

Additional sources of data can be found on the following links:

<http://www.suffolkobservatory.info/Default.aspx>

<http://www.nomisweb.co.uk/>

<https://www.ons.gov.uk/>

<http://suffolkcf.org.uk/publications/hidden-needs-2016/>

<https://www.nao.org.uk/>