

Appendix C

Equality impact assessment

Xxxxxx (ref. no.)

Date assessment completed 04/11/2022

Title of equality impact assessment Staple Tye Supplementary Planning Document (SPD)

Service Strategic Growth and Regeneration

Team Planning

Focus / aim of equality impact assessment

To examine the potential impacts of adopting the Staple Tye SPD for the purposes of assessing planning applications in the area.

Names and roles of officers completing the assessment

Caroline Stone (Forward Planning Officer)

Contact telephone number of lead officer 01279 446562

Policy / service / function details

This is a new policy/service/function

What is the purpose of the policy / service / function?

The Staple Tye SPD has been prepared to provide a framework to secure the regeneration and enhancement of the Staple Tye Neighbourhood Centre and surrounding area. It is a material consideration in the determination of planning applications for Staple Tye.

Who are the key stakeholders?

Harlow Council as local planning authority and landowner, businesses or local services located within the Staple Tye area and other landowners, residents who live in the area and in the surrounding area, Essex County Council and other infrastructure providers who will have an interest in the delivery of this area, developers who currently have or may have an interest in bringing forward development in this location.

Are there any other documents / strategies linked to this policy / service / function?

Harlow Local Development Plan which sets out policies for the area.

Who is affected by the policy / service / function?

Businesses, landowners and developers who reside or have an interest in the area and residents who live close to the area.

Who has been involved in the development of the policy / service / function?

The planning section at Harlow Council has developed the SPD. It was published for consultation for a period of just over 6 weeks in accordance with the SCI and businesses and residents who live in the area and in the surrounding area as well those on the Forward Planning consultation database were contacted. Their responses have informed a revised document.

Which staff carry out the policy / service / function?

The SPD will be uploaded onto the Forward Planning website. It will be used by the planning team to help discuss and determine proposals and applications for the area. It will also be used by other departments when considering uses on the land including the potential relocation of uses.

Quantitative and qualitative data

Quantitative

Quantitative Research is used to quantify the problem by way of generating numerical data or data that can be transformed into usable statistics. It is used to quantify attitudes, opinions, behaviours, and other defined variables – and generalise results from a larger sample population.

What quantitative (numerical) data do you already have about those who use or will use the policy / service / function?

Number of employees who will use the SPD will include the Regeneration Team and Planning Team. Approximately 15 officers, and where appropriate the elected members of the Council.

What gaps are there in the quantitative data?

There may be other departments that will use the SPD to help consider issues at Staple Tye but this is not known.

What other quantitative data do you need?

N/A

Qualitative

Qualitative research is a process of naturalistic inquiry that seeks an in-depth understanding of social phenomena within their natural setting. It focuses on the "why" rather than the "what" of social phenomena and relies on the direct experiences of human beings as meaning-making agents in their everyday lives.

What qualitative data do you already have about those who use or will use the policy / service / function?

Based on previous experience of preparing SPDs and similar documents it will mostly be officers from Planning and Regeneration, developers and statutory consultees who will use the document to help inform decision making and regeneration considerations, as well as the elected members of the Council, where appropriate. Other officers in the Council may also consider the requirements in the SPD when relocating businesses, creating businesses, delivering affordable housing on some of the sites etc.

What gaps are there in the qualitative data?

The Council undertook a detailed consultation with businesses, residents and statutory bodies/infrastructure providers on the SPD and changes have been made accordingly. However, there were some businesses and residents who did not respond to the consultation. Therefore, it is difficult to determine their potential inputs into the SPD. However, the SPD is just an initial step in the delivery development in the Staple Tye area and there will be ample opportunities for further debate and discussion with landowners and businesses through additional engagement and with residents when applications are submitted.

What other qualitative data do you need?

As set out above, some businesses and residents did not respond to the consultation. This is not considered necessary for the Staple Tye SPD and further engagement will be undertaken as the area progresses including consultation through the planning application processes.

Consultation

Number of formal or informal consultation that have taken place or that you are planning to hold to inform your Equality impact assessment

Title of consultation	Date	Who did you consult with?	What were the main issues raised?	Gaps in data	If further consultations are needed to fill these gaps – state with whom, by whom, when and how is this going to be done?
Draft Staple Tye SPD	Wednesday 10 August – Friday 23 September 2022	<ul style="list-style-type: none"> • People who have expressed an interest in Forward Planning documents including statutory consultees • Letters to businesses and neighbouring residents within 80m of the SPD area • Council's social media channels posts • Hard copies available at Civic Centre, Harlow Central Library and Great Parndon Library • An online version • Notice in local newspaper • Exhibition boards in the Civic Centre and Great Parndon Library • Posters in businesses in area 	<ul style="list-style-type: none"> • To reference the provision of a Mobility Hub and consider speed limit options • To clarify that the Neighbourhood Service Area is known as Staple Tye Mews • To ensure work towards the provision of electric charging points in the area is set out • Improvements needed on crossings and junctions across the area 	As previously stated, some existing businesses and local residents did not respond.	<p>Engagement between the planning/regeneration teams and businesses and landowners will be made.</p> <p>Further consultation with residents/businesses/statutory bodies will be made as planning applications are submitted. This will be done in accordance with the relevant Planning Regulations when the applications are submitted.</p>

Protected characteristic groups from the Equality Act 2010

Assessment of Impact – Based on the data you have analysed and provided, and the results of the consultation or research you have undertaken, list below how the policy or function will or does work for each of the following equalities groups.

Protected characteristic groups from the Equality Act 2010 - Age, Disability

What do you know?

Development must be accessible to all disabilities in terms of housing and public realm. Where development provides family accommodation the correct level of play space and education requirements are provided

What do people tell you?

That movement around the Staple Tye area must be easy for disabled people.

What does this mean?

This means that contributions will need to be sought from developers and that the design of proposals must take into account movement of disabled people.

What can you do?

The vision refers to connections in and around the local area and has ensured improvements to these routes and connections. Furthermore, the improvements for cyclist and pedestrians section includes additional wording on ensuring those with disabilities can move easily around the area and that this should be considered in the design and layout of any development scheme.

Assessment of overall impacts and any further recommendations

The Staple Tye SPD has little to no impact on the equalities of residents/businesses. A consultation was undertaken and responses taken into account. Further engagement will be undertaken as this SPD only informs the submission of planning applications for the area. This is where further consultation will be undertaken and where details of schemes can really be assessed on their impact. The document is a material consideration only.

Action plan

Number of action plans

N/A

Project Manager

Project Manager

Caroline Stone

Date

04/11/2022

Assistant Director

Tanusha Waters

Date

04/11/2022