

**RYEDALE  
DISTRICT  
COUNCIL**



**The Ryedale Plan- Local Plan Sites  
Document - Submission  
Equality Impact Assessment  
March 2018**

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本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。 (Traditional Chinese)

## 1. Introduction

1.1 This report presents the Equality Impact Assessment (EQIA) for the Ryedale Plan - Local Plan Sites Document.

1.2 Under the Equality Act 2010, Ryedale District Council has to carry out an EQIA when:

- Developing a new policy, strategy, service or function
- Reviewing existing policies, strategies, services or functions
- Developing a project management plan

1.3 As a document setting out new policy, it is a requirement that the Ryedale Plan needs to have an EQIA for each Development Plan Document. The Local Plan Strategy has been subjected to EQIA.

1.4 An equality impact assessment is a means of systematically assessing the effects that a policy or procedure will have on an equality target group or groups. An EQIA consists of 4 stages:

- Stage 1 – Identifying the aims and objectives of the Policy/Strategy/Function or Service
- Stage 2 – Considering the relevant data and information.
- Stage 3 – Assess the actual and/or likely impact on equality areas
- Stage 4 – Decision making and action planning

1.5 Under the Equality Act 2010, the equality target groups are now called “protected characteristics”. These are a group of people that is likely to face discrimination and disadvantage as a result of race, disability, gender, age, religion or belief, sexual orientation or socio-economic circumstances.

### **Protected Characteristics (Formerly called 'Grounds')**

- **Age**  
The Act protects people of all ages.
- **Disability**  
Under the Act, a person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities, which would include things like using a telephone, reading a book or using public transport.

- **Gender Reassignment**  
The Act provides protection for transsexual people. A transsexual person is someone who proposes to, starts or has completed a process to change his or her gender.
- **Marriage and Civil Partnership**  
The Act protects those who are married or in a civil partnership against discrimination.
- **Pregnancy and Maternity**  
A woman is protected against discrimination on the grounds of pregnancy and maternity during the period of her pregnancy and any statutory maternity leave to which she is entitled.
- **Race**  
For the purposes of the Act 'race' includes colour, nationality and ethnic or national origins. A racial group can be made up of two or more different racial groups (e.g. Black Britons).
- **Religion or Belief**  
In the Equality Act, religion includes any religion. It also includes a lack of religion, in other words people are protected if they do not follow a certain religion or have no religion at all. Additionally, a religion must have a clear structure and belief system. Belief means any religious or philosophical belief or a lack of such belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour. Denominations or sects within a religion can be considered a protected religion or religious belief. Humanism is a protected philosophical belief but political beliefs would not be protected.  
Discrimination because of religion or belief can occur even where both the discriminator and recipient are of the same religion or belief.
- **Sex**  
Both men and women are protected under the Act, and see gender reassignment above.
- **Sexual Orientation**  
The Act protects bisexual, gay, heterosexual and lesbian people.

1.6 The main purpose of the equality impact assessment is to predict the possible unfavourable effects that a policy or procedure could have on certain protected characteristics in the district and to suggest measures to mitigate against these possible effects.

## **2. Background**

- 2.1 The Equality Act 2010 became law on 1 October 2010. The Act harmonises and replaces previous legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency to ensure a fair environment and to comply with the law. The EQIAs will ensure that documents aim to:
- Eliminate unlawful racial discrimination
  - Promote equality of opportunity
  - Promote good relations between people of different racial groups
- 2.2 The Equality Act covers the same groups that were protected by existing equality legislation – age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are now called ‘protected characteristics’. However, the Act extends some protections to characteristics that were not previously covered, and also strengthens particular aspects of equality law. The EQA must cover all the equality strands but must also include an additional area, socio-economic, in line with best practice.
- 2.3 An Equality Impact Assessment is “An evidence-based approach to finding out whether an organisation’s policies, processes and services (i.e. anything an organisation does) benefits all those that need to benefit without causing inappropriate disadvantage to others” (Equality Works 2009)

## **3. Ryedale District Council’s Equalities Vision and Commitment**

- 3.1 One of the key objectives of Ryedale District Council is to be a Council that practises accessibility, promotes equality and values diversity in everything it does. This includes providing or commissioning services, both in partnerships and as an employer.
- 3.2 The Council’s vision and commitment is to work to create the best opportunities and quality of service, for the people of Ryedale whilst caring for the local environment and driving the local economy. The needs and aspirations of the Ryedale community are at the heart of everything the Council does.
- 3.3 Underpinning this approach is a commitment to taking into account peoples’ views and ensuring that the Council’s vision is translated into practice within a performance management framework.

### 3.4 The Council's Equality objectives are:

- To strengthen the Council's approach to meeting the needs of its diverse communities
- To improve communications and demonstrate the Council's commitment to equality
- To strengthen the council's arrangements for partnership working and procurement
- To maintain equality monitoring systems for information about service take-up and satisfaction, developing an evidence base to support effective Equality Impact Assessments.
- To strengthen the performance management of equalities across the council and promote a culture of equality.

These actions are designed to improve equality for both employees of the District Council and residents in the community and the Council will ensure that it meets the requirements of the relevant legislation and guidance:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976 (Amendments 2000 and 2003)
- Disability Discrimination Act 1995
- Sex Discrimination Act (Amendment 1999 Gender Reassignment)
- Human Rights Act 2000
- Employment Equality (Sexual Orientation, Religion and Belief) Regulations 2003
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006
- Equality Act 2006
- Gender Equality Duty 2007
- Sexual Orientation Regulations 2007
- Equality Framework for Local Government 2009
- Equality Act 2010

- 3.5 A key component of the EQIA is the positive or negative impacts that a policy or service could have on one or more protected characteristics:
- A negative or adverse impact is an impact that could disadvantage one or more protected characteristics. This disadvantage may be differential, where the negative impact on one particular group is likely to be greater than on another.
  - A positive impact is an impact that could have a positive effect on one or more protected characteristics, or improve equal opportunities and /or relationships between communities. This positive impact may be differential, where the positive effect on one particular group of individuals is likely to be greater than on another.

#### **4. Profile of Ryedale**

- 4.1 Ryedale is a predominantly rural area covering some 575 square miles (148,900 hectares) in North Yorkshire. Geographically the largest district in North Yorkshire, Ryedale comprises a rich agricultural area, as well as including part of the North York Moors National Park. The district population 51,751 (2011 Census) is centred mainly in the twin towns of Malton and Norton, where the administration centre has been established, and the market towns of Pickering, Kirkbymoorside and Helmsley. Ryedale is divided into twenty wards, made up from 115 parishes.
- 4.2 A striking characteristic of Ryedale is the outstanding quality of its countryside, villages and market towns. These are reflected in the designation of the North York Moors National Park and the Howardian Hills Area of Outstanding Natural Beauty.
- 4.3 Ryedale has a higher percentage of people aged 65 or over, (23.3%) than the national average and people with day to day activities limited account for 17.8% of the population. The percentage of the population from minority black and ethnic groups other than white British is very low (3.8%), although has increased since the last census and other languages spoken in the area include Mandarin Chinese, Thai, Bengali, Polish and Portuguese. The authority also has a small, resident and transient, gypsy and traveller community. The council wishes to avoid interpreting small communities as invisible communities by understanding their needs and aspirations and ensuring that their voices are heard throughout the District.
- 4.4 Ryedale District Council is committed to reaching groups who have been overlooked in the past and fosters a policy of social inclusion that includes all people.

## Contextual Indicators

### Demographic Structure

District's estimated population	51,751 ONS 2011 Census	
Ethnic Group	White	98.67%
	Mixed	0.58%
	Asian	0.52%
	Black or Black British	0.1%
	Chinese or other Ethnic Group	0.13%
	Source: ONS 2011 Census	
Disability	<p>The 2011 Census reported that 17.8% % of the population of Ryedale considered themselves as having a limiting long-term illness or disability; 4.62% of residents classed themselves as having bad or very bad health.</p> <p>Source 2011 Census, ONS</p> <p>3.74% of the population were claiming Employment Support Allowance (2016)</p> <p>Nomis 2016</p>	
Gender	<p>The proportion of females (50.89%) and males (49.1%) within Ryedale is in line with the proportion of females and males within the region (Yorkshire and the Humber) and England.</p> <p>Source 2011 Census, ONS</p>	
Faith	<p>Information from the 2001 Census showed that 82.28% residents in Ryedale declared their religion Christian; this has dropped to 71.8%, and correspondingly 20% declared no religion, compared to 10.66% in 2001, whilst</p>	

	7.4% did not state their religion. Relatively low numbers of the population were attributed to all the other main religious groups; the highest being Buddhist (0.2%).  Source: 2001 and 2011 Census, ONS															
Age Profile	<table border="1"> <tr> <td>Under 16</td> <td>16.56%</td> </tr> <tr> <td>16 – 19</td> <td>4.86%</td> </tr> <tr> <td>20 – 29</td> <td>8.28%</td> </tr> <tr> <td>30 – 59</td> <td>38.62%</td> </tr> <tr> <td>60 – 74</td> <td>20.83%</td> </tr> <tr> <td>75 and over</td> <td>10.85%</td> </tr> <tr> <td colspan="2">Source: ONS 2011 Census</td> </tr> </table>	Under 16	16.56%	16 – 19	4.86%	20 – 29	8.28%	30 – 59	38.62%	60 – 74	20.83%	75 and over	10.85%	Source: ONS 2011 Census		
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30 – 59	38.62%															
60 – 74	20.83%															
75 and over	10.85%															
Source: ONS 2011 Census																
Sexuality	At present we have no accurate way of determining the number of gay or bi-sexual people within our district, though the 2011 Census showed that 43 people were living in a same-sex couple.															

### ***Socio Cultural Issues***

Resident Working Age Population (Estimated)	31,000 (Estimated)  NOMIS (2015)
Residents aged 16-74	37,581  ONS Census 2011
Unemployment Level	2.9% (total number of claimants 900)  NOMIS (2015)

Economically Inactive (Student, looking after home/family, long term sick/disabled or other)	10.4%	
	Source: 2011 Census, ONS	
Economically inactive (Retired)	18%	
	Source: 2011 Census, ONS	
Unemployed aged 16-24	0.8%	
	Source: 2011 Census, ONS	
Never Worked	0.3%	
	Source: 2011 Census, ONS	
Average Rank of Deprivation	14054.13(2975.6 = least deprived)	
	Source: DCLG, English indices of Deprivation 2015 (via ONS)	
Rank of Local Concentration	Ranked 282 (1 is the most deprived and 354 is the least deprived)	
Local Concentration is a population weighted score to measure 'hot spots' of deprivation	Source: DCLG, English indices of Deprivation 2015 (via ONS)	
Students	Total number of students and school children aged 16 to 74	2883
	Percentage of total resident population	6.6%
	Total number aged 16-17	1266
	Total number aged 18-74	812
	Source: 2011 Census, ONS	
Qualifications	Had no qualifications	24%
	Qualified to degree level or higher	27.3%

	Source: 2011 Census, ONS		
Homelessness	<p>Homeless prevention 2015-16</p> <p>8.81 per 1000 households (204 cases)</p> <p>Homeless relief 2015 -16</p> <p>0.04 per 1000 households (1 cases)</p> <p>205 Cases in total</p> <p>Source: Ryedale Housing Department (P1E(AS)Form) ONS</p>		
Household Composition	Households with dependent children	25.5%	24%
	Lone pensioner household	16%	15.8%
	Lone person households (non-pensioners)	10.9%	13.3%
	Source: RDC – A Profile of Ryedale 2004 (left) and ONS 2011 census (right)		

### ***Economic Issues***

Total residents in employment aged 16 to 74	25,504		
	Source: 2001 Census, ONS		
The average annual gross full time earnings in Ryedale	Male	£24112.4	£463.70 per week
	Female	£22978.8	£441.90 per week

	<p>Source: ONS annual survey of hours and earnings – workplace analysis</p> <p>Note: Median earnings in pounds for employees working in the area 2016</p>				
Ryedale households with an income below the National average of £29,200 (median)	Data not currently available- but the average annual gross earnings are below this figure.				
Economic Activity Rates	Male Age 16-64	Economically active	81.3%	In employment	75.3%
	Female Age 16-64	Economically active	78.9%	In employment	78.9%
	Source: NOMIS, ONS annual population survey 2016				
Employment Job (% of workforce employed by sector)	Distribution, Hotels and Restaurant sector		10.9%		
	Public Administration, Education and Health		20.4%		
	Manufacturing		21.7%		
	Transport and Communications		3.3%		
	Tourism Related		8.7%		
	Source: NOMIS 2016 Employee jobs				

## **5. The Ryedale Plan – Local Plan Sites Document**

- 5.1 The Local Plan Sites Document is a Development Plan Document, and it is a statutory requirement for a Local Planning Authority to have a Development Plan (The Ryedale Plan). The Local Plan Sites Document is one of the main documents to be produced as part of the Ryedale Plan. It sets out the site specific allocations and policies for planning and managing growth and change across the district. It will support the delivery of new homes, jobs, facilities and services to address the needs of local communities as well as protecting the environment and facilities essential to those in the rural communities.
- 5.2 The Local Plan Sites Document must have regard to international legislation, national and regional (in so far as the partially revoked RSS) planning policy, and be in conformity with the Ryedale Plan-Local Plan Strategy as well as having regard to the other strategies and policies produced by the Council and its partners as part of the Local Economic Partnership. The diagram on page 16 sets out the relationship of the document with other plans and strategies.
- 5.3 The Ryedale Plan – Local Plan Sites Document has been prepared following a number of stages of consultation, participation and appraisal. The Ryedale Plan – Local Plan Sites Document has been subjected to a series of consultation exercises, an updated Sustainability Appraisal, further technical evidence and evolving practice. The Local Plan Sites Document and Policies Map Reg.19 Consultation Statement outlines the site assessment work up to Publication of the Plan, and the links to this are below.

[http://www.ryedaleplan.org.uk/images/Site\\_plans/Publication/Local\\_Plan\\_Sites\\_Document\\_Policies\\_Map-Consultation\\_Statement\\_Latest.pdf](http://www.ryedaleplan.org.uk/images/Site_plans/Publication/Local_Plan_Sites_Document_Policies_Map-Consultation_Statement_Latest.pdf)

[http://www.ryedaleplan.org.uk/images/Site\\_plans/Publication/Appendix\\_of\\_Publication\\_of\\_Local\\_Plan\\_Sites\\_Document.pdf](http://www.ryedaleplan.org.uk/images/Site_plans/Publication/Appendix_of_Publication_of_Local_Plan_Sites_Document.pdf)

## **6. The Equalities Impact Assessment for the Ryedale Plan – Local Plan Sites Document**

- 6.1 The Equalities Impact Assessment for the draft Ryedale Plan – Local Plan Sites Document is presented in Appendix 1. To summarise, the Ryedale Plan – Local Plan Sites Document is unlikely to lead to any actual or likely impact on a protected characteristic.

## APPENDIX 1

### Ryedale Plan-Local Plan Sites Document Equality Impact Assessment

Policy/Strategy/Service Owner	Specialist Place
Name of policy, strategy, function or service being assessed	The Ryedale Plan - Local Plan Sites Document and Policies Map - Submission
New policy/function/service or review of an existing one?	New Development Plan Policy, but the overarching framework is provided by the Ryedale Plan- Local Plan Strategy
This issue date:	March 2018
Review date (if applicable):	This document will be reviewed in line with any changes to legislation concerning equalities. The Sites Document EQIA was reviewed prior to Submission.
Assessors:	Specialist Place and Resources and Enabling Services

<b>Stage 1 – Identifying the aims and objectives of the policy, strategy, function or service</b>
<b>1.1 Aim(s)</b>
<ul style="list-style-type: none"> <li>• Forms part of the Statutory Development Plan- the Ryedale Plan, and is developed in accordance with the Ryedale Plan-Local Plan Strategy</li> <li>• To allocate land for residential development, employment land and retail development.</li> <li>• To designate specific areas: Town Centre Commercial Limits, FERA at Sand Hutton, Flamingoland, areas of land for established business expansion</li> <li>• To designate areas as Visually Important Undeveloped Areas, Areas of High Landscape Value which identify land of particular sensitivity</li> </ul>

## 1.2 Objectives

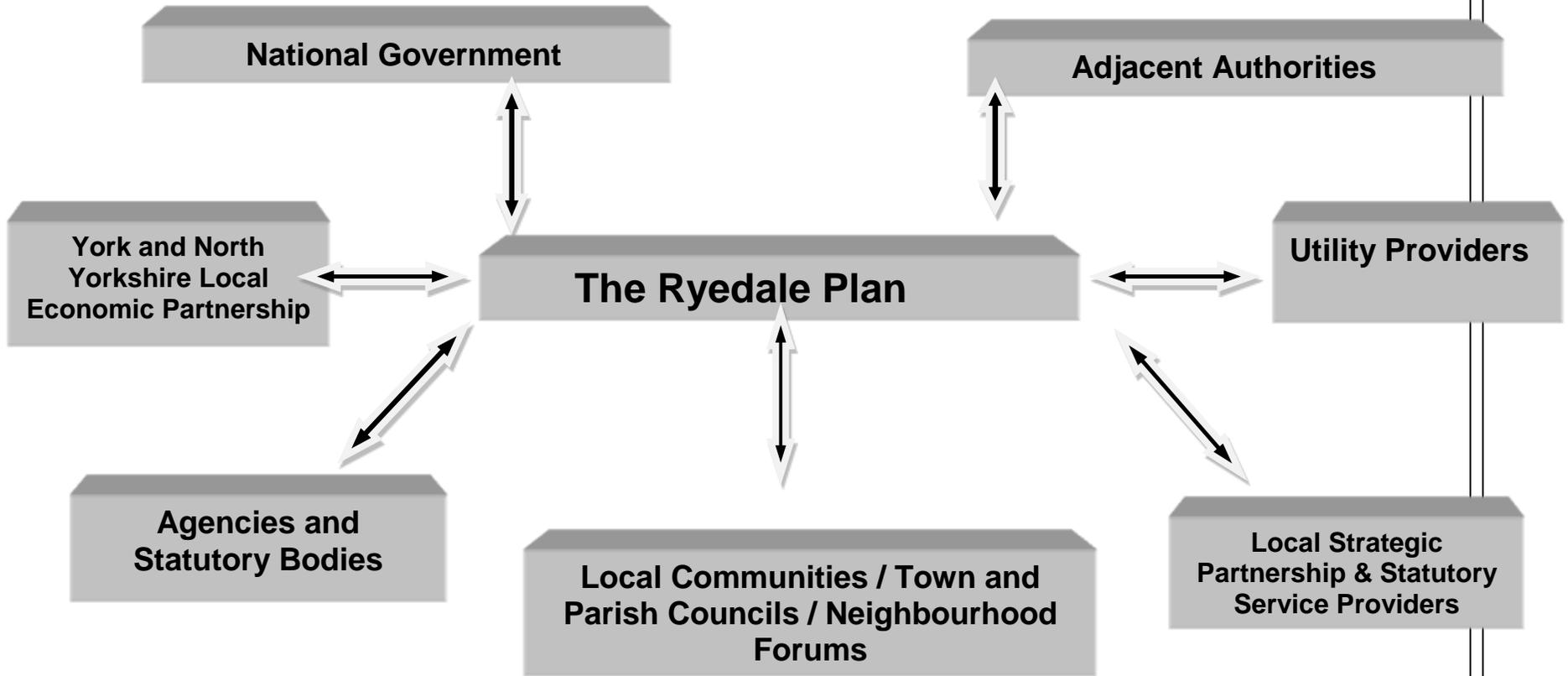
- To implement the Ryedale Plan - Local Plan Strategy through site-specific policies;
- To ensure that there is a rolling five-year land supply of sustainable residential development sites to meet Local Plan Strategy requirements;
- To ensure that sufficient suitable employment and retail land is identified to meet Local Plan Strategy requirements;
- Retain Development Limits and site specific policy designations;
- Identify particular areas of the District which have particular landscape, townscape or other feature which makes them important to be retained in a manner which does not compromise their special qualities;

## 1.3 Scope

- All people and places in Ryedale (as per the Local Planning Authority area) and there will also be cross-boundary relationships with adjacent Local Planning Authorities: Scarborough, East Riding of Yorkshire (for Stamford Bridge which straddles the boundary between the two authorities), and the North York Moors National Park Authority in relation to a number of settlements which straddle the boundary between the two authorities including: Helmsley, Thornton le Dale and Ampleforth.
- The Sites Document will be applied in the context of where the site specific policies apply.

## 1.4 Other policies, strategies, functions or services linked to or affected - see following page

## Relationship With Other Plans and Strategies



## 1.6 Stakeholders

General Public	<p>The Ryedale Plan is to be produced with as much involvement as possible from those who want to be involved.</p> <p>The LDF Statement of Community Involvement (SCI)(Adopted November 2006) <a href="http://www.ryedaleplan.org.uk/attachments/article/317/Statement_of_community_involvement.pdf">http://www.ryedaleplan.org.uk/attachments/article/317/Statement_of_community_involvement.pdf</a> and update sets out how stakeholders, including hard to reach groups, can be involved in the production of the Ryedale Plan. Members of the public are also encouraged to be actively involved in the production of the Ryedale Plan as policy developments will directly affect the area in which they live, work or visit. A key element of this engagement was undertaken through the 2009 Ryedale Plan Consultation. Which consulted on policy direction, spatial approach and also consulted on the c.450 sites which had been submitted- to help local communities make the connections between what may appear as a hypothetical policy, and the reality of that for the places which are of importance, and interest, to them.</p> <p>Appendix 3 of the SCI sets out a list of the main groups to be involved in the production of the Ryedale Plan. This list is basically divided into Statutory consultees, elected Councillors, the partner organisations as members of the Local Strategic Partnership, adjacent Authorities, Service Providers, the Business Sector, Local Communities including residents groups and organisations as well as individual residents, and Developers and Landowners. The table (left) is the detailed list of how those groups are categorised on the Ryedale Plan Consultation database to enable more targeted involvement.</p> <p>There is concern that the hard to reach groups are not specifically identified within the database to provide an even more targeted and tailored involvement as appropriate. However, it is recognised that Ryedale's rural population is diverse and can be more hard to reach than more urban communities.</p>
Town & Country Estates	
Agents/Developers	
Statutory Consultees	
Government Organisations	
NYCC Councillors	
Local Groups	
General consultees	
RSLs	
Utility/infrastructure providers	
Adjacent Parishes	
Local Businesses	
Ryedale Parish Councils	
Landowners	
Town Councils	
Adjacent Authorities	
Other Authorities	
Other Government Organisations	
LSP (LEP)	
Other Local Groups	

### 1.7 Methods of measuring progress against objectives

- Progress will be measured in the annually produced Monitoring Report <http://www.ryedaleplan.org.uk/other-documents/monitoring-report> together with implementation tables and contextual indicator information (which is prepared by other organisations such as Office of National Statistics and other organisations).
- Progress of the production of the document will be set out in the Local Development Scheme, <http://www.ryedaleplan.org.uk/other-documents/local-development-scheme> a project management document which sets out timescales for the preparation of key documents in the Ryedale Plan.
- Annual monitoring of five-year land supply
- Feedback from the consultation will help to improve the document if necessary, for subsequent versions to Adoption

### Stage 2 – Considering the relevant data and information

	Source (plus link if electronic)	Brief description
2.1	Office of National Statistics and NOMIS <a href="http://www.neighbourhood.statistics.gov.uk/dissemination/LeadDomainList.do?a=7&amp;b=6275223&amp;c=ryedale&amp;d=13&amp;g=6454952&amp;i=1001x1003&amp;m=0&amp;r=1&amp;s=1493384610052&amp;enc=1&amp;domainId=58&amp;census=true">http://www.neighbourhood.statistics.gov.uk/dissemination/LeadDomainList.do?a=7&amp;b=6275223&amp;c=ryedale&amp;d=13&amp;g=6454952&amp;i=1001x1003&amp;m=0&amp;r=1&amp;s=1493384610052&amp;enc=1&amp;domainId=58&amp;census=true</a>	Ryedale is a predominantly rural area, with populations concentrated at the market towns. There are a large number of dispersed, small settlements. It is an area of relatively low deprivation, but with high house prices compared to the wages. There are number of incidences of fuel poverty. Ryedale has limited ethnic diversity, and whilst there are small number of residents who practice faiths other than Christianity, the number of people with no faith has increased by nearly 10%, within 10 years, with a corresponding reduction in those who practice Christianity. In demographic profile, Ryedale has a marked decline in the number of people aged 16-24, reflecting the limited higher education opportunities within the District. The population of over 55s have also increased, and with this there is a need to respond to the requirements of those who are aging, and the resulting health/mobility issues that this can bring.

2.2	Evidence base documents used in site assessment work	<p>Evidence base documents contain numerous revised and updated statistics.</p> <p>The Local Plan Strategy document has been prepared in light of numerous studies and reports that have been available for consultation and involvement of relevant stakeholders. Specific documents to support the Local Plan Strategy document are available to view in the pages concerning the Local Plan Strategy Examination:  <a href="http://www.ryedaleplan.org.uk/local-plan-strategy/local-plan-strategy-examination">http://www.ryedaleplan.org.uk/local-plan-strategy/local-plan-strategy-examination</a>  and evidence base  <a href="http://www.ryedaleplan.org.uk/other-documents/evidence-base">http://www.ryedaleplan.org.uk/other-documents/evidence-base</a></p> <p>Specific Studies which have informed the Local Plan Sites Document, They include:</p> <ul style="list-style-type: none"> <li>• Gypsy and Traveller Accommodation Assessment (2017)</li> <li>• Habitat Regulations Assessment (2017)</li> <li>• Housing Needs Study and Housing Market Assessment (2016)</li> <li>• Housing supply position (in Part 1 of the SHLAA) (2016)</li> <li>• Landscape assessments (1999/1995) and 2011</li> <li>• North East Yorkshire Strategic Flood Risk Assessment and updates (2011 and 2017)</li> <li>• Local Plan Traffic Modelling work (2017)</li> <li>• Open Space study (2006)</li> <li>• Retail Capacity studies and updates (2011)</li> <li>• Employment Land Review and updates (2006/2010)</li> <li>• Special Qualities Study 2010 and updated 2016</li> </ul>
2.3	Evidence provided by the Site Submitters (Landowners/Agents/ Developers)	<a href="http://www.ryedaleplan.org.uk/local-plan-sites/sites-consultation-2015/372-submission-material">http://www.ryedaleplan.org.uk/local-plan-sites/sites-consultation-2015/372-submission-material</a>
2.4	Representation received as part of the sites consultation	<a href="http://www.ryedaleplan.org.uk/local-plan-sites/sites-consultation-2015/371-responses-received">http://www.ryedaleplan.org.uk/local-plan-sites/sites-consultation-2015/371-responses-received</a>

2.5	Consultation on the Site Selection Methodology	<a href="http://democracy.ryedale.gov.uk/documents/s5979/Council%20-%20HOP%20-%20Site%20Selection%20Methodology%20-%20Sites%20Development%20Plan%20Document%20-%20Report%20-%202010%20March%202011%20.pdf">http://democracy.ryedale.gov.uk/documents/s5979/Council%20-%20HOP%20-%20Site%20Selection%20Methodology%20-%20Sites%20Development%20Plan%20Document%20-%20Report%20-%202010%20March%202011%20.pdf</a>
2.6	Council Plan	<p>The Ryedale Plan is the spatial expression and a key delivery mechanism of Imagine Ryedale – the Community Strategy for Ryedale. It presents the inter-departmental working within the Council and for those organisations and groups that are members of the LEP.</p> <p>The Ryedale Plan is a key tool to help deliver Aims 1, 2, 3, 4 and 5 of the Council Plan.</p>

<b>Stage 3 – Assess the actual or likely impact on equality taking into account the protected characteristics.</b>	
<p><b>Protected Characteristics</b>  <i>Protected characteristics covered by:</i>  <i>All forms of discrimination - Age, Disability, Gender Reassignment, Race, Religion or Belief, Sex, Sexual Orientation</i>  <i>Direct discrimination, indirect discrimination, victimisation – Marriage &amp; Civil Partnerships</i>  <i>Direct Discrimination, victimisation – Pregnancy &amp; Maternity</i></p> <p>The implementation of the Local Plan Strategy (LPS) would ensure that development is located in the more sustainable locations. The approach of the Local Plan Strategy is to focus development in the market towns and service villages whilst also supporting the local needs of the district's smaller rural communities and the rural economy, land management and protecting the valued landscapes.</p> <p>The Development Principles of the allocations ensure that the aspirations of the Local Plan Strategy are provided geographically, an in a site specific manner, and to ensure appropriate mitigation is provided.</p> <p>The Local Plan Sites Document (LPSD) operates in conjunction with the Local Plan Strategy, therefore beneficial effects are expected to be experienced through if the Lifetime Homes standards, affordable housing to meet the needs of older and vulnerable groups, and bungalows are provided in line with policy SP4, providing a broader range of new single level accommodation.</p> <p>The market towns are home to just over half of the district's population. By supporting development in the market towns the strategy builds upon the individual roles of the existing built fabric of the area, harnessing economic benefits relative and relevant to each town. However, over the plan period, the rural communities will not experience significant levels of new development as they have in the past. The operations of both the LPS and LPSD plan seeks to ensure that in general the scale and type of development in the villages is focussed on addressing locally derived need and requirements as opposed to externally driven demand, particularly for new housing.</p>	

Affordable housing, the protection and provision of community facilities and services together with appropriate employment and economic activity are needed to ensure the longer term sustainability of such communities. The Local Plan Sites Document delivers the sites which support the delivery of the above features.

There are positive benefits on equality with regard to age with the emphasis of the document on reducing the need to travel and on accessibility, as well as the promotion of community facilities and services. This will have the potential to assist those at home with young children.

There are positive benefits on equality with regard to disability (which will improve the built environment for everyone in the community) with the emphasis of the settlement hierarchy.

The Development Principles have identified the importance of providing a range of open space typologies which provides both prospective and existing residences with areas of open space which need their needs, such as areas where children can play at different age ranges, wheelchair accessible open spaces, and areas where information recreation, such as walking can be undertaken in close proximity to the site.

For the largest sites, there is also a commitment to ensuring a identifiable hierarchy of streets, to promote good design, but also to help way-finding, and this will help support those residents who experience dementia, and their families.

The identified employment commitments, proposed broad locations aims to ensure employment opportunities provide a range and choice over the District for the Plan period, and that the employment opportunities are capable of being accessed by employees without the reliance on the need for a car, and allowing employees to be situated closer to their work place and other services, such those which provide child care or education.

There are positive benefits for particular racial groups in the district. SP5 sets out the requirements for meeting the identified needs of Gypsies and Travellers and Travelling Showpeople, and this has been confirmed by a subsequent, recently produced, Gypsy and Traveller Assessment.

This assessment of the potential adoption of the policies in the Local Plan Sites Document has not identified any actual or likely negative impact on the protected characteristics, and through the implementation of Local Plan Sites Document there will be both direct and indirect positive benefits.

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### **Socio-Economic**

*The Socio-economic Duty on public bodies - Ministers are considering how to implement this provision in the best way for business and for others with rights and responsibilities under the Act. Their decisions will be announced in due course. Inclusion and consideration of this category is recommended best practice.*

A significant proportion of the workforce is employed in manufacturing and agriculture which have been restructured over the past decade. Tourism and retailing are also significant employers, with tourism generating a higher proportion of part-time and seasonal jobs. The Local Plan Sites Document complements the Local Plan Strategy by providing opportunities for economic expansion and diversification of the economic base to reduce the reliance on declining sectors.

It also provides specific policy responses to established business who may need expansion land.

The Local Plan Strategy document also recognises the acute need for affordable housing in the district with Ryedale being one of the least affordable housing areas in the region as a result of the disparity between house prices and income. The policies seek to ensure that housing is provided in the areas where there is a need, and enhancing opportunities for reduced travelling and using public transport to access facilities and services. There is also an expectation that sites which are allocated will deliver affordable housing as part of the site's overall delivery. This is helping to provide housing where it is needed, and in tenures which allow a broad range of Ryedale's population to access housing which meets their needs and circumstances.

The identification of Visually Important Undeveloped Areas provides an important opportunity for the local community to continue to enjoy areas of open land which are likely to be privately owned but nevertheless provide important spaces to the local community. However, the operation of the policy allows development in specific circumstances where there is an overriding social or economic need that cannot be provided in a less sensitive area.

The Local Plan Sites Document aims to ensure the policies do not have a negative impact on the socio-economic aspects of the district.

**Future Barriers**

*Will implementation of this policy/strategy/function or service potentially create any future barriers to equality.*

No future barriers envisaged. The monitoring framework will provide opportunities to appraise the implications for equalities. The approach of the Local Plan Strategy and the Local Plan Sites Document is to reduce barriers which may inadvertently discriminate against protected characteristics.

**Consideration of Alternatives to the Proposal and Outcomes**

The site assessment process has been iterative, and responded to the changes in the submitted site's features, and the performance of other sites, and how in combination the sites would impact on, for example traffic movements and air quality. This has been assessed through technical information. The 2015 Sites Consultation and the Background Papers and Sustainability Appraisal outline how the sites have been assessed. The Consultation material was clear that the site assessment represented a 'point in time' and that the performance of sites may change.

## **Consultation**

*Method and details of consultation, links to any relevant documentation:*

Consultation on sites was first undertaken in 2009, involving exhibitions as well as press notices, publications, and direct (by letter notification) led to one of the highest responses to a Council Consultation. Since 2009 there has been a reduction in the number of Officers, and the ability to undertake such an event is now constrained. The documents were also available to view at the Council Offices and outlying Offices, and local libraries. For the details of the event see the Consultation Statement

[http://www.ryedaleplan.org.uk/attachments/article/140/Consultation\\_Statement\\_Jan\\_2012\\_Report\\_and\\_appendices.pdf](http://www.ryedaleplan.org.uk/attachments/article/140/Consultation_Statement_Jan_2012_Report_and_appendices.pdf)

The sites consultation was not closed, and the Local Planning Authority has accepted responses to the sites since 2009.

<http://www.ryedaleplan.org.uk/local-plan-sites>

The next stage of consultation was undertaken in 2011, consultation on the Site Selection Methodology:

Full Council meeting 10 March 2011 to agree Site Selection Methodology for public consultation.

<http://democracy.ryedale.gov.uk/documents/s5979/Council%20-%20HOP%20-%20Site%20Selection%20Methodology%20-%20Sites%20Development%20Plan%20Document%20-%20Report%20-%2010%20March%2011%20.pdf>

The consultation was targeted and focused on the Development Industry and Statutory Consultees, such as the Environment Agency. This was to ensure that assessment framework for the sites was appropriate, and covered all the issues in a proportional manner. The consultation was undertaken in September 2011.

As a result of consultation some amendments were made and the document finalised for use.

[http://www.ryedaleplan.org.uk/attachments/category/13/Site\\_Selection\\_Methodology\\_v3.pdf](http://www.ryedaleplan.org.uk/attachments/category/13/Site_Selection_Methodology_v3.pdf)

The Sites Consultation 2015 - identified the site assessment process to date, and how the sites submitted has performed through that process. Consultation involved consulting any individual/organisation/business who had asked to be consulted, the list of those consulted is below. We utilise email and post as well as press notices and sent alerting emails to the Town and Parish Councils to let them know that the consultation was due to commence, so that it could be factored into their committee time frames. The Documents were available online and in the District Council Office and Libraries within the Ryedale Plan Area.

<http://www.ryedaleplan.org.uk/local-plan-sites/sites-consultation-2015>

The documents available for consultation were: Maps of the sites submitted; Habitats Regulations Assessment, Sustainability Appraisal, Site Selection Methodology Tables, the Consultation Document on Sites, and Summary Consultation Documents which covered the Market Towns individually and the Service Villages grouped. The consultation ran from 2 November until 14 December 2015. The responses to that consultation are available on the above webpage, and are split into representations on the sites assessment process and site submission information, to reflect the different positions of those making representations.

Visually Important Undeveloped Areas (VIUAs) Consultation 2016 - was specifically around a particular policy area of the Local Plan Sites Document, and was to move forward the consultation responses made on VIUAs in 2009. The consultation ran from 5 October 2016 until 9 November 2016. The material was available at the Council Office, and libraries in the Plan area. It was also available on line.  
<http://www.ryedaleplan.org.uk/local-plan-sites/viua-consultation-2016>

**List of consultees:**

General Public	The Ryedale Plan is to be produced with as much involvement as possible from those who want to be involved.
Town & Country Estates	
Agents/Developers	
Statutory Consultees	The LDF Statement of Community Involvement (SCI)(Adopted November 2006) and update <a href="http://www.ryedaleplan.org.uk/attachments/article/317/Statement_of_community_involvement.pdf">http://www.ryedaleplan.org.uk/attachments/article/317/Statement_of_community_involvement.pdf</a> sets out how stakeholders, including hard to reach groups, can be involved in the production of the Ryedale Plan. Members of the public are also encouraged to be actively involved in the production of the Ryedale Plan as policy developments will directly affect the area in which they live, work or visit.
Government Organisations	
NYCC Councillors	
Local Groups	
General consultees	
RSLs	
Utility/infrastructure providers	
Adjacent Parishes	
Local Businesses	
Ryedale Parish Councils	
Landowners	Appendix 3 of the SCI sets out a list of the main groups to be involved in the production of the Ryedale Plan. This list is basically divided into Statutory consultees, elected Councillors, the partner organisations as members of the Local Economic Partnership, adjacent Authorities, Service Providers, the Business Sector, Local Communities including residents groups and organisations as well as individual residents, and Developers and Landowners. The table (left) is the detailed list of how those groups are categorised on the Ryedale Plan Consultation database to enable more targeted involvement.
Town Councils	
Adjacent Authorities	
Other Authorities	
Other Government Organisations	
LSP (LEP)	
Other Local Groups	

There is concern that the hard to reach groups are not specifically identified within the database to provide an even more targeted and tailored involvement as appropriate. The consultation database does, however, consult with the groups who represent hard to reach groups. However, it is recognised that Ryedale’s rural population is diverse and can be harder to reach than more urban communities. The development of online communications, coupled with paper copies at non-council offices provides a broad means to capture interest, coupled with specific engagement with the Town and Parish Councils, including providing information which can be disseminated and advertised. Including producing press- releases, which may be taken up into publications, along side statutory requirements in press notices.

Whilst during previous consultations the Council has received some calls to produce specific newsletters which go to every household in the District, it has found through other authorities that such 'mail shots' are not actively read nor responded to, as they are often perceived as junk mail or promotional material. They require considerable resources to generate and distribute, and do not generate meaningful responses to the complex issues which are being considered when looking at planning policy development. They can sometimes be misinterpreted and generate more work without providing meaningful responses.

There has also been suggestions that those who made responses on planning applications, should by default, be consulted on development plan matters. This raises issues around the manner in which personal data is held, because those respondents have not asked that their details be so held. It also places particular sections of the community at an advantage, when other members of the community may have a greater need to be consulted. It is proposed that in respect of proposed site allocations, site notices will be prepared and displayed at the start of the Consultation Period.

As such we only consult with those organisations where there is a statutory responsibility, where the Local Planning Authority have viewed that an organisation could have an interest in planning matters within the District, and where the individual has expressly asked to be consulted, and.

**Issues raised from consultation:**

That in not allocating land for Gypsy and Traveller accommodation this was viewed as discriminatory to the members of that community. The response was that the Local Plan Strategy had the policy framework to deal with the need for such a site in the future. A survey of current and anticipated need was undertaken, which confirmed that the current site and pitches were capable of meeting needs within the Plan Period.

**Stage 4 – Decision making & action planning**

**Overall impact of policy/strategy/function or service**

*Where equality issues have been identified, give details of justification or plans to mitigate the effects*

No equality Issues have been identified with the Publication Local Plan Sites Document, any potential areas have been addressed through evidence, and through the proposed Development Principles, which will ensure that any potential inequality can be mitigated.

**Decision**

- To progress with the production of the Local Plan Sites Document.
- This Equality Impact Assessment to be made available when the Local Plan Sites Document is published for consultation at the Publication Stage.

**Communicating the Results**

*Details of how and where this Equality Impact Assessment will be published*

- Any changes the Local Planning Authority feels necessary to be made to the Local Plan Sites Document in light of any comments received as part of the Publication consultation will be recommended to the Inspector for the Submission / Examination stage, which is expected later in 2017.
- Results of the consultation will be available at the Submission / Examination stage and will be published on the Council's website.
- The Equalities Impact Assessment will be revised and updated as necessary and will be available on the website, and available to read at Ryedale House and Libraries within the Plan area: Malton, Norton, Pickering, Kirkbymoorside and Helmsley.

**Contact point for questions or advice regarding the policy, strategy, function or service**

Senior Specialist: Place Officer Rachael Balmer