

STRATEGIC GROWTH PLAN

**EQUALITY & HUMAN RIGHTS IMPACT ASSESSMENT
(EHRIA)**

September 2017

| Key Details | |
|---------------------------------------|--|
| Name of policy being assessed: | Leicester and Leicestershire Strategic Growth Plan |
| Date Started: | June 2016 |
| Date Completed: | September 2017 |
| Project Sponsor: | Eileen Mallon (Charnwood Borough Council) |
| Lead Officer: | Head of Planning and Regeneration (Charnwood Borough Council) |
| Team Members: | Principal Planning Officer (Charnwood Borough Council) Planning Policy Manager (Leicester City Council) Corporate Improvement & Policy Officer (Charnwood Borough Council) Policy Officer- Equalities (Leicestershire County Council) |

Introduction

This is the Equality and Human Rights Impact Assessment of the Strategic Growth Plan.

All partner organisations involved in the development and implementation of the Strategic Growth Plan have a legal responsibility (as set out in the Equality Act 2010) to ensure that we can demonstrate having paid due regard to the need to (referred to as the 'General Public Sector Equality Duty'):

- Eliminate discrimination, harassment and victimisation and other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not;
- Foster good relations between people who share a protected characteristic and those who do not.

There are certain characteristics that equalities legislation refers to. These 'protected characteristics' include:

1. Age
2. Disability
3. Gender Re-assignment
4. Marriage & Civil Partnership
5. Pregnancy & Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Such equalities legislation does not allow the following:

- Direct discrimination, including by association and perception
- Indirect discrimination
- Pregnancy & maternity discrimination
- Harassment
- Third party harassment
- Discrimination arising from disability

Such equalities legislation does allow the following:

- Duty to make reasonable adjustments

Additionally, all partner organisations involved in the development and implementation of the Strategic Growth Plan understand the importance of valuing human rights and are committed to ensuring that the human rights of individuals are maintained and respected. It is for this reason that we have chosen to additionally assess any human rights implications of the Strategic Growth Plan and also consider opportunities to promote or protect any of the relevant human rights within the EHRIA process. These include:

HUMAN RIGHTS ACT PART 1: The Convention – Rights and Freedoms

Article 2: Right to life

Article 3: Prohibition of torture, inhuman or degrading treatment
Article 4: Prohibition of slavery/ forced labour
Article 5: Right to liberty and security of person
Article 6: Right to a fair trial (applies to criminal and civil issues)
Article 7: No punishment without law
Article 8: Right to respect for private and family life
Article 9: Freedom of thought, conscience and religion
Article 10: Freedom of expression
Article 11: Freedom of Assembly and Association
Article 12: Right to Marry
Article 14: Prohibition of Discrimination (linked to a convention right i.e. equal access to convention rights)

HUMAN RIGHTS ACT PART 2: The First Protocol

Article 1: Protection of property/ peaceful enjoyment
Article 2: Right to education
Article 3: Right to free elections

This is the first stage of the Equality and Human Rights Impact Assessment to be conducted and further assessment of equalities and human right implications will be carried out as a continual process in the preparation of the Strategic Growth Plan. This will be in the form of Equality Impact Assessments/Equality & Human Rights Impact Assessments which will be produced for different aspects of the Strategic Growth Plan and consulted upon at different stages.

This document explains what steps have been taken to understand the potential implications of planning policies on those in our community with the protected characteristics, what steps have been taken to address any differential impacts upon each of the characteristics and human rights articles, and draws upon any recommendations and conclusions.

These points have been covered in the step-by-step approach outlined below.

Section 1: Defining the policy

This assessment should begin by defining and outlining the scope of this policy. You should consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights.

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| 1 | What is new or changed in this policy? <i>What has changed and why?</i> | | |
| <p>The Strategic Growth Plan is a new policy which will set the vision and strategy for future growth in Leicester and Leicestershire. Its main purpose is to distribute housing and jobs and supporting strategic infrastructure within the Housing Market Area between 2031 and 2050. The Strategic Growth Plan will be a locus for agreement between Local Authorities concerned demonstrating the Duty To Cooperate as well as setting the policy framework for the preparation of individual Local Plans.</p> | | | |
| 2 | Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.</i> | | |
| <p>The Strategic Growth Plan will provide an over-arching strategic policy framework for the development plan documents produced by the various authorities that form the Leicester and Leicestershire Housing Market Area. These development plans will each have their own Equality and Human Rights Impact Assessment as part of the process of producing the plans.</p> | | | |
| 3 | Who are the people/ groups (target groups) affected and what is the intended change or outcome for them? | | |
| <p>The Strategic Growth Plan will provide a framework for delivering growth, guiding new developments, and, to overcoming the problems that are experienced by existing communities. On that basis it will affect the whole community and is intended to deliver the right growth, at the right time, in the right locations, creating successful residential and business communities that are well-served by essential infrastructure and services, in a landscape where environmental resources are protected and enhanced.</p> | | | |
| 4 | Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? (Please tick and explain how) | | |
| | | Yes | No |
| Eliminate unlawful discrimination, harassment and victimisation | ✓ | | How? All approved projects, procured activity and partners will comply with equalities and human rights legislation through having appropriate policies and practices in place. |
| Advance equality of opportunity between different groups | ✓ | | The way in which the Strategic Growth Plan is developed, in terms of providing housing, employment and other infrastructure, will support the advancement of equality between different groups. |
| Foster good relations between different groups | ✓ | | The way in which the Strategic Growth Plan is developed, in terms of providing housing, employment and other infrastructure, will support the fostering of good relations between different groups. |

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

The purpose of this section of the assessment is to help decide if a full EHRIA is required. If it has already been identified that a full EHRIA is needed for this policy, either via service planning processes or other means, then please go straight to Section 3 of this document.

Section 2

A: Research and Consultation

| 5 | Have the target groups been consulted about the following? | Yes | No* |
|---|--|-----|-----|
| | a) their current needs and aspirations and what is important to them; | | X |
| | b) any potential impact of this change on them (positive and negative, intended and unintended); | | X |
| | c) potential barriers they may face | | X |
| 6 | If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)? | X | |
| 7 | Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts? | | X |
| 8 | <p>*If you answered 'no' to the question above, please use the space below to outline what consultation you are planning to undertake, or why you do not consider it to be necessary.</p> <p>At this initial stage of the Strategic Growth Plan, research has been undertaken on the demographics of Leicester and Leicestershire to identify trend and gaps in data in order to identify and mitigate any adverse impact upon individuals or community groups based on the protected characteristics.</p> <p>Specific consultation and engagement will be carried out on the Strategic Growth Plan, when it has been endorsed for consultation by the partner authorities. This is expected before the end of 2017. All issues and barriers raised throughout this process will be considered and mitigating action will be taken where reasonable and proportionate.</p> | | |

Section 2

B: Monitoring Impact

| 9 | Are there systems set up to: | Yes | No |
|---|--|-----|----|
| | a) monitor impact (positive and negative, intended and unintended) for different groups; | X | |
| | b) enable open feedback and suggestions from different communities | X | |

Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.

Section 2
C: Potential Impact

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| 10 | Use the table below to specify if any individuals or community groups who identify with any of the protected characteristics may <u>potentially</u> be affected by this policy and describe any positive and negative impacts, including any barriers. | | | |
| | | Yes | No | Comments |
| | Age | X | | <p>At this stage, the Strategic Growth Plan has the potential to impact upon age as barriers may be faced by this community group if effective due consideration is not given in the planning and consultation stages.</p> <p>Specific infrastructure and services will need to be planned effectively to ensure it is appropriate for the age demographic of the community (i.e. specific to older people, young people etc.)</p> |
| | Disability | X | | <p>At this stage, the Strategic Growth Plan has the potential to impact upon disability as barriers may be faced by individuals and community groups with physical disabilities, visual impairments, hearing impairments etc. within this community group if effective due consideration is not given in the planning and consultation stages.</p> |
| | Gender Reassignment | | X | <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of gender reassignment are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> <p>However, as there are no accurate statistics available regarding the profile of the transgender population within Leicestershire or the UK as a whole, the lack of knowledge for this protected characteristic may be a barrier in itself.</p> |
| | Marriage and Civil Partnership | | X | <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of marriage and civil partnership reassignment</p> |

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| | | | <p>are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> |
| | Pregnancy and Maternity | | <p>X</p> <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of pregnancy and maternity are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> |
| | Race | X | <p>At this stage, the Strategic Growth Plan has the potential to impact upon race as barriers may be faced by specific community groups if effective due consideration is not given in the planning and consultation stages.</p> <p>Specific infrastructure and services will need to be planned effectively to ensure they are appropriate for the demographic of the community (i.e. BME Residents; the gypsy and traveller community).</p> |
| | Religion or Belief | X | <p>At this stage, the Strategic Growth Plan has the potential to impact upon religion and belief as barriers may be faced by members of specific religious communities if effective due consideration is not given in the planning and consultation stages.</p> <p>Specific infrastructure and services will need to be planned effectively to ensure they are appropriate for the demographic of the community (i.e. appropriate places of worship to meet the needs of the community).</p> |
| | Sex | | <p>X</p> <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of sex are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> |

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| | Sexual Orientation | | X | <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of sexual orientation are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> <p>However, as there are no accurate statistics available regarding the profile of the Lesbian, Gay and Bisexual (LGB) population within Leicestershire or the UK as a whole, the lack of knowledge for this protected characteristic may be a barrier in itself.</p> |
| 11. | <p>Are the human rights of individuals <u>potentially</u> affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to the policy and how the human rights of individuals are likely to be affected below: [NB. Include positive and negative impacts as well as barriers in benefiting from the above proposal]</p> | | | |
| | Yes | No | Comments | |
| Part 1: The Convention- Rights and Freedoms | | | | |
| | | X | | |
| Article 2: Right to life | | X | | |
| Article 3: Right not to be tortured or treated in an inhuman or degrading way | | X | | |
| Article 4: Right not to be subjected to slavery/ forced labour | | X | | |
| Article 5: Right to liberty and security | | X | | |
| Article 6: Right to a fair trial | X | | <p>This may potentially have an impact upon the human rights of individuals, particularly when considering:</p> <ol style="list-style-type: none"> 1. The right to make representations against decisions affecting people's rights within the planning process. 2. In relation to any enforcement proceeding surrounding planning activity. | |

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| | | | It will therefore be necessary to build in the necessary procedures to any process of awards, appeals or decisions. |
| Article 7: No punishment without law | | X | |
| Article 8: Right to respect for private and family life | X | | This may potentially have an impact upon the human rights of individuals, particularly when considering: <ul style="list-style-type: none"> ▪ Handling environmental issues such as pollution. ▪ Cultural and religious needs of service users- particularly when scheduling consultation activity etc. with service users ▪ Immigration/ asylum issues ▪ Gypsy & traveller rights with the Strategic Growth Plan |
| Article 9: Right to freedom of thought, conscience and religion | X | | This may potentially have an impact upon the human rights of individuals, particularly when considering the timetabling/ scheduling of events for any consultation activity. It will therefore be necessary for awareness to avoid holding events/ timings within the Plan which clash. |
| Article 10: Right to freedom of expression | X | | This may potentially have an impact upon the human rights of individuals, particularly when considering consultation on planning/ housing decisions etc. All individuals must have a right to freedom of expression surrounding the Strategic Growth Plan. |
| Article 11: Right to freedom of assembly and association | | X | |
| Article 12: Right to marry | | X | |
| Article 14: Right not to be discriminated against | X | | This may potentially have an impact upon the human rights of individuals. All individuals must have a right not to be discriminated against throughout the development and implementation of the Strategic Growth Plan. |
| Part 2: The First Protocol | | | |
| Article 1: Protection of property/ peaceful enjoyment | X | | This may potentially have an impact upon the human rights of individuals, when planning decisions are made. Where possible a public authority should try to ensure that policies or decisions do not interfere with peaceful enjoyment of property of possessions. |

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| | Article 2: Right to education | | X | |
| | Article 3: Right to free elections | | X | |

| Section 2 | | | | |
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| D: Decision | | | | |
| 12. | Is there evidence or any other reason to suggest that: | Yes | No | Unknown |
| | a) this policy could have a different affect or adverse impact on any section of the community; | | | X |
| | b) any section of the community may face barriers in benefiting from the proposal | | | X |
| 13. | Based on the answers to the questions above, what is the likely impact of this policy? | | | |
| | No Impact <input type="checkbox"/> | Positive Impact <input type="checkbox"/> | Neutral Impact <input type="checkbox"/> | Negative Impact or Impact Unknown <input checked="" type="checkbox"/> |
| Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required. | | | | |
| 14. | Is an EHRIA report required? | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | |

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

This part of the assessment is to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality and human rights.

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

- 15.** Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you now explored the following and what does this information/data tell you about each of the diverse groups?
- a) current needs and aspirations and what is important to individuals and community groups (including human rights);
 - b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);
 - c) likely barriers that individuals and community groups may face (including human rights)

Research has been undertaken on the demographics of Leicester and Leicestershire to identify trend and gaps in data in order to identify and mitigate any adverse impact upon individuals or community groups based on the protected characteristics.

Utilising the demographic information collected for the Leicester & Leicestershire area, a working group considered this alongside the proposed options to determine areas of inequality or where barriers may occur in certain circumstances (see Appendix A for further details on the diverse groups).

- 16.** Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?

Specific research, data collection or evidence will be carried out on the Strategic Growth Plan when it has been endorsed for consultation by the partner authorities. This is expected before the end of 2017. All issues and barriers raised throughout this process will be considered and mitigating action will be taken where reasonable and proportionate.

When considering who is affected by this proposed policy, it is important to think about consulting with and involving a range of service users, staff or other stakeholders who may be affected as part of the proposal.

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| 17. | Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you further consulted with those affected on the likely impact and <u>what</u> does this consultation tell you about each of the diverse groups? |
| Specific consultation and engagement will be carried out on the Strategic Growth Plan when it has been endorsed for consultation by the partner authorities. This is expected before the end of 2017. All issues and barriers raised throughout this process will be considered and mitigating action will be taken where reasonable and proportionate. | |
| 18. | Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups? |
| It will be important to ensure that wherever new development is focused that potential or actual barriers are given due consideration is given in the planning and consultation stages of local plans. | |

Section 3
B: Recognised Impact

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| 19. | Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any 'protected characteristics' are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face. | |
| | | Comments |
| | Age | <p>The Strategic Growth Plan has the potential to impact negatively upon age in most of the scenarios tested and it will be important to ensure that specific infrastructure and services are planned effectively to ensure they are appropriate for the age demographic of the community (i.e. specific to older people, young people etc.) - this is likely to be an issue for subsequent local plans.</p> <p>Of the options tested, only options 4 and 5 presented a neutral outcome. For option 4, the potential for a 'sense of community' to be developed over time was seen as a positive way to plan for all from the outset.</p> <p>For option 5, a dispersed strategy would provide more affordable housing in rural communities but recognises this is only an advantage if there is access to motorised transport to access higher order services elsewhere.</p> |
| | Disability | The Strategic Growth Plan has the potential to impact positively upon disability in most of the options tested with neutral effects recorded in |

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| | | <p>option 4 and neutral/negative effects in option 5.</p> <p>Depending on the option selected, different spatial options may focus development in areas that favour disabled people by virtue of access to jobs, services and facilities where their needs can be met. It will be important to ensure that wherever new development is focused that barriers may be faced by this community group if effective due consideration is not given in the planning and consultation stages of local plans.</p> |
| | Gender Reassignment | <p>At this stage of the Strategic Growth Plan, the effects upon the protected characteristic of gender reassignment are not considered likely to have an impact.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> <p>However, as there are no accurate statistics available regarding the profile of the transgender population within Leicestershire or the UK as a whole, the lack of knowledge for this protected characteristic may be a barrier in itself.</p> |
| | Marriage and Civil Partnership | <p>At this stage of the Strategic Growth Plan, the effects upon the protected characteristic of marriage and civil partnership are not considered likely to have an impact.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> |
| | Pregnancy and Maternity | <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of pregnancy and maternity are neutral.</p> <p>The assessment identified marginal positive effects for option 1 and option 6 as they seek to concentrate growth in areas that already benefit from higher order services and facilities that is likely to offer greatest support for this group.</p> |
| | Race | <p>The Strategic Growth Plan has the potential to impact upon race as barriers may be faced by specific community groups if effective due consideration is not given to the specific infrastructure and services required to create</p> |

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| | <p>mixed and balanced communities.</p> <p>This is a negative effect for option 4 and 5 although positive effects are recorded in option 1, 3 and 7. It will be necessary to plan effectively in local plans to ensure new developments have appropriate community infrastructure for the demographic of the community (i.e. BME Residents; the gypsy and traveller community).</p> |
| Religion or Belief | <p>The assessment of options presents a mixed outcome for this characteristic. It reflects the reality that areas of higher population are more likely to be able to support a wider range of faith communities and buildings compared to lower populated areas.</p> <p>Specific infrastructure and services will need to be planned effectively to ensure that the needs of faith groups are addressed in local plans.</p> |
| Sex | <p>The assessment records that the impacts upon the protected characteristic of sex for each of the options is neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> |
| Sexual Orientation | <p>The assessment records that the impacts upon the protected characteristic of sexual orientation for each of the options is neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> <p>However, as there are no accurate statistics available regarding the profile of the Lesbian, Gay and Bisexual (LGB) population within Leicestershire or the UK as a whole, the lack of knowledge for this protected characteristic may be a barrier in itself.</p> |
| Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities, community cohesion | <p>The assessment records that the impacts upon the protected characteristic of other groups for each of the options is neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p> |

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| 20. | Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics? | |
| | Comments | |
| | Part 1: The Convention- Rights and Freedoms | |
| | Article 2: Right to life | No Impact |
| | Article 3: Right not to be tortured or treated in an inhuman or degrading way | No Impact |
| | Article 4: Right not to be subjected to slavery/ forced labour | No Impact |
| | Article 5: Right to liberty and security | No Impact |
| | Article 6: Right to a fair trial | Neutral impact - the plan-making process has been carried out in consultation with the public and stakeholders. It will be important to ensure that the subsequent local plans are prepared in a transparent and equitable way and are subject to Examination in Public. |
| | Article 7: No punishment without law | No Impact |
| | Article 8: Right to respect for private and family life | Positive effect - this option may potentially have an impact upon the human rights of individuals, particularly Gypsy & Traveller rights. |
| | Article 9: Right to freedom of thought, conscience and religion | This may potentially have an impact upon the human rights of individuals, particularly when considering the timetabling/ scheduling of events for any consultation activity. It will therefore be necessary for awareness to avoid holding events/ timings within the Plan which clash. |
| | Article 10: Right to freedom of expression | Neutral impact – the plan-making process has been carried out in consultation with the public and stakeholders. It will be important to ensure that the subsequent local plans are prepared in a transparent and equitable way and are subject to Examination in Public. |
| | Article 11: Right to freedom of assembly and association | No Impact |
| | Article 12: Right to marry | No Impact |
| | Article 14: Right not to be discriminated against | This may potentially have an impact upon the human rights of individuals. All individuals must have a right not to be discriminated against throughout the development and implementation of the Strategic Growth Plan. |
| | Part 2: The First Protocol | |

| | | |
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| | Article 1: Protection of property/ peaceful enjoyment | This may potentially have an impact upon the human rights of individuals when planning decisions are made. New development may require the use of compulsory purchase powers. Where possible a public authority should try to ensure that policies or decisions do not interfere with peaceful enjoyment of property of possessions. |
| | Article 2: Right to education | No Impact |
| | Article 3: Right to free elections | No Impact |
| Section 3 C: Mitigating and Assessing the Impact | | |
| Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy. | | |
| 21. | If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. | |
| <p>A) The Strategic Growth Plan has the potential to impact negatively upon age in most of the scenarios tested and it will be important to ensure that specific infrastructure and services are planned effectively to ensure they are appropriate for the age demographic of the community (i.e. specific to older people, young people etc.) this is likely to be an issue for subsequent local plans.</p> <p>B) The Strategic Growth Plan has the potential to impact upon race as barriers may be faced by specific community groups if effective due consideration is not given to the specific infrastructure and services required to create mixed and balanced communities. This is a negative effect for option 4 and 5 although positive effects are recorded in option 1, 3 and 7. It will be necessary to plan effectively in local plans to ensure new developments have appropriate community infrastructure for the demographic of the community (i.e. BME Residents; the gypsy and traveller community).</p> <p>C) The assessment of options presents a mixed outcome for religion and belief. It reflects the reality that areas of higher population are more likely to be able to support a wider range of faith communities and buildings compared to lower populated areas. Specific infrastructure and services will need to be planned effectively to ensure that the needs of faith groups are addressed in local plans.</p> | | |
| <p>N.B.</p> <p>i) If you have identified adverse impact or discrimination that is <u>illegal</u>, you are required to take action to remedy this immediately.</p> <p>ii) If you have identified adverse impact or discrimination that is <u>justifiable</u> or <u>legitimate</u>, you will need to consider what actions can be taken to mitigate its effect on those groups of people.</p> | | |
| 22. | Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact | |

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| | <p>or discrimination.</p> <ul style="list-style-type: none"> a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why |
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As described in section 21 above.

Section 3
D: Making a decision

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| 23. | Summarise your findings and give an overview as to whether the policy will meet all responsibilities in relation to equality, diversity, community cohesion and human rights. |
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It is the opinion that the Strategic Growth Plan will comply with equality, diversity and human rights responsibilities. Where potential barriers are identified at this stage, it is recognised that it will be necessary to plan effectively in local plans to ensure new developments have appropriate community infrastructure for the demographics of the community.

We will continue to undertake analysis and monitoring to ensure discrimination and adverse impact does not occur.

Section 3
E: Monitoring, evaluation & review of your policy

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| 24. | Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact? |
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The findings of this EHRIA will be reviewed by the Strategic Planning Group when considering the proposals to take forward and endorse. It is expected that all recommendations made by this Board will be addressed in relevant local plans and monitored by the relevant local authority, as appropriate.

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| 25. | How will the recommendations of this assessment be built into wider planning and review processes? <i>e.g. policy reviews, annual plans and use of performance management systems</i> |
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All recommendations made by this Board will be addressed in relevant local plans and monitored by the relevant local authority, as appropriate.

**Section 3:
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

| Action | Officer Responsible | By when |
|--|--|-----------------|
| EHRIA to be considered by the Strategic Planning Group when determining the preferred options proposal and in further consultation. | Strategic Planning Group. | November 2017. |
| EHRIA to be reviewed by the Project Group in light of responses arising from consultation on the draft plan and submitted to the Strategic Planning Group for consideration when determining the final version of the Strategic Growth Plan. | Project Group | Spring 2018 |
| Recommendations made within the assessment by the Strategic Planning Group to be addressed in relevant local plans. | Planning leads in all Local Authorities. | As appropriate. |
| All equalities impact to be monitored by the relevant local authority, as appropriate. | Planning leads in all Local Authorities. | As appropriate. |

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is also signed off by the project sponsor.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on the Councils' website.

Section 4

A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening

Equality and Human Rights Assessment Report

1st Authorised Signature (EHRIA Lead Officer): *Richard Bennett* Date:

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2nd Authorised Signature (Project Sponsor): *Eileen Mallon*

Date:

Appendix A – Appraisal Matrix

|  | Potential differential Negative effect |  | Potential differential positive effect | ○ | There is no relationship or no significant relationship between the policy and the protected characteristic | | | | |
|---|---|--|--|--|---|--|-----|--------------------|---------------|
| Strategic Growth Plan - Equalities Impact Assessment Summary | | | | | | | | | |
| Option | Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
| 1. Emphasise growth in and immediately around the built framework of Leicester, with growth elsewhere constrained |  |  | ○ | ○/  |  |  | ○ | ○ | ○ |
| 2. Emphasise development in and immediately around the five market towns, with growth elsewhere constrained |  |  | ○ | ○ | ○ | ○/  | ○ | ○ | ○ |
| 3. Emphasise development in the vicinity of known economic growth areas and associated infrastructure investment, with growth elsewhere constrained |  |  | ○ | ○ |  | ○/  | ○ | ○ | ○ |
| 4. Emphasise growth within new and expanded settlements, with constraints on growth in other key settlements and the urban area of Leicester | ○ | ○ | ○ | ○ |  |  | ○ | ○ | ○ |
| 5. Dispersed growth | ○ | ○/  | ○ | ○ |  |  | ○ | ○ | ○ |
| 6. Continuation of established trends |  |  | ○ | ○/  | ○ | ○/  | ○ | ○ | ○ |
| 7. preferred strategy (text tbc) |  |  | ○ | ○ |  | ○/  | ○ | ○ | ○ |

| | | | | | |
|---|--|---|--|---|---|
|  | Potential differential Negative effect |  | Potential differential positive effect | ○ | There is no relationship or no significant relationship between the policy and the protected characteristic |
|---|--|---|--|---|---|

Strategic Growth Plan Equality & Human Rights Impact Assessment

1) Emphasise development in and immediately around the built framework of Leicester, with growth elsewhere constrained.

This alternative would involve a focus on the options of urban intensification and urban concentration; it would require the provision of housing on underused sites, but also on some sites currently in employment use and other sites that are undeveloped, including open spaces within the urban area. There should be an assumption that the density of development will increase, both within but also adjacent to the built framework of the city. The option would look to expand existing Sustainable Urban Extensions (SUEs) and/or to introduce new SUEs on the edge of the built area.

The housing growth to be dispersed elsewhere would be numerically less than that planned for over the period 2011-2031. The amount of housing growth at the market towns, at other key settlements and in the rural area would be constrained. The option of providing a new settlement would not be pursued. However, the emphasis on housing in and around Leicester would make it necessary to accommodate a greater proportion of employment growth in other locations, with the potential for job growth most likely to arise in the market towns or on new or expanded freestanding employment sites.

Broad assumptions:

-) At least 20% of homes provided within the urban area of Leicester
-) At least 40% of homes provided on the periphery of Leicester
-) Up to 20% of homes provided in/adjacent to the 5 main market towns
-) Up to 20% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|---|---|---------------------|-----------------------|---|------------------|-----|--------------------|---------------|
|  |  | ○ | ○/↑ |  | ○↑ | ○ | ○ | ○ |

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|---|---|------------------|---|--|--|------------------|------------------|--|
| <p>The strategy will reduce the supply of housing in rural communities and as a consequence may raise house prices, possibly disadvantaging young people from accessing the housing market in their communities of birth.</p> <p>An increase in population focused towards urban areas will provide greater access to new homes close to services and facilities which will benefit all age groups.</p> <p>The needs of all age groups should be taken into account to ensure they are met. For example, there is a potential impact relating to age and the type of housing required; however, it is</p> | <p>Urban concentration provides for greater opportunity of access for future residents to main services and facilities. Much will depend on the type of housing provided through local plans.</p> | <p>No impact</p> | <p>Access to services and facilities and support networks is likely to be improved on the periphery of the city although the level of growth expected in market towns and other settlements is not likely to substantially increase and the impact is therefore likely to be neutral in this respect.</p> | <p>It is acknowledged that the city has a high population of ethnic minorities and there is a recognised conveyor of families out to the suburbs. This option provides further opportunity for people living in the city to move out to the suburbs/edge of Leicester.</p> | <p>Urban areas will have a wider range of faith communities and related buildings / facilities compared to elsewhere, Placing housing within proximity to these is likely to have a positive impact due to ease of access.</p> | <p>No Impact</p> | <p>No Impact</p> | |
|---|---|------------------|---|--|--|------------------|------------------|--|

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|---|--|--|--|--|--|--|--|--|
| acknowledged this will be assessed through local plans | | | | | | | | |
|---|--|--|--|--|--|--|--|--|

* Rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities, community cohesion

Strategic Growth Plan Equality & Human Rights Impact Assessment

2) Emphasise development in and immediately around the market towns of Coalville, Hinckley, Loughborough, Market Harborough and Melton Mowbray, with growth elsewhere constrained.

This alternative would involve a focus on the option of concentration on key settlements, namely the established market town settlements. The availability of redevelopment sites within these towns is very unlikely to meet the level of growth required, although delivery on any sites identified should be assumed at an increased density (an element of urban intensification). The assumption must be that most development would be delivered via a number of SUEs around the market towns.

The housing growth within Leicester itself would proceed at a level beneath that currently identified as representing the likely development capacity. Housing growth beyond the built-up area of the city and in the rural areas would be limited. The option of providing a new settlement would not be pursued. Under this alternative there would be scope to emphasise the employment-generating potential of Leicester, with the growth in jobs being significantly greater than that possible under alternative 1. The potential for job growth on new or expanded freestanding employment sites would remain.

Broad assumptions:

-) Up to 10% of homes provided within the urban area of Leicester
-) Up to 15% of homes provided on the periphery of Leicester
-) At least 60% of homes provided in/adjacent to the 5 main market towns
-) Up to 15% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|--|---|---------------------|--|--|---|-----------|--------------------|---------------|
| ↓ | ↑ | ○ | ○ | ○ | ○/↓ | ○ | ○ | ○ |
| The strategy will increase the supply of housing in market towns and as a consequence it | Concentrating growth in market towns provides for greater opportunity of access for future residents to | No impact | This option will provide greater opportunity to improve services and | It is acknowledged that the city has a high population of ethnic minorities and there is a | The faith communities in market towns are likely to be less well represented than the city, which may | No Impact | No Impact | Neutral |

| | | | | | | | | |
|---|--|--|---|---|---|--|--|--|
| <p>may raise house prices in the city and in rural areas possibly disadvantaging young people from accessing the housing market in these communities.</p> <p>An increase in population focused towards market towns will provide greater access to new homes close to services and facilities which will benefit all age groups.</p> <p>The needs of all age groups should be taken into account to ensure they are met. For example, there is a potential impact relating to age and the type of housing required; however, it is acknowledged this will be assessed through local plans</p> | <p>services and facilities. However, access to main services such as hospitals is diminished. Much will depend on the type of housing provided through local plans</p> | | <p>facilities and support networks in market towns although the level of access in rural areas are unlikely to gain such a positive impact. The impact on the city is likely to remain neutral.</p> | <p>recognised conveyor of families out to the suburbs. This option may limit the choice of people to relocate to these and adjoining areas of Leicester and instead directs them to market towns, potentially affecting support networks of communities and families.</p> | <p>impact on the ability for people to access specific places of worship.</p> | | | |
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| <p>A particular focus will be required on ensuring an appropriate range of services and facilities are planned for through local plans to support the growth in market towns.</p> | | | | | | | | |
|---|--|--|--|--|--|--|--|--|

* Rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities, community cohesion

Strategic Growth Plan Equality & Human Rights Impact Assessment

3) Emphasise development in the vicinity of known economic growth areas and associated infrastructure investment, with growth elsewhere constrained.

This alternative would involve a focus on the option of employment-led growth, linked to the option of growth corridors where there are employment areas that are well served by public transport. The acknowledged major economic generators include East Midlands Airport, the wider East Midlands Enterprise Gateway, Loughborough Science and Enterprise Park, Charnwood Bio Medical Campus, Leicester Science Park, Leicester city centre, and the MIRA Horiba Enterprise Zone. Magna Park is an additional generator and may become more so assuming known plans for its expansion are realised prior to 2031. Given these growth locations, this alternative may include the option of providing one or more new settlements or the option of pursuing a growth corridor associated with major infrastructure investment.

The housing growth within Leicester should be assumed to proceed at the level currently identified as representing the likely development capacity. This would enable continued job growth within the city area. With the exceptions of Loughborough and Hinckley, both housing and job growth at the market towns would be constrained. Conversely, there could be significant housing growth at other key settlements that are closely associated with an economic growth point or in locations within a planned infrastructure investment corridor.

Broad assumptions:

-) At least 10% of homes provided within the urban area of Leicester
-) At least 30% of homes provided on the periphery of Leicester
-) At least 30% of homes provided in/adjacent to Hinckley, Coalville and Loughborough
-) Up to 15% of homes provided in/adjacent to Market Harborough and Melton Mowbray
-) Up to 15% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|-----|------------|---------------------|-----------------------|------|------------------|-----|--------------------|---------------|
| ↓ | ↑ | ○ | ○ | ○/↑ | ○/↑ | ○ | ○ | ○ |

| | | | | | | | | |
|---|---|------------------|--|--|---|------------------|------------------|----------------|
| <p>The strategy favours those of working age in linking new homes to areas of employment growth. There is a possibility that the needs of older people and their choices of location will be limited.</p> <p>There is potential for impact relating to age and the type of housing required; its acknowledged this will be assessed through local plans</p> | <p>Concentrating growth in employment areas provides the best opportunity to live close to jobs, which will provide additional advantage for some people. However, it is recognised the strategy works against a minority of those with a disability who cannot work or whose ability to work is limited.</p> <p>Much will depend on the type of housing provided through local plans</p> | <p>No impact</p> | <p>This option will provide greater opportunity to improve services and facilities and support networks in identified areas of growth although the level of access in rural areas are unlikely to gain such a positive impact. The impact on the city, Market Harborough and Melton is likely to remain neutral.</p> | <p>It is acknowledged that the city has a high population of ethnic minorities and there is a recognised conveyor of families out to the suburbs. This option provides further opportunity for people living in the city to move out to the suburbs/edge of Leicester.</p> | <p>This option presents an opportunity to realise reasonable access to faith community and related facilities to a wider sector of the population and enabling greater access to the support networks within those communities.</p> | <p>No Impact</p> | <p>No Impact</p> | <p>Neutral</p> |
|---|---|------------------|--|--|---|------------------|------------------|----------------|

* Rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities, community cohesion

Strategic Growth Plan Equality & Human Rights Impact Assessment

4) Emphasise the option of growth being accommodated via new and expanded settlements, with constraints on growth in other key settlements and the urban area of Leicester.

This alternative would involve a focus on the option of delivering growth via the significant expansion of existing smaller scale settlements or the creation of entirely new settlements. For the purpose of assessing this alternative it should be assumed that four new or expanded settlements are to be brought forward, one each in the areas generally to the north, south, east and west of the City of Leicester. Each new settlement would make provision for job growth.

The housing growth within Leicester should be assumed to proceed at or below the level currently identified as representing the likely development capacity. This would enable continued job growth within the city area. Housing and job growth at the market towns and elsewhere across the rural areas would be more constrained.

Broad assumptions:

-) At least 50% of homes provided in new/expanded settlements
-) Up to 10% of homes provided within the urban area of Leicester
-) Up to 15% of homes provided on the periphery of Leicester
-) Up to 15% of homes provided in/adjacent to the 5 main market towns
- Up to 10% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|--|---|---------------------|--|--|--|-----------|--------------------|---------------|
| ○ | ○ | ○ | ○ | ↓ | ↓ | ○ | ○ | ○ |
| The impact of the strategy on this factor is dependent on the location and size of the new | The impact of the strategy on this factor is dependent on the location and size of the new settlements. There | No impact | The impact of the strategy on this factor is dependent on the location and size of the | It is acknowledged that the city has a high population of ethnic minorities and there is a | access to places of worship may be reduced particularly in the early stages of developing the new communities. This is | No Impact | No Impact | Neutral |

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| <p>settlements. There is potential to cater for all age groups in a sustainably planned scheme; however, communities grow over time and there is a risk that the new settlements don't fulfil their full potential for some years leaving some groups disadvantaged. The more limited growth in the city under this option could also affect access to major services.</p> | <p>is potential to cater for disabled people in a sustainably planned scheme; however, communities grow over time and there is a risk that the new settlements don't fulfil their full potential for some years leaving some groups disadvantaged. The more limited growth in the city under this option could also affect access to major services.</p> <p>Much will depend on the type of housing provided through local plans</p> | | <p>new settlements. There is potential for sustainably planned schemes to incorporate health services; however, communities grow over time and there is a risk that the new settlements don't fulfil their full potential for some years leaving some groups disadvantage. The more limited growth in the city under this option could also affect access to major services.</p> | <p>recognised conveyor of families out to the suburbs. This option limits the opportunity for people living in the city to move out to the suburbs/edge of Leicester. New settlements provide an opportunity to cater for people's needs irrespective of background in a sustainably planned scheme; however, communities grow over time and there is a risk that the new settlements don't fulfil their full potential for some years leaving some groups disadvantaged.</p> | <p>an issue that should be addressed in local plans.</p> | | | |
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Strategic Growth Plan Equality & Human Rights Impact Assessment

5) Dispersed growth

This alternative would involve a much less focused pattern of growth, involving in particular a higher proportion of development in the smaller settlements. A higher proportion of new homes would be provided on medium and small scale sites and many of the smaller settlements would be likely to grow at a rate in excess of that experienced historically. There would be less likelihood that new homes and job opportunities would be created via mixed-use developments. A lower proportion of development is likely to be delivered on previously used land.

Broad assumptions:

-) Up to 10% of homes provided within the urban area of Leicester
-) Up to 20% of homes provided on the periphery of Leicester
-) Up to 30% of homes provided in/adjacent to the 5 main market towns
-) Up to 40% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|---|---|---------------------|--|--|--|-----------|--------------------|---------------|
| ○ | ○/↓ | ○ | ○ | ↓ | ↓ | ○ | ○ | ○ |
| The strategy will increase the supply of housing in rural communities and as a consequence it will give opportunity of access to the housing market in these communities. | There is potential for some disabled people to become isolated as a consequence of this option. Access to personal transport or suitable public transport services will be important. | No impact | The impact on this factor is dependent on the scale of distribution to smaller settlements and the range of support networks already in place. | It is acknowledged that the city has a high population of ethnic minorities and there is a recognised conveyor of families out to the suburbs. This option limits the opportunity for people living in | The dispersal of development would limit access to existing faith buildings and the support of existing faith communities. | No Impact | No Impact | Neutral |

| | | | | | | | | |
|--|---|--|---|---|--|--|--|--|
| <p>However, this is only an advantage if you are working or have access to personal transport.</p> <p>There is potential for impact relating to age and the type of housing required; its acknowledged this will be assessed through local plans</p> | <p>Much will depend on the type and location of housing provided through local plans.</p> | | <p>The limited growth in the city under this option could also affect access to major services.</p> | <p>the city to move out to the suburbs/edge of Leicester. Smaller settlements grow over time and there is a risk that the new additions to settlements don't meet the needs of a diverse community leaving some groups disadvantaged.</p> | | | | |
|--|---|--|---|---|--|--|--|--|

* Rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities, community cohesion

Strategic Growth Plan Equality & Human Rights Impact Assessment

6) Continuation of established trends

This alternative would involve a focus on the options of sustainable urban extensions (to both the main urban area of Leicester and the market towns), potentially with elements of urban intensification and more widely dispersed growth. It generally reflects the approach promoted by the RSS but subsequently influenced by speculative development proposals coming through the development management process. Housing growth within Leicester should be assumed to proceed at the level currently identified as representing the likely development capacity, enabling continued job growth within the city. Housing growth would be accommodated in and adjacent to the established market towns, through limited urban intensification but more predominantly through SUEs. A larger proportion of the housing growth would be accommodated within and around other key rural settlements and there would be some expansion on the periphery of the city. Job growth would also be more dispersed, although the likelihood of ongoing growth at and around the acknowledged major economic generators should be assumed.

Broad assumptions:

-) Up to 25% of homes provided within the urban area of Leicester
-) Up to 25% of homes provided on the periphery of Leicester
-) Up to 30% of homes provided in/adjacent to the 5 main market towns
- Up to 20% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|--|---|---------------------|--|---|--|-----------|--------------------|---------------|
| ↓ | ↑ | ○ | ○/↑ | ○ | ○/↑ | ○ | ○ | ○ |
| The strategy will reduce the supply of housing in rural communities and as a consequence it will raise house prices possibly | This option provides for greater opportunity of access for future residents to main services and facilities. Much will depend on the type | No impact | Access to services and facilities and support networks is likely to be improved on the periphery | It is acknowledged that the city has a high population of ethnic minorities and there is a recognised conveyor of | Urban areas will have a wider range of faith communities and related buildings / facilities compared to elsewhere. Placing much of the housing within proximity to | No Impact | No Impact | |

| | | | | | | | | |
|---|--|--|--|--|---|--|--|--|
| <p>disadvantaging young people from accessing the housing market in these communities</p> <p>An increase in population focused towards urban areas will provide greater access to new homes close to services and facilities which will benefit all age groups but this approach needs to take account of the needs of all age groups to ensure needs are met</p> <p>There is potential for impact relating to age and the type of housing required; its acknowledged this will be assessed through local plans</p> | <p>of housing provided through local plans</p> | | <p>of the city and market towns although the level of growth expected in smaller settlements is not likely to substantially increase and the impact is therefore likely to be neutral in this respect.</p> | <p>families out to the suburbs. This option provides some opportunity for people living in the city to move out to the suburbs/edge of Leicester though there is a majority of development focussed beyond the urban area.</p> | <p>these is likely to have a positive impact due to access.</p> | | | |
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Strategic Growth Plan Equality & Human Rights Impact Assessment

7) Preferred Strategy

Emphasise development in three strategic growth areas (each associated with planned employment growth and infrastructure investment) and at the key centres of Lutterworth and Melton Mowbray; managed growth in the City of Leicester and at Coalville, Loughborough and Market Harborough; growth in other locations restricted to that justified to meet local need.

This alternative would involve a combination of the following growth options:

-) Urban intensification
-) Sustainable Urban Extensions
-) Concentration on key settlements
-) Growth 'corridors'
-) Employment-led growth

It would require the provision of housing, potentially at increased density, on underused land, land currently in other uses and some undeveloped land within the urban area. The option would require Sustainable Urban Extensions (SUEs) and/or new freestanding settlements within the growth corridor fringing the existing southern and eastern edges of the main urban area and within the 'gateway' growth areas. It would also require SUEs at Lutterworth and Melton Mowbray.

The housing growth elsewhere would be less extensive than that planned for over the period 2011-2031. The amount of housing growth at the other market towns, at other key settlements and in the rural area would be carefully managed. The distribution of housing growth in and around Leicester and at the 'gateway' locations would be accompanied by employment growth in all these locations.

Broad assumptions:

-) Around 15% of homes provided within the main urban area including Leicester
-) At least 30% of homes provided in the growth corridor on the periphery of Leicester
-) Around 30% of homes provided within the 'gateway' growth areas
-) At least 5% of homes provided at the key centres of Lutterworth and Melton Mowbray
-) Up to 10% of homes provided in/adjacent to the other main market towns
-) Up to 10% of homes provided in smaller settlements

| Age | Disability | Gender Reassignment | Pregnancy & Maternity | Race | Religion/ Belief | Sex | Sexual Orientation | Other groups* |
|--|---|---------------------|--|--|---|-----------|--------------------|---------------|
| ↓ | ↑ | ○ | ○ | ↑ | ○/↑ | ○ | ○ | ○ |
| <p>The strategy favours those of working age in linking new homes to areas of employment growth. Possibility that the needs of older people and their choices of location will be limited.</p> <p>There is potential for impact relating to age and the type of housing required; its acknowledged this will be assessed through local plans</p> | <p>Concentrating growth in employment areas provides the best opportunity to live close to jobs, which will provide additional advantage for some people. However, it is recognised the strategy works against a minority of those with a disability who cannot work or whose ability to work is limited.</p> <p>Much will depend on the type of housing provided through local plans</p> | No impact | <p>This option will provide greater opportunity to improve services and facilities and support networks in identified areas of growth although the level of access in rural areas are unlikely to gain such a positive impact. The impact on the city, Loughborough and Market Harborough is likely to remain neutral.</p> | <p>It is acknowledged that the city has a high population of ethnic minorities and there is a recognised conveyor of families out to the suburbs. This option provides further opportunity for people living in the city to move out to the suburbs/edge of Leicester.</p> | <p>This option presents an opportunity to realise reasonable access to faith community and related facilities to a wider sector of the population and enabling greater access to the support networks within those communities.</p> | No Impact | No Impact | Neutral |

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|--|--|
| Article 2: Right to life | No impact |
| Article 3: Prohibition of torture | No impact |
| Article 4: Prohibition of slavery and forced labour | No impact |
| Article 5: Right to liberty and security | No impact |
| Article 6: Right to a fair trial | Neutral impact – the plan-making process has been carried out in consultation with the public and stakeholders. It will be important to ensure that the subsequent local plans are prepared in a transparent and equitable way and are subject to Examination in Public. |
| Article 7: No punishment without law | No Impact |
| Article 8: Right to respect for private and family life | Positive effect - this option may potentially have an impact upon the human rights of individuals, particularly Gypsy & Traveller rights. |
| Article 9: Freedom of thought, conscience and religion | No Impact |
| Article 10: Freedom of expression | Neutral impact – the plan-making process has been carried out in consultation with the public and stakeholders. It will be important to ensure that the subsequent local plans are prepared in a transparent and equitable way and are subject to Examination in Public. |
| Article 11: Freedom of assembly and association | No Impact |
| Article 12: Right to marry | No Impact |

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|---|---|
| Article 14: Prohibition of discrimination | No Impact |
| Part 2; Article 1: Protection of property | Negative – new development may require the use of compulsory purchase powers. |
| Part 2; Article 2: Right to education | No Impact |
| Part 2; Article 3: Right to free elections | No Impact |
| Comment/ how differential impact has been addressed in Strategic Growth Plan | TBC |