



**Strategic  
Growth  
Plan**

*Leicester &  
Leicestershire*

**Equalities and  
Human Rights Impact  
Assessment**

*August 2016*

**STRATEGIC GROWTH PLAN**

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

**June 2016**

<b>Key Details</b>	
<b>Name of policy being assessed:</b>	Leicester and Leicestershire Strategic Growth Plan
<b>Date:</b>	June 2016
<b>Lead Officer:</b>	Head of Planning and Regeneration (Charnwood Borough Council)
<b>Team Members:</b>	Principal Planning Officer (Charnwood Borough Council)  Senior Planning Officer (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 authorities 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 they 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
- Duty to make reasonable adjustments

Additionally, all partner authorities 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 first stage of the Equality and Human Rights Impact Assessment conducted and assessment of equalities and human right implications will continue to 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, what steps have been taken to address any differential impacts upon each of the protected 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.

<p><b>1</b></p>	<p><b>What is new or changed in this policy? <i>What has changed and why?</i></b></p>			
<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>				
<p><b>2</b></p>	<p><b>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></b></p>			
<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>				
<p><b>3</b></p>	<p><b>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</b></p>			
<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>				
<p><b>4</b></p>	<p>Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? <b>(Please tick and explain how)</b></p>			
		<p><b>Yes</b></p>	<p><b>No</b></p>	<p><b>How?</b></p>
<p>Eliminate unlawful discrimination, harassment and victimisation</p>	<p>✓</p>	<p></p>	<p>All approved projects, procured activity and partners will comply with equalities and human rights legislation through having appropriate policies and practices in place.</p>	
<p>Advance equality of opportunity between different groups</p>	<p>✓</p>	<p></p>	<p>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.</p>	
<p>Foster good relations between different groups</p>	<p>✓</p>	<p></p>	<p>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</p>	

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	*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.		
	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.		
	Specific consultation and engagement will be carried out on the Strategic Growth Plan, when appropriate and meaningful to the development and implementation of the Plan. All issues and barriers raised throughout this process will be considered and mitigating action will be taken where reasonable and proportionate.		

### 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**

<b>10</b>	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.			
		<b>Yes</b>	<b>No</b>	<b>Comments</b>
	<b>Age</b>	<b>X</b>		<p>At this stage, the Strategic Growth Plan has the potential to impact upon age, 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>
	<b>Disability</b>	<b>X</b>		<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. as barriers may be faced by this community group if effective due consideration is not given in the planning and consultation stages.</p>
	<b>Gender Reassignment</b>		<b>X</b>	<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>

	<b>Marriage and Civil Partnership</b>		<p><b>X</b></p> <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of marriage and civil partnership reassignment are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p>
	<b>Pregnancy and Maternity</b>		<p><b>X</b></p> <p>At this stage of the Strategic Growth Plan, the likely impacts upon the protected characteristic of pregnancy &amp; maternity are neutral.</p> <p>It is predicted that potential barriers are unlikely to be faced by this protected characteristic.</p>
	<b>Race</b>	<b>X</b>	<p>At this stage, the Strategic Growth Plan has the potential to impact upon race as barriers may be faced by specific 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 demographic of the community (i.e. BME Residents; the gypsy and traveller community).</p>
	<b>Religion or Belief</b>	<b>X</b>	<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 it is appropriate for the demographic of the community (i.e. appropriate places of worship to meet the needs of the community).</p>
	<b>Sex</b>		<p><b>X</b></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</p>

			are unlikely to be faced by this protected characteristic.
	<b>Sexual Orientation</b>	<b>X</b>	<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.** Are the human rights of individuals potentially affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? **(Please tick)**

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]

	Yes	No	Comments
<b>Part 1: The Convention- Rights and Freedoms</b>			
<b>Article 2: Right to life</b>		<b>X</b>	
<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>		<b>X</b>	
<b>Article 4: Right not to be subjected to slavery/ forced labour</b>		<b>X</b>	
<b>Article 5: Right to liberty and security</b>		<b>X</b>	
<b>Article 6: Right to a fair trial</b>	<b>X</b>		<p>This may potentially have an impact upon the human rights of individuals, particularly when considering:</p> <ol style="list-style-type: none"> <li>1. The right to make representations against decisions affecting people's rights within the planning process.</li> <li>2. In relation to any enforcement</li> </ol>

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

				should try to ensure that policies or decisions do not interfere with peaceful enjoyment of property of possessions.
	<b>Article 2: Right to education</b>		<b>X</b>	
	<b>Article 3: Right to free elections</b>		<b>X</b>	

<b>Section 2</b>				
<b>D: Decision</b>				
<b>12.</b>	Is there evidence or any other reason to suggest that:	<b>Yes</b>	<b>No</b>	<b>Unknown</b>
	a) this policy could have a different affect or adverse impact on any section of the community;			<b>X</b>
	b) any section of the community may face barriers in benefiting from the proposal			<b>X</b>
<b>13.</b>	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"/>
<b>Note: If the decision is 'Negative Impact' or 'Impact Not Known' an EHRIA Report is required.</b>				
<b>14.</b>	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.

- |            |   |
|------------|---|
| <b>15.</b> | <p>Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you now explored the following and <u>what</u> does this information/data tell you about each of the diverse groups?</p> <ul style="list-style-type: none"> <li>a) current needs and aspirations and what is important to individuals and community groups (including human rights);</li> <li>b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);</li> <li>c) likely barriers that individuals and community groups may face (including human rights)</li> </ul> |
|------------|---|

- |            |   |
|------------|---|
| <b>16.</b> | <p>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?</p> |
|------------|---|

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.	
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?
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?

<b>Section 3</b>	
<b>B: Recognised Impact</b>	
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.
	<b>Comments</b>
<b>Age</b>	

	<b>Disability</b>	
	<b>Gender Reassignment</b>	
	<b>Marriage and Civil Partnership</b>	
	<b>Pregnancy and Maternity</b>	
	<b>Race</b>	
	<b>Religion or Belief</b>	
	<b>Sex</b>	
	<b>Sexual Orientation</b>	
	<b>Other groups</b> e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	
	<b>Community Cohesion</b>	

<b>20.</b>	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?	
		<b>Comments</b>
	<b>Part 1: The Convention- Rights and Freedoms</b>	
	<b>Article 2: Right to life</b>	

	<b>Article 3: Right not to be tortured or treated in an inhuman or degrading way</b>	
	<b>Article 4: Right not to be subjected to slavery/ forced labour</b>	
	<b>Article 5: Right to liberty and security</b>	
	<b>Article 6: Right to a fair trial</b>	
	<b>Article 7: No punishment without law</b>	
	<b>Article 8: Right to respect for private and family life</b>	
	<b>Article 9: Right to freedom of thought, conscience and religion</b>	
	<b>Article 10: Right to freedom of expression</b>	
	<b>Article 11: Right to freedom of assembly and association</b>	
	<b>Article 12: Right to marry</b>	
	<b>Article 14: Right not to be discriminated against</b>	
	<b>Part 2: The First Protocol</b>	
	<b>Article 1: Protection of property/ peaceful enjoyment</b>	
	<b>Article 2: Right to education</b>	
	<b>Article 3: Right to free elections</b>	
<b>Section 3</b>		
<b>C: Mitigating and Assessing the Impact</b>		
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.		
<b>21.</b>	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.	

N.B.

i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

**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 or discrimination.

- 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

### Section 3

#### D: Making a decision

**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.

**E: Monitoring, evaluation & review of your policy**

<p><b>24.</b></p>	<p>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?</p>
<p><b>25.</b></p>	<p>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></p>

**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.

Equality Objective	Action	Target	Officer Responsible	By when

## 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**

1<sup>st</sup> Authorised Signature (EHRIA Lead Officer): .....

Date: .....

2<sup>nd</sup> Authorised Signature (Project Sponsor):

.....

Date: .....

## **Leicester and Leicestershire Strategic Growth Plan Equalities Impact Assessment – Baseline Evidence**

### **Appendix to EHRIA Report**

#### **About the people of Leicester & Leicestershire**

##### The population of Leicester & Leicestershire

The estimated resident population of Leicester is 329,839 and Leicestershire is 681,600<sup>1</sup>. The population can be broken down by equality group to provide us with a better understanding of the people within our communities.

##### **Age**

The age of our population is important when planning services so we can meet the needs of our community.

##### ***Leicester***

21% of the population of Leicester are children (0-15 years) 67.7% of the population are working age (16-64 years) and 11.3% of the population are older people (65+ years).

##### ***Leicestershire***

17.8% of the population of Leicestershire are children (0-15 years) 62.7% of the population are working age (16-64 years) and 19.5% of the population are older people (65+ years)<sup>2</sup>.

The population of Leicestershire is growing, and it is predicted to reach 753,100 people by 2037, an increase of over 96,000 from 2012<sup>3</sup>.

However, the population is not growing uniformly for all age groups. We have an ageing population which will have implications for service provision.

Between 2012 and 2037, the total population is predicted to grow by 15%.

- The population growth in people aged 85 years and over is predicted to be nearly 190%, from 15,900 to 45,600 people.
- The population aged 65-84 is predicted to grow by 56%, from 106,000 to 164,900 people.
- The younger population, aged 0-24 years, is predicted to grow by 7% from 194,800 to 208,800 people.
- However, the adult population aged 25-64 years is predicted to reduce by 2% from 339,900 people to 333,900 people<sup>4</sup>.

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<sup>1</sup> Mid-2012 population estimates, Office for National Statistics

<sup>2</sup> Mid-2014 population estimates, Office for National Statistics

<sup>3</sup> 2012-based subnational population projections (2014), Office for National Statistics Population Projections Unit

<sup>4</sup> 2012-based subnational population projections (2014), Office for National Statistics Population Projections Unit

## **Disability**

### ***Leicester***

17.4% of the population of Leicester self-report a long term illness or disability which limits their day to day activities. Given the projected ageing population, it is reasonable to assume this could significantly increase in the coming years.

Nationally, it is estimated that one in four people will experience a mental health problem each year. In Leicester this would equate to 82,460 out of 329,839 residents. Mental health issues can either be short or long term, the most common being mixed anxiety and depression.

### ***Leicestershire***

16.2% of the population of Leicestershire self-report a long term illness or disability which limits their day to day activities<sup>5</sup>. Given the projected ageing population, it is reasonable to assume this could significantly increase in the coming years.

Nationally, it is estimated that one in four people will experience a mental health problem each year<sup>6</sup>. In Leicestershire this would equate to 170,400 out of 681,600 residents. Mental health issues can either be short or long term, the most common being mixed anxiety and depression<sup>7</sup>.

There are currently 3,524 people who are registered blind or partially sighted residing in Leicestershire and of these 1,956 are aged 80+. 934 people have dual sight and hearing loss<sup>8</sup>. It is estimated that there are more people with a sight and hearing loss within Leicestershire who have not yet registered.

During 2014/15 there were 1,225 people aged 18-64 with a learning disability who received a service. Of these, 888 (72%) were community based services such as day services or home care and 337 (28%) were permanent care placements in residential or nursing homes<sup>9</sup>.

The number of people aged 65 or over with a learning disability who received a service during 2014/15 was much lower at 125. Of these, 60 (48%) were community based whilst 65 (52%) were in permanent care<sup>10</sup>.

There are 1150 children with Statements of Special Educational Needs or an Education and Health Care Plan in Leicestershire. 854 of these children are supported in mainstream schools, with an additional 296 children supported in units attached to these schools<sup>11</sup>.

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<sup>5</sup> 2011 Census, Office for National Statistics

<sup>6</sup> Mind <http://www.mind.org.uk/information-support/types-of-mental-health-problems/statistics-and-facts-about-mental-health/how-common-are-mental-health-problems/> [Accessed 22/03/16]

<sup>7</sup> Mind <http://www.mind.org.uk/information-support/types-of-mental-health-problems/statistics-and-facts-about-mental-health/how-common-are-mental-health-problems/> [Accessed 22/03/16]

<sup>8</sup> Vista, Number of people Registered Blind or Partially Sighted in Leicestershire [as of 22/03/16]

<sup>9</sup> SALT return 2014/15, table LTS001a

<sup>10</sup> SALT return 2014/15, table LTS001a

<sup>11</sup> Count of SEND pupil with a Statement or Education and Health Care Plan in Unit or Mainstream provision - Feb 2016

## **Gender Reassignment**

There are no accurate statistics available regarding the profile of those who identify as trans or transgender within Leicester, Leicestershire or the UK as a whole. Gender identity is not incorporated into the Census or other official statistics.

## **Marriage and Civil Partnership**

### ***Leicester***

Within Leicester 110,860 people (42.5%) are either married or in a registered same-sex civil partnership.

### ***Leicestershire***

Within Leicestershire 275,502 people (51.7%) are married and 996 people (0.2%) are in a registered same-sex civil partnership. There is a relatively equal balance of people who are married or in a registered same-sex civil partnership across all districts and boroughs within Leicestershire<sup>12</sup>.

## **Race**

### ***Leicester***

45.1% of the population of Leicestershire identify themselves as 'White' and 46.8% of the population are from Black and Minority Ethnic (BME) groups. 2.6% of Leicester residents identified as "Other Ethnic Group".

Approximately 27.5% (of persons aged 3+) in Leicester do not have English as their main language. This equates to 4,705 people of 315,011 residents.

### ***Leicestershire***

91.4% of the population of Leicestershire identify themselves as 'White' and 8.6% of the population are from Black and Minority Ethnic groups, making Leicestershire an ethnically and culturally diverse county<sup>13</sup>.

This compares to 54% of the population in Leicester who identify as Black and Minority Ethnic. 17.7% of the population in Oadby and Wigston are Indian Asian, which has risen from 11.4% in 2001 and compares to only 1% in Hinckley and Bosworth, North West Leicestershire and Melton<sup>14</sup>.

Approximately 3.8% of people in Leicestershire do not have English as their main language<sup>15</sup>.

## **Religion & Belief (including no religion or belief)**

### ***Leicester***

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<sup>12</sup> 2011 Census, Office for National Statistics

<sup>13</sup> 2011 census, Office for National Statistics

<sup>14</sup> 2011 Census, Office for National Statistics

<sup>15</sup> Office for National Statistics, [from Nomis on 21 March 2016]

In the 2011 census 32.4% of Leicester residents stated that they are Christian, 18.6% are Muslim, 15.2% are Hindu, 4.4% are Sikh and 1.0% identified as other religions. 22.8% of Leicester residents stated that they had no religion and 5.6% did not state their religion.

### ***Leicestershire***

Within Leicestershire there are a number of religions and beliefs followed by local people, which include Baha'i, Buddhist, Christian, Hindu, Jewish, Muslim, Pagan and Sikh faiths.

In the 2011 census 60.3% of Leicestershire residents stated that they are Christian, 2.8% are Hindu, 1.4% are Muslim, 1.2% are Sikh and 0.7% identified as other religions. 27.1% of Leicestershire residents stated that they had no religion<sup>16</sup>.

## **Sex (Gender)**

### ***Leicester***

Within the population of Leicester there are 162,884 people who are male and 166,955 who are female.

### ***Leicestershire***

There is an equal gender split between men and women in Leicestershire with 321,416 males and 329,073 females. However, between 2001 and 2011 there were almost twice as many females as males for those aged 0-4<sup>17</sup>. This is the only age gap where the difference between the sexes is as high. We will continue to monitor this emerging data to further plan future service delivery.

## **Sexual Orientation**

There are no accurate statistics available regarding the profile of the lesbian, gay and bisexual (LGB) population within Leicester and Leicestershire. Sexual orientation is not incorporated into the Census; however it has previously been widely acknowledged that approximately 6-10% of any population will be LGB. In Leicester this would equate to between 19,790 and 32,984 people and in Leicestershire this would equate to between 39,030 and 65,050 people.

Having said this, the National Survey of Sexual Attitudes and Lifestyles found that, over an age-range from 16 to 74, 1% of women and 1.5% of men consider themselves gay/lesbian, and 1.4% of women and 1% of men think of themselves as bisexual<sup>18</sup>. In 2014, the Integrated Household Survey found that 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual<sup>19</sup>. In Leicester this would equate to approximately 5,277 people and in Leicestershire 10,905 people.

## **Carers**

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<sup>16</sup> 2011 Census, Office for National Statistics

<sup>17</sup> 2011 Census, Office for National Statistics

<sup>18</sup> National Survey of Sexual Attitudes and Lifestyles 2010-2012

<sup>19</sup> 2014 Integrated Household Survey, Office for National Statistics

Within Leicester 9.4% of the population provide unpaid care and in Leicestershire 10.9%. This is slightly higher than the national average of 10% and is perhaps reflective of Leicestershire's ageing population. However, we recognise that care is provided for a variety of reasons, not just for older people, and that support is required for carers of all ages<sup>20</sup>.

Given the projected population growth between 2012 and 2037 in people aged 85 years and over, which is predicted to be nearly 190%<sup>21</sup>, it is reasonable to assume that the percentage of people providing unpaid care is likely to rise over the coming years.

### **Gypsy and Traveller Community**

In 2012/13, a Gypsy and Traveller Accommodation Needs Assessment (GTAA) Refresh was undertaken across Leicester, Leicestershire and Rutland. Using baseline data from the 2007 GTAA, caravan count data and information provided by a number of local authorities, the estimation of the number of Gypsies and Travellers across Leicester, Leicestershire and Rutland in 2012 was 588 families<sup>22</sup>.

There are also a number of Gypsy and Traveller families who pass through Leicester and Leicestershire.

### **Asylum Seekers and Refugees**

There are no accurate statistics available regarding asylum seekers and recent refugees within Leicestershire or the UK as a whole. It is not incorporated into the census or other official statistics.

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<sup>20</sup> 2011 Census, Office for National Statistics

<sup>21</sup> 2012-based subnational population projections (2014), Office for National Statistics Population Projections Unit

<sup>22</sup> Leicestershire, Leicester and Rutland Gypsy and Traveller Accommodation Assessment Refresh February 2013, DeMontfort University, Leicester



# Strategic Growth Plan Equality & Human Rights Impact Assessment

<b>Policy</b>				
<b>Article 2: Right to life</b>				
<b>Article 3: Prohibition of torture</b>				
<b>Article 4: Prohibition of slavery and forced labour</b>				
<b>Article 5: Right to liberty and security</b>				
<b>Article 6: Right to a fair trial</b>				
<b>Article 7: No punishment without law</b>				
<b>Article 8: Right to respect for private and family life</b>				
<b>Article 9: Freedom of thought, conscience and religion</b>				
<b>Article 10: Freedom of expression</b>				
<b>Article 11: Freedom of assembly and association</b>				
<b>Article 12: Right to marry</b>				
<b>Article 14: Prohibition of discrimination</b>				
<b>Article 1: Protection of property</b>				
<b>Article 2: Right to education</b>				
<b>Article 3: Right to free elections</b>				

<b>Comment/ how differential impact has been addressed in Strategic Growth Plan</b>				
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