

Appendix 6 – Equality Impact Assessment



Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

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| Department | Business Growth and Infrastructure | |
| Service | Strategic Planning and Economic Development | |
| Proposed policy | Publication 'Places for Everyone' Joint Plan | |
| Date | 1 July 2021 | |
| Officer responsible for the 'policy' and for completing the equality analysis | Name | David Wiggins |
| | Post Title | Unit Manager: Development Planning |
| | Contact Number | 0161 253 5282 |
| | Signature | <i>D. Wiggins</i> |
| | Date | 1 July 2021 |

2. AIMS

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| What is the purpose of the policy/service and what is it intended to achieve? | <p>'Places for Everyone' (PfE) sets out a plan for homes, jobs, and the environment across nine of the ten Greater Manchester districts (excluding Stockport). It sets out where we will build the new homes we need, where our businesses will locate to sustain and create jobs for our people, what infrastructure is needed to support the development and to protect and enhance our towns, cities and landscapes. It covers a timeframe up to 2037.</p> <p>Whilst one of the key purposes of PfE is to make provision for the homes and jobs needed across Greater Manchester in a co-ordinated and managed way, it is also about establishing a framework for reducing inequalities, improving the lives of our residents and transforming Greater Manchester into the world-leading city-region we know it can be.</p> |
| Who are the main stakeholders? | <p>The main stakeholders which are involved in the PfE Joint Plan are local residents, developers, land owners, businesses, planning and development consultants, statutory consultees, infrastructure providers, interest groups and representative bodies.</p> |

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics.

If you answer yes to any question, please also explain why and how that group of people will be affected.

| Protected equality characteristic | Positive effect (Yes/No) | Negative effect (Yes/No) | Explanation |
|-----------------------------------|--------------------------|--------------------------|---|
| Race | No | No | The Publication PfE Joint Plan has been subject to an Integrated Appraisal and part of this has involved an Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including race. |
| Disability | Yes | No | The Publication PfE Joint Plan includes policies that seek to ensure that all neighbourhoods are designed to enable residents to live healthier, happier and more fulfilling lives, with the barriers to doing so minimised as far as possible. This must include recognising and responding to the difficulties that people may face due to age, disability, illness or financial circumstances. The PfE Joint Plan has also been subject to an Integrated Appraisal and part of this has involved an Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including disability. |
| Gender | No | No | |
| Gender reassignment | No | No | The PfE Joint Plan has been subject to an Integrated Appraisal and part of this has involved an Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including gender reassignment. |
| Age | Yes | No | A number of the development allocations state that they will provide housing for elderly people. |

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| | | | The PfE Joint Plan has also been subject to an Integrated Appraisal and part of this has involved and Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including age. |
| Sexual orientation | No | No | The PfE Joint Plan has been subject to an Integrated Appraisal and part of this has involved and Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including sexual orientation. |
| Religion or belief | No | No | The PfE Joint Plan has been subject to an Integrated Appraisal and part of this has involved and Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including religion or belief. |
| Caring responsibilities | No | No | |
| Pregnancy or maternity | No | No | The PfE Joint Plan has been subject to an Integrated Appraisal and part of this has involved and Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including pregnancy or maternity. |
| Marriage or civil partnership | No | No | The PfE Joint Plan has been subject to an Integrated Appraisal and part of this has involved and Equality Impact Assessment which has considered in its scope, the likely effects on discriminatory practices; the potential to alter the opportunities of certain groups of people; and/or effect on relationships between different groups of people, including marriage or civil partnership. |

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty.
If you answer yes to any question, please explain why.**

| General Public Sector Equality Duties | Relevance (Yes/No) | Reason for the relevance |
|---|---------------------------|---|
| Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 | No | |
| Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs) | Yes | The PfE Joint Plan will include policies that are specifically designed to make provision for special needs housing, including housing for the elderly as well as ensuring that all neighbourhoods are designed to enable residents to live healthier, happier and more fulfilling lives, with the barriers to doing so minimised as far as possible. This must include recognising and responding to the difficulties that people may face due to age, disability, illness or financial circumstances. |
| Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding) | No | |

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available (including a list of all EAs carried out on existing policies/procedures/strategies),

OR for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

| Details of the equality information or engagement | Internet link if published | Date last updated |
|---|----------------------------|-------------------|
| <p>Following consultation on two previous drafts in 2016 and 2019 (then referred to as the GMSF), the PFE Joint Plan is now progressing to the formal Publication stage.</p> <p>If all 9 of the participating districts' Executive Committees agree (including Bury Cabinet), the Publication PFE Joint Plan will then be brought forward for eight-weeks of public consultation.</p> | | |

4b. Are there any information gaps, and if so how do you plan to tackle them?

No

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

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| What will the likely overall effect of your policy/service plan be on equality? | Positive |
| If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them? | N/A |
| Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details. | No |
| What steps do you intend to take now in respect of the implementation of your policy/service plan? | Following consultation, the Publication PfE Joint Plan will be formally submitted to the Government alongside all supporting evidence. The Government will then appoint an Independent Planning Inspector (or a panel of Inspectors) to undertake a public examination of the PfE Joint Plan. Importantly, all representations made at the Publication stage will also be submitted to the Government and these will be considered by the Inspector(s) as part of the Examination of the plan. |

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

The PfE Joint Plan will be continually monitored in order to determine the effectiveness of its policies.

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO YOUR DEPARTMENTAL EQUALITY REPRESENTATIVE FOR RECORDING.