Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Bury Local Plan Submission
Lead Officer (SRO or Assistant Director/Director)	Cris Logue
Department/Team	Place – Strategic Planning and Infrastructure
Proposed Implementation Date	11 November 2026
Author of the EqIA	David Wiggins
Date of the EqIA	14 October 2026

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
The purpose of the Local Plan will be to guide the future use and development of land in the Borough up to 2042. The policies in the Local Plan will be used in the determination of future development proposals and planning applications. Once adopted, Bury's Local Plan will replace the saved policies in the Unitary Development Plan and will sit alongside the Places for Everyone Joint Plan (PfE) and the Greater Manchester Joint Minerals and Waste Plans in forming Bury's wider statutory development plan. PfE sets out the overall spatial strategy for the nine Greater Manchester districts. Some of the major strategic decisions relating to Bury's future growth and development have already been made through the PfE Joint Plan. For example, it identifies future needs for housing and employment floorspace, allocates strategic sites to help meet these needs and identifies a revised Green Belt boundary.

The Local Plan provides a more detailed set of locally specific planning policies to complement PfE.

It will also complement other key strategies and plans for Bury including our 'Let's Do It!' Strategy, Local Transport Strategy, Economic Strategy and Climate Action Strategy.

It is proposed that the Publication Local Plan is subject to a six-week period of consultation in order to invite representations on its content.

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

2.1 Who could the proposed policy/project/decision likely have an impact on?

Employees: **No**
Community/Residents: **Yes**
Third parties such as suppliers, providers and voluntary organisations: **Yes** – The main stakeholders involved in the Local Plan are local residents, developers, landowners, businesses, planning and development consultants, infrastructure providers, interest groups and representative bodies.

If the answer to all three questions is 'no' there is no need to continue with this analysis.

2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation

Documentary Evidence:

PfE has been subject to an Integrated Assessment (which included an Equality Impact Assessment) and this can be viewed at mdc8-appendix-a-eqia-2023.pdf

The Integrated Assessment of the draft Bury Local Plan (Non-Technical Summary) also includes an Equality Impact Assessment of the Plan which can be found at Appendix 5 to the Council report (see Tables 4 and 5).

Data:

Bury has a population of 193,849 people across 5 different neighbourhoods (2021 census) with a gender split of 49.1% male and 50.9% female. One of the key issues for housing is for the plan to meet the needs of a growing and ageing population with 19.4%

of the Borough's population falling into the 60+ years age group. In terms of ethnicity, 15.2% of the Borough's population is categorised as not white although there are spatial variations across the Borough with East Bury having the highest concentration at 34.1%. The most prominent religions in the Borough are Christian (48.8%), Muslim (9.9%) and Jewish (5.5%) with 29.4% non-religious. 18.5% of the Borough's residents have a limiting illness or disability. Despite being regarded as a generally affluent area, the Borough does have pockets of multiple deprivation, most notably in inner Radcliffe, East Bury and the Besses area of Whitefield.

The Publication Local Plan has been subject to an Integrated Assessment (IA) and part of this has involved an Equality Impact Assessment. Specifically, the policies in the Local Plan have been considered against objective 4 of the IA Framework which seeks to promote equality of opportunity and the elimination of discrimination. In doing so, the policies have been considered in terms of whether they:

- Foster good relations between different people;
- Ensure equality of opportunity and equal access to facilities/infrastructure for all; and
- Ensure no discrimination based on 'protected characteristics', as defined in the Equalities Act 2010.

The Integrated Assessment of the Publication Local Plan concludes that the cumulative effects of the Plan will have a positive effect on the IA objective for equality (see Table 5 of the Integrated Assessment Non-Technical Summary which is appended to the Cabinet Report).

Stakeholder information/consultation:

The main stakeholders involved in the Local Plan are local residents, developers, landowners, businesses, planning and development consultants, infrastructure providers, interest groups and representative bodies.

At the beginning of the Local Plan process, the Council notified all contacts on the consultation database of its intention to prepare a new Local Plan for Bury. The draft Local Plan and the subsequent Publication Local Plan have both been subject to eight-week periods of public consultation which included direct notification to in excess of 900 contacts (which includes individuals, organisations, businesses, developers, equality groups and traditionally hard to reach groups); information being made available on the Council's web site, press releases and advertisement via the Council's social media platforms. All available information was in an accessible format and there were no issues raised in terms of anyone being unable to access it, including from the Bury Society for Blind and Partially Sighted People who were consulted directly on the Local Plan.

105 representations were received on the Publication Local Plan from a total of 103 separate individuals/ organisations/ developers. The majority of these were from developers seeking amendments to policy requirements and querying the Borough's existing land supply.

The Publication Local Plan will not be changed at this stage. The Local Plan, supporting documents and all representations will be submitted to the Government by the end of the year and an independent Planning Inspector will then be appointed to oversee the formal examination of the Plan. Having considered all the representations, the Inspector may suggest modifications to the Local Plan and, if this is the case, these modifications will be subject to further public consultation before that Plan can move forwards to adoption.

2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age	The local plan alongside the Places for Everyone plan provides a framework for future developments which will support people of all	The Local Plan includes policies that will bring positive housing benefits to the young and old. The Plan includes a policy requiring affordable housing provision within new residential development which	Where appropriate, significant development projects may require an individual equality	Positive

	ages, particularly older and younger people	will help younger, first-time buyers get onto the property ladder. In addition, recent population projections indicate that there is likely to be a significant increase in the number of people aged over-65. The Housing Need and Demand Assessment (2025) estimates that there will be a need for an additional 3,420 additional C3 dwellings for older people (as part of the overall housing requirement), 868 Extra Care Units and 170 use class C2 residential care bedspaces from 2022-2043. These population changes are likely to present some challenges in terms of ensuring specific housing and care requirements of these groups can be met, and sufficient accommodation will have to be delivered to meet these needs. In response, the Local Plan includes a policy are specifically designed to make provision for special needs housing, including housing for older people and people with disabilities which states that the Council will seek to secure a broad range of housing choices for older people and people with disabilities	impact assessment. To ensure the development considers any age related impacts.	

		(including physical disabilities, learning disabilities and mental health needs), maximising their ability to live independent lives and retain control over their accommodation and services.		
Disability	The local plan alongside the Places for Everyone plan provides a framework for future developments that considers the accommodation and lifestyle needs of disabled residents	Recent population projections indicate that there is likely to be a significant increase in the number of people aged over-65. The Housing Need and Demand Assessment (2025) estimates that there will be a need for an additional 3,420 additional C3 dwellings for older people (as part of the overall housing requirement), 868 Extra Care Units and 170 use class C2 residential care bedspaces from 2022-2043. These population changes are likely to present some challenges in terms of ensuring specific housing and care requirements of these groups can be met, and sufficient accommodation will have to be delivered to meet these needs. In response, the Local Plan includes a policy are specifically designed to make provision for special needs housing, including housing for older people and people with disabilities	Where appropriate, significant development projects may require an individual equality impact assessment. To ensure the development considers any disability impacts.	Positive

		which states that the Council will seek to secure a broad range of housing choices for older people and people with disabilities (including physical disabilities, learning disabilities and mental health needs), maximising their ability to live independent lives and retain control over their accommodation and services.		
Gender Reassignment	Neutral			
Marriage and Civil Partnership	Neutral			
Pregnancy and Maternity	Neutral			
Race	Neutral			
Religion and Belief	Neutral			
Sex	Neutral			
Sexual Orientation	Neutral			
Carers	Neutral			
Care Experienced Children and Care Leavers	The local plan alongside the Places for Everyone plan provides a framework for future developments that considers the accommodation and lifestyle needs of care experienced children and care leavers		Each development project delivered in line with the local plan will require an individual equality impact assessment. To ensure the development considers any	Positive

			impacts on care experienced children and care leavers	
Socio-economically vulnerable	The Local Plan includes policies that seek to deliver economic growth and maintain existing employment opportunities. This will help to maintain local and accessible job opportunities for the Borough's residents. It also includes policies aimed at delivering affordable housing and reducing health inequalities e.g. by controlling fast food takeaways and maintaining and improving access to high quality open space, sport and recreational facilities	The Local Plan includes policies that will ensure the delivery of additional affordable housing. As of January 2026, there were 2,067 households on the housing register seeking affordable housing in the Borough, and Bury Housing Need and Demand Assessment identifies a net need for 1,017 affordable dwellings per year.		Positive
Veterans	Neutral			

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

Impact x Likelihood = Score			Likelihood			
			1	2	3	4
			Unlikely	Possible	Likely	Very likely
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16

3.2 Level of risk identified	0

3.3 Reasons for risk level calculation	The impacts considered under section 2.4 show that the activity will have either positive or neutral impacts on the various groups identified.

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	
There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager	David Wiggins	14/10/26	
Responsible Asst. Director/Director	Cris Logue	14/10/26	
EDI	L. Cawley	20/10/26	QA Complete: The analysis has identified the benefits that the local plan will bring to the whole borough, including people with specific characteristics. The plan combines many individual activities which will require individual EQIAs as these are developed and progressed in the future.

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details