

# Equality Impact Assessment of the South East Lincolnshire Local Plan Draft for Public Consultation (January 2016)



South East Lincolnshire  
Joint Strategic Planning Committee





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# 1 Introduction

1.1 The Equality Act 2010 replaced previous anti-discrimination laws with a single act to make the law simpler and to remove inconsistencies. The Act recognises nine 'protected characteristics', and identifies that it is against the law to discriminate against anyone because of:

- age;
- disability;
- being or becoming a transsexual person;
- being married or in a civil partnership;
- being pregnant or having a child;
- race (including colour, nationality, ethnic or national origin);
- religion, belief, or lack of religion/belief;
- sex; and
- sexual orientation.

1.2 The Equality Act sets out a public sector Equality Duty, which requires public bodies to consider all individuals when carrying out their day-to-day work, and this Duty applies to the South East Lincolnshire Joint Strategic Planning Committee's work in producing the South East Lincolnshire Local Plan. The Equality Duty is intended to support good decision-making by ensuring that public bodies consider how different people will be affected by their activities, helping them to deliver policies and services which:

- are efficient and effective;
- are accessible to all; and
- meet different people's needs.

1.3 As part of the production of the Local Plan, the Joint Strategic Planning Committee must publish relevant, proportionate information to demonstrate its compliance with the Equality Duty, and this Equality Impact Assessment is intended to fulfill that requirement. In more detail, it seeks to:

- identify the mix of people who make up South East Lincolnshire's community (with particular emphasis on protected characteristics); and
- analyse the likely impact of the draft Local Plan's policies on different groups of people within the community (with particular emphasis on protected characteristics).

## 2 Protected Characteristics in South East Lincolnshire

2.1 **Age** – As table 1 shows, people aged 49 or below are currently proportionally under-represented in South East Lincolnshire, with the number of those aged between 20 and 29 particularly low when compared with the regional and

England & Wales figures. There is a corresponding over-representation of people aged 50 and above, with the numbers of those aged between 60 and 79 particularly high when compared with the regional and England & Wales figures.

*Table 1 – Age Structure 2014 (ONS Resident Population Estimates – June 2014)*

<b>Age</b>	<b>Boston Borough Number (%)</b>	<b>South Holland Number (%)</b>	<b>South East Lincolnshire Number (%)</b>	<b>East Midlands %</b>	<b>England &amp; Wales %</b>
0-9	8,100 (12.2)	9,600 (10.6)	17,700 (11.3)	11.8	12.3
10-19	6,900 (10.4)	9,700 (10.7)	16,600 (10.6)	11.5	11.4
20-29	8,200 (12.3)	9,500 (10.5)	17,700 (11.3)	13.1	13.5
30-39	8,200 (12.3)	9,700 (10.7)	17,900 (11.5)	11.8	13.1
40-49	8,700 (13.1)	12,500 (13.8)	21,200 (13.5)	14.2	14.0
50-59	8,500 (12.8)	12,200 (13.5)	20,700 (13.2)	13.2	12.7
60-69	8,300 (12.5)	12,300 (13.6)	20,600 (13.1)	11.7	10.8
70-79	5,800 (8.7)	9,200 (10.2)	15,000 (9.6)	7.7	7.3
80+	3,700 (5.6)	5,900 (6.5)	9,600 (6.1)	4.8	4.8
Total	66,500	90,400	156,900	-----	-----

- 2.2 By 2036 (the end of the Local Plan period), the projections shown in table 2 suggest that the proportion of people in South East Lincolnshire aged 50 or over will have increased significantly, with increases particularly strong in the over 70s. Reductions in the younger age-groups will be particularly focused on the 0-9 and 20-29 age-groups. However, it appears that these projected changes in the local age structure will not be unique to the South East Lincolnshire area - the national and regional age structures are projected to change in very similar ways.

Table 2 – Age Structure 2036 (ONS 2012-based Sub-National Population Projections)

Age	Boston Borough Number (%)	South Holland Number (%)	South East Lincolnshire Number (%)	East Midlands %	England %
0-9	8,000 (10.1)	10,000 (9.2)	18,000 (9.6)	10.8	11.1
10-19	8,000 (10.1)	12,000 (11.0)	20,000 (10.6)	11.5	11.4
20-29	9,000 (11.4)	10,000 (9.2)	19,000 (10.1)	12.1	12.5
30-39	10,000 (12.7)	11,000 (10.1)	21,000 (11.2)	10.9	11.9
40-49	10,000 (12.7)	13,000 (11.9)	23,000 (12.2)	12.0	12.5
50-59	9,000 (11.4)	13,000 (11.9)	22,000 (11.7)	11.2	11.4
60-69	9,000 (11.4)	14,000 (12.8)	23,000 (12.2)	11.8	11.1
70-79	8,000 (10.1)	14,000 (12.8)	22,000 (11.7)	10.8	9.9
80+	8,000 (10.1)	12,000 (11.0)	20,000 (10.6)	9.0	8.2
Total	77,000	107,000	188,000	-----	-----

2.3 **Disability** – As table 3 shows, a greater proportion of South East Lincolnshire’s population suffers long-term health problems or disabilities than is the case at regional or national level.

Table 3 – Long term health problem or disability (2011 Census)

	Boston Borough Number (%)	South Holland Number (%)	South East Lincolnshire Number (%)	East Midlands %	England %
Day to day activities limited a lot	6,199 (9.6)	8,376 (9.5)	14,575 (9.5)	8.7	8.3
Day to day activities limited a little	6,841 (10.6)	9,821 (11.1)	16,662 (10.9)	9.9	9.3
Day to day activities not limited	51,597 (79.8)	70,073 (79.4)	121,670 (79.6)	81.4	82.4

2.4 **Being or becoming a transsexual person** – No data is available relating to this protected characteristic.

2.5 **Being married or in a civil partnership**

*Table 4 – Marital and Civil Partnership Status (2011 Census)*

	<b>Boston Borough Number (%)</b>	<b>South Holland Number (%)</b>	<b>South East Lincolnshire Number (%)</b>	<b>East Midlands (%)</b>	<b>England (%)</b>
Never married or never registered a civil partnership	15,558 (29.2)	18,650 (25.4)	34,208 (27.0)	32.3	34.6
Married	26,255 (49.3)	39,098 (53.3)	65,353 (51.6)	48.5	46.6
In a registered civil partnership	103 (0.2)	122 (0.2)	225 (0.2)	0.2	0.2
Separated but married or in a civil partnership	1,301 (2.4)	1,823 (2.5)	3,124 (2.5)	2.6	2.7
Divorced or formerly in a civil partnership which is dissolved	5,718 (10.7)	7,151 (9.7)	12,869 (10.2)	9.3	9.0
Widowed or surviving partner from a civil partnership	4,340 (8.1)	6,510 (8.9)	10,850 (8.6)	7.2	6.9

2.6 As table 4 shows, the proportion of people in South East Lincolnshire who are married or widowed is higher than at the regional or national level. Conversely, the proportion of people who have never married or registered a civil partnership is lower.

2.7 **Being pregnant or having a child** – No data is available relating to this protected characteristic.

2.8 **Race (including colour, nationality, ethnic or national origin)** - As table 5 shows, ethnic diversity within South East Lincolnshire is significantly more limited than is the case for the region or England, with only 2.6% of the population being non-white (compared to 10.7% for the region, and 14.5% for England). However, this disguises the unusually high proportion of the area's white population which is not 'White – British', 'White – Irish', or 'White –



Gypsy or Irish Traveller', and table 6 shows that South East Lincolnshire's population has considerable diversity in terms of country of birth.

*Table 5 – Ethnic Group (2011 Census)*

	<b>Boston Borough Number %</b>	<b>South Holland Number %</b>	<b>South East Lincolnshire Number %</b>	<b>East Midlands %</b>	<b>England %</b>
White –British	54,221 (83.9)	79,569 (90.1)	133,790 (87.5)	85.4	79.8
White – Irish	208 (0.3)	282 (0.3)	490 (0.3)	0.6	1.0
White –Gypsy or Irish Traveller	63 (0.1)	100 (0.1)	163 (0.1)	0.1	0.1
White – Other White	8,100 (12.5)	6,419 (7.3)	14,519 (9.5)	3.2	4.6
Mixed - White and Black Caribbean	171 (0.3)	247 (0.3)	418 (0.3)	0.9	0.8
Mixed - White and Black African	114 (0.2)	138 (0.2)	252 (0.2)	0.2	0.3
Mixed – White and Asian	167 (0.3)	233 (0.3)	400 (0.3)	0.5	0.6
Mixed – Other Mixed	212 (0.3)	178 (0.2)	390 (0.3)	0.3	0.5
Asian/Asian British; Indian	374 (0.6)	251 (0.3)	625 (0.4)	3.7	2.6
Asian/Asian British; Pakistani	148 (0.2)	48 (0.1)	196 (0.1)	1.1	2.1
Asian/Asian British; Bangladeshi	72 (0.1)	54 (0.1)	126 (0.1)	0.3	0.8
Asian/Asian British; Chinese	130 (0.2)	176 (0.2)	306 (0.2)	0.5	0.7
Asian/Asian British; Other Asian	204 (0.3)	218 (0.2)	422 (0.3)	0.8	1.5
Black/African/ Caribbean/ Black British; African	174 (0.3)	137 (0.2)	311 (0.2)	0.9	1.8
Black/African/ Caribbean/ Black British; Caribbean	57 (0.1)	72 (0.1)	129 (0.1)	0.6	1.1
Black/African/ Caribbean/ Black British; Other Black	47 (0.1)	48 (0.1)	95 (0.1)	0.2	0.5
Other Ethnic Group; Arab	63 (0.1)	13 (0.0)	76 (0.0)	0.2	0.4
Other Ethnic Group; Any Other Ethnic Group	112 (0.2)	87 (0.1)	199 (0.1)	0.4	0.6

Table 6 – Country of Birth (2011 Census)

	<b>Boston Borough Number (%)</b>	<b>South Holland Number (%)</b>	<b>South East Lincolnshire Number (%)</b>	<b>East Midlands (%)</b>	<b>England (%)</b>
England	53,799 (83.2)	78,046 (88.4)	131,845 (86.2)	87.6	83.5
Northern Ireland	165 (0.3)	266 (0.3)	431 (0.3)	0.3	0.4
Scotland	564 (0.9)	1,011 (1.1)	1,575 (1.0)	1.5	1.3
Wales	314 (0.5)	497 (0.6)	811 (0.5)	0.7	1.0
UK not Otherwise Specified	5 (0.0)	10 (0.0)	15 (0.0)	0.0	0.0
Ireland	176 (0.3)	272 (0.3)	448 (0.3)	0.5	0.7
Other EU (Member Countries in March 2001)	1,026 (1.6)	1,178 (1.3)	2,204 (1.4)	1.1	1.7
Other EU (Accession Countries April 2001 to March 2011)	6,839 (10.6)	5,241 (5.9)	12,080 (7.9)	2.0	2.0
Other Countries	1,749 (2.7)	1,749 (2.0)	3,498 (2.3)	6.3	9.4

- 2.9 **Religion, belief, or lack of religion/belief** – As table 7 shows, a greater proportion of South East Lincolnshire’s population identifies itself as Christian than is the case for the region or England. There is a correspondingly lower proportion of the area’s population who identify themselves as members of other religions, or as having no religion.

Table 7 – Religion (2011 Census)

	<b>Boston Borough Number (%)</b>	<b>South Holland Number (%)</b>	<b>South East Lincolnshire Number (%)</b>	<b>East Midlands (%)</b>	<b>England (%)</b>
Christian	45,941 (71.1)	63,861 (72.3)	109,802 (71.8)	58.8	59.4
Buddhist	126 (0.2)	119 (0.1)	245 (0.2)	0.3	0.5
Hindu	191 (0.3)	100 (0.1)	291 (0.2)	2.0	1.5
Jewish	30 (0.0)	69 (0.1)	99 (0.1)	0.1	0.5
Muslim	434 (0.7)	258 (0.3)	692 (0.5)	3.1	5.0
Sikh	47 (0.1)	69 (0.1)	116 (0.1)	1.0	0.8
Other Religion	197 (0.3)	260 (0.3)	457 (0.3)	0.4	0.4
No Religion	13,143 (20.3)	17,146 (19.4)	30,289 (19.8)	27.5	24.7
Religion Not Stated	4,528 (7.0)	6,388 (7.2)	10,916 (7.1)	6.8	7.2

2.10 **Sex** – As table 8 shows, the female population of South East Lincolnshire outweighs the male population at roughly the same rate as for the region and England.

Table 8 – Sex (2011 Census)

	<b>Boston Borough Number (%)</b>	<b>South Holland Number (%)</b>	<b>South East Lincolnshire Number (%)</b>	<b>East Midlands (%)</b>	<b>England (%)</b>
Female	33,101 (51.2)	45,151 (51.2)	78,252 (51.2)	50.7	50.8
Male	31,101 (48.8)	43,119 (48.8)	74,655 (48.8)	49.3	49.2

2.11 **Sexual orientation** - No data is available relating to this protected characteristic, although the 2011 Census identifies that 225 people living in South East Lincolnshire are in a Registered Same-Sex Civil Partnership. This equates to 0.18% of the adult population, compared to 0.19% regionally and 0.23% nationally.

### 3 Assessment of draft policies

3.1 The draft South East Lincolnshire Local Plan (January 2016) contains 32 policies. Table 9 assesses whether they are likely to have an unequal impact on different groups of people (i.e. depending on their protected characteristics).

3.2 For each policy, the following questions have been considered.

**Age** - Will this policy affect people differently depending upon their age?

**Disability** – Will this policy affect people differently depending upon whether they are disabled or not?

**Being or becoming a transsexual person** – Will this policy affect people differently depending upon whether they are/are becoming a transsexual person or not?

**Being married or in a civil partnership** – Will this policy affect people differently depending upon their marital/civil partnership status?

**Being pregnant or having a child** – Will this policy affect people differently depending upon whether they are pregnant/have a child or not?

**Race (including colour, nationality, ethnic or national origin)** – Will this policy affect people differently depending upon their race?

**Religion, belief, or lack of religion/belief** – Will this policy affect people differently depending upon their religion or belief?

**Sex** – Will this policy affect people differently depending upon their gender?

**Sexual orientation** – Will this policy affect people differently depending upon their sexual orientation?

3.3 The assessment uses the following symbols to identify the potential impact of each policy on each protected characteristic:

+ Positive  
O Neutral  
X Negative

Table 9 – Assessment of draft Policies

Policy	Protected Characteristic									Comments
	Age	Disability	Being or becoming a transsexual person	Marriage & civil partnership	Being pregnant or having a child	Race	Religion, belief, or lack of religion/belief	Sex	Sexual orientation	
1) Presumption in favour of Sustainable Development	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
2) Spatial Strategy	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
3) Development Management	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
4) Strategic Approach to Flood Risk	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
5) Meeting Physical Infrastructure and Service Needs	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
6) Developer Contributions	+	○	○	○	+	○	○	○	○	The provisions of this policy will have the same impact on most groups. However, its provisions concerned with the provision of local educational facilities may particularly benefit young people and parents.

Table 9 – Assessment of draft Policies (continued)

Policy	Protected Characteristic									Comments
	Age	Disability	Being or becoming a transsexual person	Marriage & civil partnership	Being pregnant or having a child	Race	Religion, belief, or lack of religion/belief	Sex	Sexual orientation	
7) Improving South East Lincolnshire's Employment Land Portfolio	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
8) Specific Occupier and Restricted Use Sites	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
9) Spalding Rail-Freight Interchange	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
10) Employment Development in the Countryside	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
11) Meeting Objectively Assessed Housing Needs	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
12) Distribution of New Housing	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
13) A Sustainable Urban Extension for housing in Spalding	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.

Table 9 – Assessment of draft Policies (continued)

Policy	Protected Characteristic									Comments
	Age	Disability	Being or becoming a transsexual person	Marriage & civil partnership	Being pregnant or having a child	Race	Religion, belief, or lack of religion/belief	Sex	Sexual orientation	
14) Providing a Mix of Housing	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
15) Affordable Housing	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
16) Rural Exception Sites	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
17) Accommodation for Gypsies, Travellers and Travelling Showpeople	○	○	○	○	○	+	○	○	○	The provisions of this policy will have the same impact on most groups. However, it seeks to ensure that the specific housing needs of people from the White - Gypsy or Irish Traveller ethnic group will be met (i.e. a positive impact for race).
18) Houses in Multiple Occupation and the Sub-Division of Dwellings	○	○	○	○	+	○	○	○	○	The provisions of this policy will have the same impact on most groups. However, its provisions to retain 'medium-sized family dwellings' may particularly benefit parents.
19) Replacement Dwellings in the Countryside	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.

Table 9 – Assessment of draft Policies (continued)

Policy	Protected Characteristic									Comments
	Age	Disability	Being or becoming a transsexual person	Marriage & civil partnership	Being pregnant or having a child	Race	Religion, belief, or lack of religion/belief	Sex	Sexual orientation	
20) Conversion of Redundant Rural Buildings to Residential Use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.
21) Agricultural, Forestry and other Rural Workers' Dwellings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.
22) The Retail Hierarchy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.
23) Primary Shopping Frontages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.
24) Additional Retail Provision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.
25) The Natural Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.
26) The Historic Environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.



Table 9 – Assessment of draft Policies (continued)

Policy	Protected Characteristic									Comments
	Age	Disability	Being or becoming a transsexual person	Marriage & civil partnership	Being pregnant or having a child	Race	Religion, belief, or lack of religion/belief	Sex	Sexual orientation	
27) Pollution	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
28) Climate Change and Renewable and Low carbon Energy	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.
29) Design of New Development	+	+	○	○	+	○	○	○	○	The provisions of this policy will have the same impact on most groups. However, its provisions to ensure that buildings and public spaces ‘are accessible to all’ may particularly benefit the elderly, disabled, and people with young children.
30) Promoting Safe, Accessible Open Space, Sport and Recreational Facilities	+	+	○	○	+	○	○	○	○	The provisions of this policy will have the same impact on most groups. However, its provisions to ensure that environments ‘are accessible to all sections of the community’ may particularly benefit the elderly, disabled, and people with young children.
31) Delivering a More Sustainable Transport Network	○	○	○	○	○	○	○	○	○	The provisions of this policy will have the same impact on all groups.

Table 9 – Assessment of draft Policies (continued)

Policy	Protected Characteristic									Comments
	Age	Disability	Being or becoming a transsexual person	Marriage & civil partnership	Being pregnant or having a child	Race	Religion, belief, or lack of religion/belief	Sex	Sexual orientation	
32) Vehicle and Cycle Parking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	The provisions of this policy will have the same impact on all groups.