



Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	North Northamptonshire Gypsy and Traveller Local Plan – Scope and Options (Regulation 18) Consultation The North Northamptonshire Gypsy and Traveller Local Plan (otherwise referred to as ‘the Plan’), once adopted, will form part of the statutory Local Plan for North Northamptonshire.
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	The Plan will contain new policies and site allocations, but there are existing Local Plan policies in place which are used for the determination of planning applications.

Requirement	Detail
<p>What is the objective of this proposal?</p>	<p>The Plan will set out planning policies and site allocations to meet the identified accommodation needs for gypsy and travellers¹ and ensure high standards of design, development and living conditions.</p> <p>Preparation of the Plan will follow a process prescribed in the Planning and Compulsory Purchase Act 2004 and Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended), involving several stages, including various public consultations and examination by an independent Inspector appointed by the Secretary of State.</p> <p>The current stage of plan preparation is the first stage which is the gathering of evidence and inviting comments on the scope and contents of the Plan. It is important to clarify that no decisions have been taken on the content of planning policies at this stage to ensure a frontloaded consultation process and because the technical work to inform decisions continues to be developed. The responses to the Scope and Options consultation document will inform and contribute to the development of detailed planning policies and proposals at later stages of the plan making process.</p> <p>Subsequent stages for the preparation and production of the Plan, together with estimated dates, are provided in the consultation document as set out below:</p>

¹ The term 'Gypsy and Travellers' does not constitute a single, homogenous group, but encompasses a range of groups with different histories, cultures and beliefs including Romany Gypsies, Scottish Travellers and Irish Travellers recognised as ethnic groups under the Equality Act 2010, and others such as New (New Age) Travellers, Waterway Travellers and Travelling Showpeople.

Requirement	Detail
	<ul style="list-style-type: none"> • Draft Plan for consultation – September/October 2023 • Publication consultation – January/February 2024 • Submission to the Secretary of State – April 2024 • Examination – July 2024 • Adoption – February 2025 <p>It is important to note that the timetable will be subject to a review by the Planning Communities Executive Advisory Panel in Summer 2023.</p>
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>The plan preparation process will involve several key stages, all of which include opportunities for consultation and engagement in accordance with relevant legislation and the adopted North Northamptonshire Statement of Community Involvement.</p> <p>The Statement of Community Involvement sets out the Council’s commitment to eliminate any forms of discrimination and ensure that consultation reaches everyone, including hard to reach groups who have traditionally been under-represented in consultation exercises.</p> <p>Consultation on the Scope and Options is the first stage of the preparation process. Although prior consultation related to the technical evidence base and North Northamptonshire Strategic Plan informed the content and key issues identified within the Scope and Options consultation document.</p>

Requirement	Detail
	<p>The following arrangements will be put in place for the North Northamptonshire Gypsy and Traveller Local Plan - Scope and Options (Regulation 18 consultation):</p> <ul style="list-style-type: none"> • Extended eight weeks consultation period to ensure the Easter holiday period does not disadvantage those wishing to comment on the document. • Early notification of the consultation period to the Parish and Town Councils following Panel approval. • Emails will be sent to all elected members prior to the start of the consultation. • All contacts on the planning policy consultation database will be informed of the consultation and invited to respond. This will include Gypsy and Traveller representative organisations. • Local newspapers will be used to cover and advertise the consultation. • Online publication of all consultation documents on the Councils website via the Consultation and Engagement hub. • Social media will be used. • Discussion with relevant authorities on cross boundary strategic planning matters. • Hard copies of relevant consultation materials will be made available at Council offices and libraries. • Planning officers will be available during office hours to respond to any phone or email queries relating to the consultation.

Requirement	Detail
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>It is considered that the matters to be addressed in the Plan will provide scope to promote equality of opportunity and positively impact on all sections of the community in North Northamptonshire, including those who share a protected characteristic. The most significant impacts are, however, likely to be felt by Gypsy and Travellers and by members of settled communities living near existing or future sites. This is because the Plan is about development of accommodation specifically for Gypsy and Travellers.</p> <p>It is reiterated that no decisions have been made on the content of planning policies, including the number of sites required or location for allocation of sites, at this first stage in the plan making process. As the Plan evolves and policy decisions are taken, it may be necessary to update the Equality Screening Assessment. It is intended that this screening assessment will be made available and published alongside the North Northamptonshire Gypsy and Traveller Local Plan – Scope and Options (Regulation 18) consultation to allow consultees to comment including organisations concerned with promoting equality for those with protected characteristics such as representatives of Gypsy and Traveller communities.</p>
<p>What processes are in place to monitor and review the impact of this proposal?</p>	<p>The Council will continue to measure progress with preparing and implementing the Plan through the Authorities Monitoring Report, published annually, and made available on the Council’s website. Later in the plan making process, a set of monitoring indicators will be developed specifically for the Plan.</p>
<p>Who will approve this proposal? (Committee, CLT)</p>	<p>Executive Member for Growth and Regeneration, in consultation with the Executive Director for Place and Economy.</p>

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Age</p> <p>Different age groups that may be affected by the proposal in different ways.</p>	<p>The Plan is likely to have a positive impact on both adults and young people. The provision of appropriate sites to meet the accommodation needs of gypsy and travellers will facilitate access to education and healthcare that benefits all age groups but particularly children and older people. Sufficiency of sites will be of greater importance to the young who are more likely to form new households and generate a need for more accommodation. The introduction of design standards which ensure suitable living conditions and high-quality sites is likely to benefit all age groups, such as allowing access to those with limited mobility or sight, or mother and toddler facilities and seating for older people.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p> <p>Positive</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	<p>The Plan is inclusive to all members of the community and makes no distinction between genders. The provision of appropriate sites to meet the accommodate needs of gypsy and travellers will benefit all gender groups with improved access to education and healthcare. The introduction of design standards which ensure suitable living conditions and high-quality sites will benefit all gender groups, but the potential to improve safety and perception of safety will be of greater importance to women and girls.</p>		<p>Positive</p> <p>Neutral</p> <p>Negative</p>
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>The Plan is likely to have a positive impact on people with disabilities. The provision of sites to accommodate the needs of gypsy and travellers will facilitate access to support services and healthcare. The introduction of design standards which ensure suitable living conditions and high-quality sites provides opportunity to facilitate safe and inclusive environments which has the potential to help prevent hate crime and will further benefit</p>		<p>Positive</p>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>people with disabilities, such as improving accessibility for those with limited mobility or sight.</p> <p>The Plan is likely to have a positive impact on people with the protected characteristic of 'gender reassignment'. The provision of sites to meet the accommodation needs of gypsy and travellers will facilitate access to support services and healthcare. The introduction of design standards which ensure suitable living conditions and high-quality sites provides opportunity to facilitate safe and inclusive environments which has the potential to help prevent hate crime.</p>		Positive
<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Because some Gypsy and Travellers (Romany Gypsies, Scottish Travellers and Irish Travellers) are recognised as belonging to an identifiable ethnic group, the Plan is likely to have a very positive impact on the race characteristic, by addressing the existing and future accommodation needs of gypsy and travellers directly. At the time of the 2021 Census the percentage of people</p>		Positive

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>identifying their ethnic group as Gypsy or Irish Traveller and Roma that lived in North Northamptonshire was 0.1% and 0.2% respectively. This is the same percentages recorded at national level across England and Wales as a whole².</p> <p>The introduction of design standards which ensure suitable living conditions and high-quality sites provides opportunity to facilitate safe and inclusive environments which has the potential to help prevent hate crime. Hate crime statistics show that Northamptonshire has one of the highest offence rates with sexual orientation as a motivating factor in the country in 2019/20³.</p>		Positive
<p>Marriage & Civil Partnership</p> <p>Are people in a Marriage or Civil Partnership treated less favourably?</p>	<p>The Plan is likely to benefit people facing this kind of discrimination. The provision of sites to accommodate the needs of gypsy and travellers</p>		Positive

² <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/bulletins/ethnicgroupenglandandwales/census2021>

³ Hate Crime Statistics, 26 November 2021 <https://researchbriefings.files.parliament.uk/documents/CBP-8537/CBP-8537.pdf>

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Pregnancy & Maternity</p> <p>Are people who are pregnant, or have a baby of 6 months old or younger, effected by this proposal?</p>	<p>The Plan is likely to have a positive impact on pregnant women and mothers, as well as other primary care givers. The provision of sites to meet the accommodation needs of gypsy and travellers will facilitate access to support services and healthcare. The introduction of design standards which ensure suitable living conditions and high-quality sites will benefit pregnant women and mothers, as well as other primary care givers, such as facilities for mother and toddlers.</p>		Positive
<p>Religion or Belief</p> <p>Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?</p>	<p>The Plan is likely to have a positive impact in terms of religion or belief. The provision of sites to accommodate the needs of gypsy and travellers will facilitate access to places of worship, support services and other community facilities. The introduction of design standards which ensure suitable living conditions and high-quality sites provides opportunity to facilitate safe and inclusive</p>		Positive

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
<p>Health & Wellbeing</p> <ol style="list-style-type: none"> 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation) 3. Socio economic (E.g. income, education). 4. Environment (E.g. green spaces, fuel poverty, housing standards). 	<p>environments which has the potential to help prevent hate crime.</p> <p>The Plan is likely to have a positive impact in terms of health and wellbeing. The provision of sites to meet the accommodation needs of gypsy and travellers will facilitate access to services and facilities, including healthcare, education, and other community facilities. As research⁴ suggests that Gypsy and Travellers often experience disproportionate socio-economic disadvantage, including access to education and skills training, and health services, particularly primary care. The provision of sites to accommodate the needs of gypsy and travellers will have a potential impact on community cohesion and community relations in the area in which it is located.</p>		Positive

⁴ For example, [Gypsies and Travellers lived experiences, overview, England and Wales: 2022](#)

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Place and Economy
Service area	Planning Policy
Lead officer's name	Terry Begley
Lead officer's job title	Principal Planner (Corby Area)
Lead officer's contact details	
Lead officer's signature	
Date completed	22/02/23

Completed forms must be sent to Equalities@northnorthants.gov.uk