



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 Strategic Plan – Scope and Issues (Regulation 18) Consultation
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	Change to policy
What is the objective of this proposal?	<p>The North Northamptonshire Strategic Plan – Scope and Issues consultation document (often referred to as Regulation 18 consultation¹) invites comments on the key planning issues facing the area, and the proposed scope and contents of the new Strategic Plan.</p> <p>The North Northamptonshire Joint Core Strategy was adopted in July 2016. There is a statutory requirement to undertake a review within five years of adoption. The North Northamptonshire Strategic Plan will review</p>

¹ Regulation 18 of the Town and Country Planning (Local Planning) (England) Regulations 2012.

Requirement	Detail
	<p>and where appropriate, replace the planning policies and proposals in the North Northamptonshire Joint Core Strategy. The Scope and Issues consultation outlines the proposed scope of the North Northamptonshire Strategic Plan as set out below. It is emphasised that this may be refined subject to any changes to national and sub-regional guidance and in response to consultation feedback.</p> <ul style="list-style-type: none"> • The spatial vision for North Northamptonshire – extended to 2050 to reflect the Oxford-Cambridge Arc Spatial Framework and meet the requirements of the NPPF • The approach to climate change – setting the framework for the local response to the climate emergency, building on existing initiatives and setting priorities to deliver net zero carbon. • The approach to Levelling Up – setting the framework for the local response to addressing inequalities and setting priorities to level up. • The spatial strategy for the distribution of development – including the roles of settlements and the distribution of housing, employment, retail, leisure, and other commercial development. • The housing requirement - the number of new homes to be provided across North Northamptonshire and the distribution of these. Within this context, the size, type, and tenure of housing needed for different groups will be identified including the

Requirement	Detail
	<p>proportion of the overall housing requirement that should be affordable and planning for the needs of an ageing population.</p> <ul style="list-style-type: none"> • Economic Growth – an economic vision to strengthen and diversify the economy, taking account of existing sectoral strengths, opportunities provided by the Oxford-Cambridge Arc and implications of Covid-19, including changes to working patterns. An overall jobs target for North Northamptonshire, distribution of this and identification of new employment land capable of meeting a wide variety of needs. • Town Centres – updated policy guidance and strategy for the town centres and retail development taking account of the impact of policy changes and social/economic implications including Covid-19. This will focus on reimagining and redesigning town centres to support regeneration and economic recovery from the pandemic including opportunities for town centres to become community service hubs with increased leisure and recreational space. • Infrastructure – key infrastructure projects that are required to deliver the strategy such as strategic transport schemes including active travel, utility networks, community facilities, health, education, emergency services infrastructure and site-specific requirements. • Strategic Development Locations and Opportunities – strategic sites that are key to the delivery of the spatial strategy

Requirement	Detail
	<p>will be identified in the Plan. The strategic site threshold will be refined as the plan is progressed, including consultation on its scope. The locations of these sites will be a key consideration in the context of climate change related risks and ensuring future development contributes towards a reduction in carbon emissions. The plan will define clear development principles for these areas. These will provide the basis for design codes/framework.</p> <ul style="list-style-type: none"><li data-bbox="1137 614 2027 1102">• Place-making/sustainable development – key principles to ensure high quality development that is sustainable and supports local communities. The design and future sustainability of development will be a key consideration in the approach to climate change and the Strategic Plan will set out a stronger approach to integrating land-use and transport considerations. This will include a review and refresh of the Protecting Assets policies in the Joint Core Strategy to ensure they are locally distinctive as possible with increased emphasis on health and wellbeing.<li data-bbox="1137 1125 2027 1412">• Natural and Historic Environment – key principles and measures to achieve environmental net gain including the protection, restoration, and enhancement of natural and historic assets. This will include natural capital benefits such as flood protection, recreation and improved water and air quality as well as ensuring appropriate measures for internationally, nationally,

Requirement	Detail
	<p>and locally designated sites and priority habitats or protected species. The Strategic Plan will seek to maximise the health and wellbeing benefits of nature and accessibility to it. Opportunities to enhance the green and blue infrastructure network within North Northamptonshire and maximise its wider benefits and opportunities will be set out. The spatial strategy and place-making approach will be influenced by the importance of the natural and historic environment including the role they play in creating local distinctiveness.</p> <p>The Scope and Issues consultation document represents the first stage in the Local Plan review process. It is important to clarify that at this stage the Council has not formed views on the scale of growth, which sites and locations should be allocated for new development, how existing policies should be updated or whether there should be any additional policies. The responses to the Scope and Issues consultation document will inform and contribute to the development of detailed planning policies and proposals at later stages of the plan making process. As the plan is developed consultation methods will be tailored accordingly with emphasis on the right consultation with the right people at the right time.</p> <p>Subsequent stages for the preparation and production of the Strategic Plan, together with estimated dates, are set out below:</p>

Requirement	Detail
	<ul style="list-style-type: none"> • Options Consultation – November 2022 • Draft Plan Consultation – June 2023 • Publication Plan Consultation – November 2023 • Submission to the Secretary of State – April 2024 • Examination – September 2024 • Adoption – September 2025
<p>Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)</p>	<p>Preparation of the Strategic Plan will involve consultation with the local communities and stakeholders at appropriate stages, in accordance with relevant legislation and Statement of Community Involvement². The Scope and Issues consultation document is the first stage of the process. Subsequent stages will be informed by the responses received.</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>Planning Policy Officers liaised with colleagues in consultation and engagement regarding the format of the consultation and consultation methods to be used. A range of methods will be adopted in the consultation events and publicity, including:</p>

² Draft North Northamptonshire Statement of Community of Involvement, December 2021 https://northnorthants.citizenspace.com/planning/north-northamptonshire-statement-of-community-invo/supporting_documents/NNSCI%20consultation%20draft_December%202021.pdf

Requirement	Detail
	<ul style="list-style-type: none"> • consultation on documents for eight weeks where possible • electronic communication and online representations will be used as widely as possible as well as increased usage of social media to inform the public about each stage of the consultation process • as much information as possible will be made available on the North Northamptonshire Council website • Notification to those registered on the consultation database, including groups representing travellers and faith groups. • all consultation documents and key supporting material should normally also be made available in hard copy as well as in electronic format. In such instances these hard copies will be made available for viewing at the main libraries and primary offices of North Northamptonshire Council • Member workshop to get feedback from all interested Members • Drop-in sessions (format to be confirmed) • Potential preparation of a summary document aimed at the public and to support Town and Parish Council involvement in the consultation.
<p>Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)</p>	<p>Within the broad scope of issues to be considered within the North Northamptonshire Strategic Plan - Scope and Issues consultation document, it is considered there is scope to promote equality of opportunity and positively impact on all sections of the community in</p>

Requirement	Detail
	<p>North Northamptonshire, including those who share a protected characteristic.</p> <p>The Scope and Issues consultation document is the first stage of the process. It is important to emphasise that no decisions have yet been made on the scale of growth or where that growth should be located, how existing policies should be updated or whether there should be any additional policies. As the Strategic Plan evolves and develops it may be necessary to update the Equality Screening Assessment. This screening assessment will be made available and published with the North Northamptonshire Strategic Plan – Scope and Issues consultation document.</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 Strategic Plan through the Annual Monitoring Report, published each year, 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>Within the broad scope of issues to be considered within the Strategic Plan, it is considered there is potential to advance equality of opportunity and offer general benefit for all age groups. A review of the plan provides opportunity for the Council to address the ageing population and to promote economic growth and tackle inequalities. The Office of National Statistics estimates that between 2017 and 2041 there will be a significant increase in the population in the 65+ age groups for North Northamptonshire (65%, 86,075 people)³. The North Northamptonshire Equality Strategy 2021-2025⁴ estimates there will be 57% more people over the age of 79 between 2019 and 2029. This is more than double the national increase.</p> <p>The consultation document specifically refers to creating sustainable communities that offer</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>

³ Older Peoples JSNA, Northamptonshire County Council, 2019 <https://www.northamptonshire.gov.uk/councilservices/health/health-and-wellbeing-board/northamptonshire-jsna/Documents/Older%20Peoples%20JSNA.pdf>

⁴ North Northamptonshire Equality Strategy 2021-2025 [North Equality Strategy \(3\).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? <p>services and facilities for everyone including children and older people. For older age groups, proximity to services, such as healthcare, is especially important and/or the means to access these by public transport. Accessing education, training, and quality jobs is a key issue for younger people.</p> <p>The plan will address housing sizes, types, and tenures for different groups in the community that will contribute towards meeting the needs of the young and older people, including affordable housing that can have particular relevance to young people and ‘first time buyers’ and specialist housing, such as care homes and sheltered housing, that can have particular implications for older and younger people.</p> <p>The scope of the plan offers opportunity to reduce inequalities within and between communities and to</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>

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? <p>contribute to levelling up priority setting objective to reduce inequalities in age.</p> <p>The Scope and Issues consultation document explains that the Strategic Plan will identify land for employment to strengthen and diversify the economy and recognises the opportunity to deliver higher-valued, higher skilled employment, which will benefit people of working age.</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>Sex</p> <p>Is one sex affected more than another or are they affected the same?</p>	<p>The Strategic Plan is inclusive to all members of the community and makes no distinction between genders. No specific opportunities have been identified within the broad scope of issues to be considered within the plan that promote equality of opportunity or have differential impact on both women and men. However, it is considered that the scope of the plan offers opportunity to have a positive impact on all characteristic groups.</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? <p>For example, the plan will continue to create and maintain sustainable communities through the promotion of ‘place-making’ principles that contain specific positive references to user-friendly public and green spaces, buildings and spaces which promote health and designed to reduce crime and make people feel safe. This will benefit all groups, but these references protect against particular kinds of crimes disproportionately impacting women.</p> <p>The scope of the plan offers opportunity to reduce inequalities within and between communities and to contribute to levelling up priority setting objective to reduce inequalities between women and men. The North Northamptonshire Equality Strategy 2021-2025⁵ reports that local life expectancy ranges from 77 to 80 years for males, and 81 to 83 years for females.</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>

⁵ North Northamptonshire Equality Strategy 2021-2025 [North Equality Strategy \(3\).pdf](#)

Protected Groups	General Equality Duty Considerations	Changes	Impact
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>Within the broad scope of issues to be considered within the Strategic Plan, it is considered there is potential to advance equality of opportunity and offer general benefit for those with a disability.</p> <p>Information from the Northamptonshire Joint Strategic Needs Assessment identifies that around 21% of the adult population of Northamptonshire have a disability which is higher than the national average⁶.</p> <p>A key issue for the plan to address is housing sizes, types, and tenures for different groups in the community that will contribute towards meeting the needs of those with disabilities, including specialist housing.</p> <p>The consultation document specifically promotes 'place-making' principles that encompasses social</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>

⁶ Adults with Disabilities JSNA, Northamptonshire County Council, 2017 <https://www.northamptonshire.gov.uk/councilservices/health/health-and-wellbeing-board/northamptonshire-jsna/Documents/Adults%20with%20Disabilities%20JSNA%202017.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? <p>and economic opportunity, creating development that is safe and inclusive, and offers equality of opportunity and good services for all. A key area of concern for disabled people includes hate crime and therefore creating safe and inclusive environments is considered a key opportunity for the plan to address. Hate crime statistics show that incidents directed at people with disabilities have nearly doubled in five years⁷. The ‘place-making’ principles will also foster community interaction and ensure people who are more likely to have mobility issues, through illness, disability, or personal circumstance, can access the services and facilities they need.</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? 	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>	The Strategic Plan is inclusive to all members of the community. No specific opportunities have been identified within the broad scope of issues to be considered within the plan that promote equality		Positive

⁷ Hate Crime, England and Wales, 2020 to 2021, Homes Office, 12 October 2021 <https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2020-to-2021/hate-crime-england-and-wales-2020-to-2021>

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? <p>of opportunity or have differential impact on gender reassignment groups. However, it is considered that the plan offers opportunity to have a positive impact on all characteristic groups.</p> <p>For example, the plan will continue to create and maintain sustainable communities through the promotion of ‘place-making’ principles that seek to create strong, vibrant, and healthy communities where people feel safe, healthy, and socially connected.</p> <p>The Office of National Statistics recognises the need to improve data collection on the LGBT community, to enable service providers to be able to direct support to people and groups in the community.</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>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>Within the broad scope of issues to be considered within the Strategic Plan, it is considered there is</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? <p>potential to advance equality of opportunity and benefit people of different races or ethnic groups.</p> <p>The consultation document specifically considers the housing needs of travellers. It does not make specific provision for other ethnic groups but the plan will support for growth and sustainable development through the provision of new/improved infrastructure and continue to promote 'place-making' principles that seek to create strong, vibrant, and healthy communities.</p> <p>A key area of concern for many ethnic groups includes hate crime and therefore creating safe and inclusive environments is considered a key opportunity for the plan to address. Hate crime statistics show that Northamptonshire has one of the highest offence rates with race as a motivating factor in the country in 2019/20⁸</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>

⁸ 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
<p>Sexual Orientation</p> <p>Are people of one sexual orientation affected differently to people of another sexual orientation?</p>	<p>The Strategic Plan is inclusive to all members of the community. No specific opportunities have been identified within the broad scope of issues to be considered within the plan that promote equality of opportunity or have differential impact on the sexual orientation of individuals or groups.</p> <p>However, it is considered there is opportunity within the scope of the Strategic Plan to have a positive impact on all characteristic groups.</p> <p>A key area of concern includes hate crime and therefore creating safe and inclusive environments is considered a key opportunity for the plan to address. Hate crime statistics show that Northamptonshire has one of the highest offence rates with sexual orientation as a motivating factor in the country in 2019/20⁹</p>		Positive
<p>Marriage & Civil Partnership</p>	<p>The plan is inclusive to all members of the community. No specific opportunities have been</p>		Positive

⁹ 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
Are people in a Marriage or Civil Partnership treated less favourably?	<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>identified within the broad scope of issues to be considered within the Strategic Plan that promote equality of opportunity or have differential impact on married or civil partnership couples.</p> <p>Within the broad scope of issues to be considered within the Strategic Plan, it is considered there is potential to advance equality of opportunity and offer general benefit for pregnant women or those who are taking care of infant children. The consultation document specifically promotes ‘place-making’ principles, to ensure growth and development is inclusive, including accessibility to jobs, key services, and facilities. This will benefit those who find mobility a barrier particularly through pregnancy or maternity.</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>Within the broad scope of issues to be considered within the Strategic Plan, it is considered there is potential to advance equality of opportunity and offer general benefit for religious. The consultation document specifically promotes ‘place-making’</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? <p>principles, to ensure growth and development is inclusive, including accessibility to jobs, key services, and facilities. This includes access to religious buildings which benefits religious groups who have more opportunities to practice their religion or faith.</p> <p>A key area of concern for religious and faith communities includes hate crime and therefore creating safe and inclusive environments is considered a key opportunity for the plan to address.</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>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>Within the broad scope of issues to be considered within the Strategic Plan, it is considered there is potential to provide greater emphasis on health and wellbeing that will provide a general benefit across all communities.</p> <p>The plan will have an important role in providing the necessary infrastructure to encourage physical</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? <p>exercise and health, including accessible open space, landscape, healthcare facilities, sport and recreational facilities, and safe walking and cycling routes.</p> <p>Creating safe and inclusive communities is considered a key component of the 'place-making' principles which means the plan has potential to reduce hate crime and improve health and wellbeing.</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>

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
Lead officer's contact details	terry.begley@nortnorthants.gov.uk
Lead officer's signature	
Date completed	7 February 2022

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