



# Council of the ISLES OF SCILLY

## **ISLES OF SCILLY LOCAL PLAN REVIEW 2015-2030 Regulation 18 Consultation**

### **EQUALITY AND DIVERSITY IMPACT ASSESSMENT SCREENING REPORT**

**FEBRUARY 2018**

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# Isles of Scilly Local Plan Review: Consultation Draft Regulation 18

## Equality and Diversity Impact Assessment (EqIA) Screening Report

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## 1.0 INTRODUCTION

- 1.1 This Report sets out the process and results of a screening assessment for an Equality and Diversity Impact Assessment (EqIA) of the Draft Isles of Scilly Local Plan. The new Local Plan for the Isles of Scilly sets out the spatial vision for the archipelago, provides a Vision and Aims for the Plan, and details Policies to guide development during the Plan period.
- 1.2 Enfusion Ltd, independent specialist sustainability and environmental assessors, has been commissioned to carry out the screening on behalf of the Council of the Isles of Scilly.

### Background

- 1.3 In 2005 the Council of the Isles of Scilly adopted their current Local Plan for the Plan period up until 2020. The Local Plan provides the spatial strategy for the islands, and includes core policies relating to infrastructure, housing, sustainable development and transport, as well as site proposals for new development. The Local Plan is supported by non-statutory supplementary planning documents, including the Isles of Scilly Design Guide, the Strategic Transport Framework and the Sustainable Energy Strategy.
- 1.4 The Council is currently undertaking a review of the existing Local Plan. The policies from the 2005 Local Plan have been saved until the new Local Plan has been adopted. The new draft Local Plan has been prepared in accordance with relevant national and European legislation, including the National Planning Policy Framework. The draft Local Plan provides updated policies that will determine the type and scale of development on the islands, and includes allocated sites for housing development to meet the identified housing needs of the population. Future planning applications will be required to comply with the planning policies provided in the new Local Plan.
- 1.5 Under the Equality Act 2010, public authorities such as the Isles of Scilly Council must in the exercise of their functions, have due regard to the need to:
  - Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act
  - Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic
  - Foster good relations between people who share a characteristic and those who do not share a characteristic
- 1.6 An EqIA is an assessment tool that seeks to improve the work of the Council and help ensure that it meets with the requirements of the Equality Act 2010.
- 1.7 It is important to note that assessment of equality, diversity, and health/well-being (which is an important aspect of equality) has been detailed through

the Sustainability Appraisal (SA) process<sup>1</sup>. All elements of the Draft Local Plan have been appraised against an SA framework of objectives for sustainable development, including several SA objectives that directly and indirectly address equality, health and diversity: No.2A Housing, No.2B Services & Facilities, No.3 Economy & Employment and No.4 Human Health. The findings of this EqIA have been integrated into the SA of the Draft Local Plan.

## Consultation

- 1.8 This EqIA Screening Report will be included for consideration alongside the Draft SA Report and the Draft Regulation 18 Isles of Scilly Local Plan.

## Purpose and Structure of Report

- 1.9 The purpose of this Screening Report is to determine whether the Draft Local Plan is likely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and whether a full EqIA is required.
- 1.10 This report is structured to demonstrate compliance with the requirements of the Equality Act. Following this introductory section, the Report is organised into three further sections:
- Section 2 - summarises the requirements of the Equality Act 2010 and the purpose of EqIA
  - Section 3 - outlines the screening process and the findings of the screening assessment
  - Section 4 - summarises the findings of the EqIA and sets out the next steps, including consultation arrangements

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<sup>1</sup> <https://www.gov.uk/guidance/strategic-environmental-assessment-and-sustainability-appraisal>

## 2.0 Equality and Diversity Impact Assessment

### Equality Act 2010 Requirements

- 2.1 The Equality Act (2010) came into effect in October 2010 with the aim of harmonising all extant discrimination law and strengthening the laws that prevent discrimination. The Equality Act applies to the provision of services and public functions and includes the development of Council policies and plans. The Act maintains the protection provided by previous legislation and therefore prevents discrimination on the basis of nine protected characteristics (previously referred to as equality strands): age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.
- 2.2 Inequality can exist in a number of forms with regard to land use and spatial development. This can include inadequate provision of, and access to, services (health, food stores, education and recreational facilities), good quality homes, employment opportunities, a healthy living environment and transport infrastructure (safe roads, pavements, public transport, cycle and footpaths) for all members of society.
- 2.3 In summary, public authorities must in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Act.
  - Advance equality of opportunity between people who share a characteristic and those who do not share a characteristic.
  - Foster good relations between people who share a characteristic and those who do not share a characteristic.
- 2.4 The Equality Act 2010 does not specify how public authorities should analyse the effects of their existing or new policies in relation to equality, but doing so is an important part of complying with the general duty. The approach in this Report reflects the principles of the Equality Framework for Local Government<sup>2</sup> as applied across the Isles of Scilly, and other guidance provided by the Department of Health.
- 2.5 An EqIA is a tool that seeks to improve the work of the Council and ensure that the policies and plans developed do not discriminate in the way they provide services and employment, and that where possible they do all they can to advance equality of opportunity between persons who share a relevant protected characteristic, and persons who do not.
- 2.6 The methods and approach used for this assessment involve the following stages - outlined in the following Table 2.1. This EqIA Report sets out the method and findings for Stage 1 of the assessment - the Screening.

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<sup>2</sup> Equality and Human Rights Commission (2009) Equality Impact Assessment Guidance. Online at <http://www.equalityhumanrights.com/about-us/equality-and-diversity/our-assessments-of-impact/>

Table 2.1: Equality and Diversity Impact Assessment Key Stages	
<b>Stage 1</b>	
<b>Screening for Equality and Diversity Impact Assessment</b>	<ul style="list-style-type: none"> <li>■ Identify the main purpose and aims of strategy/plan.</li> <li>■ Identify other plans, programmes and assessments that have influenced the strategy/ plan in relation to equality.</li> <li>■ Provide baseline information on issues and needs related to each protected characteristic or person.</li> <li>■ Assess the impacts of the strategy/ plan on the protected characteristics or persons.</li> </ul>
	<ul style="list-style-type: none"> <li>■ <i>If no negative effects are likely then no further assessment will be required.</i></li> <li>■ <i>If there are effects are judged likely or uncertainty exists which cannot be easily mitigated – the precautionary principle applies, proceed to <b>Stage 2</b></i></li> </ul>
<b>Stage 2</b>	
<b>Full Equality and Diversity Impact Assessment</b>	<ul style="list-style-type: none"> <li>■ Complete additional baseline and research.</li> <li>■ Agree scope and method with wider [public] stakeholders as necessary.</li> <li>■ Assess strategy/plan in greater detail.</li> <li>■ Provide recommendations to mitigate negative impacts.</li> <li>■ Develop measures to monitor, evaluate and review (including timescale and mechanisms) the recommendations.</li> <li>■ Report outcomes of EqIA and consult with wider [public] stakeholders as necessary.</li> <li>■ Finalise EqIA following responses from public and implement.</li> </ul>

## 3.0 Equality and Diversity Impact Assessment Stage 1: Screening

### Approach to EqIA Screening: Key Tasks

- 3.1 As detailed previously in Table 1, the EqIA process typically involves two stages. This Report sets out our approach and findings for Stage 1 - to determine whether the Draft Isles of Scilly Local Plan is likely to have any negative effects on protected characteristics or persons identified under the Equality Act 2010 and whether a full EqIA is required.
- 3.2 The process of EqIA Screening can be broken down into four main task areas as outlined in more detail below.

**Task 1: Identify the main purpose and aims of strategy/plan.** This is where a description of the strategy/ plan will be provided. The following questions will be used to set out the information required for this task. The questions are:

- What are the main aims, objectives, purpose and outcomes of the policy and how does it fit in with the wider aims of the organisation?
- Who implements or delivers the policy, service or function?
- Who will be affected by the strategy/ plan?

**Task 2: Description of other plans, programmes and policies used to develop the strategy/plan.** This will draw out any relevant documents that have influenced the development of the strategy/ plan in relation to equality.

**Task 3: Review baseline data and research.** This will involve looking at relevant equalities monitoring data covering the nine protected characteristics or persons from existing databases. Any gaps will be identified.

**Task 4: Screening Assessment, recording the view and the supporting information and analysis.** This is where the information gained from tasks 1 to 3 is brought together to support the screening view.

The assessment uses a simplified version of the SA/SEA appraisal key applied across the strategy/ plan, with the assessment informed by decision aiding questions:

- Will the policy have a negative impact on any of the protected characteristics or persons?
- How can identified negative impacts be minimised or removed?
- How can identified positive impacts be improved or enhanced?
- Is monitoring of the issues required?

Assessment Key	
+	Positive Effect/Compatible
-	Negative Effect/Not Compatible
0	Neutral Effect/Not Applicable
?	Unknown or Uncertain Effect

## Task 1: Identify the main purpose and aims of the plan

### What are the main aims, objectives, purpose and outcomes of the Plan and how does it fit in with the wider aims of the organisation?

- 3.3 The Local Plan aims to guide development in the Plan area through the Plan period, and will deliver development that will benefit the islands communities whilst protecting the environmental, landscape and cultural features of the Plan area.
- 3.4 The Draft Plan has an identified Vision, which is sub-divided into six topics as set out below in Table 3.1:

**Table 3.1: Isles of Scilly Vision**

<i><b>In 2030:</b> The Isles of Scilly remains a highly desirable place where people are able to live well, work productively, move freely between islands and the mainland and benefit from excellent education, leisure, health and social care facilities within a world class environment in harmony with nature. The distinctiveness and exceptional environment and influence of the sea continue to provide a strong sense of community, identity and belonging that remain vital assets for the islands economy and well-being.</i>
<i><b>In 2030:</b> Innovative systems and technologies have taken advantage of the islands location and environment and provided the catalyst for achieving exemplar and innovative sustainable development and a model for how other communities around the world can benefit.</i>
<i><b>In 2030:</b> The islands communities have access to a range of homes that are more affordable, adaptable and accessible to everyone, including families and older people.</i>
<i><b>In 2030:</b> The Isles of Scilly is strong, competitive and diverse economy that benefits from inward investment and innovation. Businesses have access to a locally based, highly skilled workforce reflecting high quality learning as well as internships and cultural exchanges through, for example, the Smart Island programme.</i>
<i><b>In 2030:</b> The islands infrastructure is a beacon of sustainability to the UK and beyond and provide an affordable, innovative and low carbon model for managing energy, water and waste with considerable benefits to the environment and the quality of life to residents.</i>
<i><b>In 2030:</b> Residents, businesses and visitors enjoy more affordable, resilient and reliable transport links to the mainland and between islands throughout the year following improvements to transport services and networks.</i>

- 3.5 The Local Plan also includes six strategic aims. Each aim has individual objectives designed to help achieve the strategic aims, which in turn are designed to help achieve the overall Vision for the Isles of Scilly during the Plan period. The strategic aims can be seen below in Table 3.2.

**Table 3.2: Isles of Scilly Local Plan Strategic Aims & Objectives**

<p><b>1. Maintaining an outstanding and world class environment and ensure its distinctive and significant landscape and seascape, heritage and nature conservation assets are protected and valued and, where appropriate, enhanced.</b></p>	<ul style="list-style-type: none"> <li>▪ Ensure new development is appropriately located, sited and designed to mitigate any environmental impacts, including the reuse of previously developed land and the more efficient and effective use of all sites and buildings</li> <li>▪ Improve the quality of the environment, including coastal waters, through the provision of better infrastructure.</li> <li>▪ Promote the prudent and sustainable use of resources and the minimisation of waste and pollution.</li> <li>▪ Protect the distinct identities and characteristics of individual islands and settlements.</li> </ul>
<p><b>2. Ensure the provision of infrastructure and utilities to create a more sustainable, resilient and self-sufficient Isles of Scilly.</b></p>	<ul style="list-style-type: none"> <li>▪ Support improvements and secure investments to modernise and improve the islands drinking water, sewerage and waste management operations and infrastructure to ensure that it is affordable and complies with the appropriate legislation and regulations.</li> <li>▪ Engender a planned and coordinated approach for securing infrastructure provision as part of and in step with new development and investment opportunities.</li> <li>▪ Support clean, innovative and flexible energy technologies (including renewable energy generation, energy storage) and more efficient grid technologies) that move the islands towards a low carbon economy.</li> </ul>
<p><b>3. Creating a balanced local housing market that provides housing choice and meets the existing and future needs of the community enabling economic prosperity.</b></p>	<ul style="list-style-type: none"> <li>▪ Provide affordable, decent and well-designed homes to meet the range of needs for current and future generations.</li> <li>▪ Support a range of affordable housing types and tenures appropriate to meeting the needs of the existing and changing community, including a more rapidly aging</li> <li>▪ Permit open market housing only where it enables the delivery of affordable homes through cross-subsidisation</li> </ul>

<p><b>4. Create a more competitive, diverse and resilient economy based on an exceptional and inspirational environment that can adapt to change and challenges and maximise opportunities by building on its strengths and underpinned by effective infrastructure and an appropriately available and skilled workforce.</b></p>	<ul style="list-style-type: none"> <li>■ Provide a wider choice of better paid and skilled jobs through the creation of a more competitive and diverse economy.</li> <li>■ Encourage research, innovation and entrepreneurship through enhanced ICT opportunities.</li> <li>■ Provide sustainable growth in tourism in response to changing markets with a focus of improving the quality and value of its product, particularly tourist accommodation, in assets and where it complements the exceptional and outstanding environment.</li> <li>■ Permit new development that supports agriculture and horticulture in recognition of its cultural and economic importance and its essential contribution to sustainably managing the islands outstanding environment</li> </ul>
<p><b>5. Engender and support a strong, vibrant and healthy island community with an improved quality of life for its residents.</b></p>	<ul style="list-style-type: none"> <li>■ Facilitate growth that improves the sustainability and self-sufficiency of the islands communities through the provision and retention of viable services and facilities that supports its cultural, health and social well-being.</li> <li>■ Support proposals that facilitate modern and integrated health and social care services to meet the requirements of the community.</li> <li>■ Support investment in social, sports, recreational, leisure and cultural services and facilities to meet the requirements of the community.</li> <li>■ Ensure that new development and the built environment is designed to promote healthy living and support an ageing population.</li> <li>■ Support proposals that strengthen or support transportation links on each inhabited island and between the islands and the mainland, including connecting transport systems.</li> <li>■ Support proposals that provide everyone with the opportunity to have access to a wide range of high quality education, learning and training.</li> </ul>

<p><b>6. Adapting to the effects of climate change on people, wildlife, and places by increasing resilience, matching the vulnerability of land uses to flood risk and managing surface water in the most sustainable way.</b></p>	<ul style="list-style-type: none"> <li>▪ Promote high quality sustainable building and construction to minimise the risks arising from climate change and ensure new development is designed and located to mitigate and adapt to the effects of climate change and extreme weather conditions including coastal flooding.</li> <li>▪ Reduce the causes of climate change by minimising carbon emissions in new development and supporting the transition to a low carbon economy through permitting proposals that promote clean, innovative and flexible energy technologies.</li> <li>▪ Reduce the environmental and social impacts of transport by reducing the need to travel by petrol and diesel car through the siting and design of new developments and encourage sustainable travel options, including the use of car sharing and electrical vehicles (40% of vehicles being low carbon or electric by 2025).</li> </ul>
<p><b>7. Minimising carbon dioxide and other greenhouse gases and support measures that contribute to carbon neutrality and mitigate against the effects of climate change.</b></p>	<ul style="list-style-type: none"> <li>▪ Ensure the sustainable use of natural resources and the full benefits of eco systems are understood and harnessed.</li> <li>▪ To mitigate against the inevitable local impacts of climate change to ensure the environment, its community and businesses are conserved for future generations and help sustain the islands into the future.</li> </ul>

3.6 The Plan contains 33 policies that will guide development during the Plan period. These Policies are categorised into sub-topics, as follows in Table 3.3:

**Table 3.3: Isles of Scilly Local Plan Policies**

<p><b>Chapter 1: Promoting a Sustainable Scilly</b></p>	<ul style="list-style-type: none"> <li>▪ SS1: Principles of Sustainable Development</li> <li>▪ SS2: Sustainable Quality Design &amp; Place-Making</li> <li>▪ SS3: Re-Use of Buildings</li> <li>▪ SS4: Protection of Retailing &amp; Community Facilities</li> <li>▪ SS5: Infrastructure Improvements</li> <li>▪ SS6: Water Management</li> <li>▪ SS7: Flood Avoidance</li> <li>▪ SS8: Renewable Energy Developments</li> <li>▪ SS9: Managing Movement</li> <li>▪ SS10: To &amp; Inter-Island Transport</li> </ul>
<p><b>Chapter 2: Our Outstanding Environment</b></p>	<ul style="list-style-type: none"> <li>▪ OE1: Landscape Character</li> <li>▪ OE2: Biodiversity &amp; Geodiversity</li> <li>▪ OE3: Development affecting Heritage</li> <li>▪ OE4: Protecting Scilly's Dark Skies</li> <li>▪ OE5: Managing Pollution</li> <li>▪ OE6: Waste Management</li> </ul>

	<ul style="list-style-type: none"> <li>▪ OE7 Minerals</li> </ul>
<b>Chapter 3: Building a Strong Living Community</b>	<ul style="list-style-type: none"> <li>▪ LC1: Isles of Scilly Housing Strategy to 2030</li> <li>▪ LC2: Occupying Affordable Homes</li> <li>▪ LC3: Accessible Homes</li> <li>▪ LC4: Staff Accommodation</li> <li>▪ LC5: Removal of Occupancy Conditions</li> <li>▪ LC6: Housing Allocations</li> <li>▪ LC7: Windfall Housing</li> <li>▪ LC8: Replacement Dwellings</li> <li>▪ LC9: Residential Extensions &amp; Ancillary Accommodation</li> <li>▪ LC10: Homes in Multiple Occupation</li> </ul>
<b>Chapter 4: Building a Strong Working Community</b>	<ul style="list-style-type: none"> <li>▪ WC1: General Employment Policy</li> <li>▪ WC2: Home-Based Businesses</li> <li>▪ WC3: New Employment Development</li> <li>▪ WC4: Alternative Uses for Employment Land &amp; Buildings</li> <li>▪ WC5: Visitor Economy &amp; Tourism Developments</li> <li>▪ WC6: Safeguarding Serviced Accommodation</li> </ul>

3.7 The Strategic Housing Market Assessment for the Isles of Scilly has identified an Objectively Assessed Housing Need (OAN) of 105 affordable dwellings during the Plan period (until 2030) to meet the housing needs of local communities. The Local Plan aims to focus housing development on the island of St Mary's, in the two main settlements of Hugh Town and Old Town. The Plan also details the use of windfall sites to allow for specific development outside of the land allocated for housing within the Plan.

**Table 3.4: Housing Allocations**

Reference	Site Name
H1 (A7)	Former Secondary School, Carn Thomas, Hugh Town, St Mary's
H2 (A7a)	Former Primary School, Carn Thomas, Hugh Town, St Mary's
H3 (A13)	Land at to the west side of Old Town Road on the north of Ennor Castle, Old Town, St Mary's
H4 (A14)	Land to the north-east side of Ennor close, Old Town, St Mary's
H5 (A15)	Land to the south of Launceston Close, Old Town St Mary's
H6 (A16)	Land to the south of Ennor Close, Old Town, St Mary's
H7 (A17)	Land to the south east of Ennor Close, Old Town, St Mary's
H8 (A18)	Land to the east of Ennor Close, Old Town, St Mary's

**Who implements or delivers the policy, service or function?**

3.8 The Council of the Isles of Scilly is responsible for implementing the Isles of Scilly Local Plan. The Plan is subject to consultation with wider (public) stakeholders who can influence the policies in the Isles of Scilly Plan.

### Who will be affected by the strategy/ plan?

- 3.9 The Isles of Scilly Local Plan applies to the administrative area of the Council of the Isles of Scilly. It will affect everyone who lives, works and visits the archipelago.

### Task 2: Description of other plans, programmes and assessments used to develop the plan

- 3.10 Appendix I provides a summary of other relevant plans, policies and projects that have influenced the drafting of the Isles of Scilly Local Plan in relation to equality and health. They include the Plans and Programmes shown in Table 3.5 below.

**Table 3.5: Plans, Projects and Programmes**

Plan/Policy/Programme
National Planning Policy Framework (NPPF) (2012)
Planning for Travellers 2015
Public Health England, Global Health Strategy 2014 to 2019
Natural England (2014) Green Infrastructure Guidance
Connecting Cornwall 2030- Moving towards a green peninsula (2011)
The Health & Well Being Strategy for Cornwall and Isles of Scilly 2020
Children and Young People Plan (2015-2017)
Islands Futures: A Strategic Economic Plan for the Isles of Scilly (2014)
Cornwall and Isles of Scilly Strategic Economic Plan (2017)
Isles of Scilly Infrastructure Plan (2014)
Employment and Skills Strategy for Cornwall and the Isles of Scilly (2016)

### Task 3: Review baseline data and research

- 3.11 There is limited information with regards to health, equality and diversity within the islands. The information below details the situation regarding protected characteristics within the Plan area, and is largely gathered from the 2011 census, with some information provided by other evidence for the draft Local Plan. There are identified gaps in the data, including no information regarding several protected characteristics.

**Age** – The Isles of Scilly have an ageing population, with the number of people at working age expected to drop from 65% to 52% of the population by 2030. The average age of residents is 44.7, which is higher than the national average, and the largest age groups by population percentage are 45-59 and 65-74, suggesting an older population.

**Marriage and civil partnership** – In 2011 54% of the population are married, with 27% classified as single, 10% divorces and 8% widowed or surviving partner from a civil partnership.

**Pregnancy and maternity** – There is an identified data gap with regards to information about pregnancies in the isles.

**Race** – In 2011 98.8% of the population in the archipelago were of a white (British, Irish or Other) background. Less than 2% of the population were of Mixed, Asian or Black background. This is less ethnically diverse than the UK and the South West average at the same time.

**Religion or belief** – In 2011 just over half of the population were considered to be religious, with the dominant religion being Christianity, and 1.1 % comprising other religions. However, 34% were considered to have no religion, and 9.7% had no stated religion.

**Gender reassignment** – The 2011 Census did not include a specific question in respect of gender reassignment. It is estimated from national research that 1 in 10,000 people experience the recognised medical condition known as gender dysphoria, generally referred to as being transgender or transsexual. In any school of 1,000 pupils there are likely to be 6 who will have transgender experience at some point in their lives.

**Sexual Orientation** – There is no existing information regarding sexual orientation on the Isles of Scilly.

**Sex** – The 2011 census recorded the Isles of Scilly population as being 50% male and 50% female. The England average is a slightly higher percentage of females to males.

**Disability** – The Isles are within the 10% least deprived areas in the country with regards to health deprivation and disability. 86% of the population are not limited in their day to day activities, with 9.1% limited a little and 4.9% limited a lot.

#### **Task 4: Screening Assessment, recording the view and the supporting information and analysis**

- 3.12 The draft Vision, Objectives, and the Policies have been assessed to the same level of detail, taking into account the information gathered in Task 3 to establish any potential impacts on the protected characteristics or persons identified under the Equality Act 2010. The full screening assessment is set out in Appendix II.
- 3.13 A summary of the assessment for each component of the Draft Isles of Scilly Plan is provided below under each component heading.

#### **Vision**

- 3.14 The assessment of the Isles of Scilly Local Plan Vision concluded that there would be positive effects for all protected characteristics. The Vision will produce a high-quality environment for all residents to live in and ensure a good standard of living for local communities. Positive effects are greater for those aspects of the Vision relating to housing, infrastructure, the economy and health.

## **Aims**

- 3.15 The seven strategic Aims of the Plan will support and help deliver the Vision of the Plan. The assessment found that none of the Aims would have negative or neutral effects on protected characteristics, but would have positive effects. The Aims will protect and enhance the natural and cultural environment, with positive cultural and health effects for all residents, and improve climate change adaptation and improve air quality, with positive health effects. Aims 3 and 5 will have greater positive effects as they will provide a balanced housing market and support a healthy community with an improved quality of life for all residents.

## **Policies**

- 3.16 Overall there are 33 Policies in the Isles of Scilly Local Plan, all of which will guide development and help meet the Strategic Aims and Vision of the Plan Area.
- 3.17 Policies in Chapter 1 focus on sustainability within the islands. None of these Policies were found to have negative effects on any of the protected characteristics. Policy SS3 regards the re-use of buildings is not applicable to equality and with neutral effects. All other Policies will help create a healthy and sustainable environment for all residents to live in. Policies 9 and 10 will safeguard and improve transport within and between islands, with positive effects.
- 3.18 Chapter 2 Policies address the environmental and cultural landscape of the islands. No negative effects were considered for any of the Policies. Policies OE1-OE4 will protect and enhance the landscape, natural and cultural environment and Dark Skies, with positive effects on health and cultural well-being for all protected characteristics. Policies OE5 and OE6 will protect the natural environment, and human health, through the management of waste and pollution with positive effects. Neutral effects were considered for OE7 Minerals as not applicable to equality.
- 3.19 Housing Policies in Chapter 3 were found to have a mix of positive and neutral/not applicable effects for protected characteristics. Policies LC4, LC5, LC8, LC9 and LC10 were not found to lead to positive effects for protected characteristics, as they relate to staff accommodation, extensions and occupancy conditions. Policies LC1, LC2, LC3, LC6 and LC7 will result in positive effects for all protected characteristics through the provision of housing to meet the objectively assessed need, including affordable and accessible housing.
- 3.20 Policies in Chapter 4 focus on the economy and employment. No negative effects were considered for any of the Policies. Neutral effects were found for Policies WC4 and WC6 which focus on the use of buildings. Positive effects were found for all other Policies as they will provide employment opportunities and improve the economy, which is likely to benefit all residents.

- 3.21 The Screening Assessment has not made any suggestions for enhancements to strengthen the Plan. The assessment found that all of the components of the plan will have positive or neutral effects on the protected characteristics with no negative effects being identified.

### **Monitoring**

- 3.22 The Council is required to prepare a Monitoring Report that includes consideration of equality, health and diversity. The Draft Local Plan includes a separate monitoring framework setting out key indicators and contingencies that are critical to ensure the successful delivery of the Plan ((Chapter 5). These indicators are not directly aligned with the strategic objectives of the Plan but are listed for each Policy and include both a target and a trigger for review. The monitoring for housing, employment and supporting services/facilities will directly and indirectly relate to equality, health and diversity. This monitoring will be reviewed on an annual basis. Therefore, further monitoring regarding equality is not considered to be required.

## 4.0 Summary and Conclusions

- 4.1 The Isles of Scilly Local Plan sets out the proposed approach to accommodating development in the archipelago to meet the identified need for local communities. The Plan contains Policies that will guide development throughout the Plan period until 2030. The development of the Isles of Scilly Local Plan has been influenced by a number of other plans, programmes and assessments relating to the protected characteristics or persons under the Equality Act 2010.
- 4.2 The Vision, Objectives, and Policies have been assessed to the same level of detail, taking into account the baseline information gathered to establish any potential impacts on the protected characteristics or persons identified under the Equality Act 2010. Baseline information was sourced from the 2011 census, and there were identified gaps in the data, mainly relating to information on pregnancies, disability and sexual orientation.
- 4.3 The assessment found that the all the components of the plan will lead to positive effects or neutral effects on the protected characteristics. The Vision, Aims and Policies within the Local Plan will provide a high-quality environment with housing and employment to meet the needs of all residents, protecting existing environmental and cultural assets. All residents will benefit from this, with compatibility for the aims for equality.
- 4.4 The assessment has found that the Isles of Scilly Local Plan is unlikely to have negative effects on protected characteristics or persons identified under the Equality Act 2010 and as a result a full EqIA will not be required.

## Appendix I of Appendix VII: Isles of Scilly Local Plan Equality and Diversity Impact Assessment - Plans, Programmes and Projects Review

Plan/Policy/Programme	Summary and Objectives
<b>National Planning Policy Framework (NPPF) (2012)</b>	<p>The national planning policy framework aims to reform the planning system to make it less complex and more accessible, and to promote sustainable growth. The NPPF streamlines existing Planning Policy Statements, Planning Policy Guidance Notes and circulars to form a single consolidated document which promotes sustainable development. It provides a framework within which local people and authorities can produce local and neighbourhood plans. Local Plans should set out strategic priorities to deliver:</p> <ul style="list-style-type: none"> <li>▪ To deliver a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes);</li> <li>▪ Consider the needs of people with disabilities by all modes of transport.</li> </ul>
<b>Planning for Travellers 2015</b>	<p>The Government's overarching aim is to ensure fair and equal treatment for travellers, in a way that facilitates the traditional and nomadic way of life of travellers while respecting the interests of the settled community. Local Plans should:</p> <ul style="list-style-type: none"> <li>▪ Make their own assessment of need</li> <li>▪ Develop fair and effective strategies to meet identified need</li> <li>▪ that plan-making and decision-taking should aim to reduce the number of unauthorised developments and encampments and make enforcement more effective</li> <li>▪ to increase the number of traveller sites in appropriate locations with planning permission, to address under provision and maintain an appropriate level of supply</li> <li>▪ to reduce tensions between settled and traveller communities in plan-making and planning decisions j. to enable provision of suitable accommodation from which travellers can access education, health, welfare and employment infrastructure k. for local planning authorities to have due regard to the protection of local amenity and local environment</li> </ul>
<b>Infrastructure and Projects Authority, National Infrastructure Delivery Plan 2016 - 2021</b>	<p>Brings together the Government's plans for economic infrastructure over the next 5 years with those to support delivery of housing and social infrastructure.</p>
<b>Public Health England, Global Health Strategy 2014 to 2019</b>	<p>The paper summarises the government's strategy to protect the population from serious health threat; helping people live longer, healthier and faster and more fulfilling lives; and improving the health of the poorest, fastest. Outlines the cross-government framework that will enable local communities to reduce inequalities and improve health at key stages in people's lives, including:</p>

Plan/Policy/Programme	Summary and Objectives
	empowering local government and communities, which will have new resources, rights and powers to shape their environments and tackle local problems.
<b>Natural England (2014) Green Infrastructure Guidance</b>	Guidance articulates NE's position in relation to green infrastructure planning and delivery, which is increasingly recognised as an essential part of sustainable spatial planning. This is due in no small part to the role of green infrastructure as a life support system, able to deliver multiple environmental functions, and to play a key part in adapting to and mitigating climate change.
<b>Connecting Cornwall 2030- Moving towards a green peninsula (2011)</b>	<p>Connecting Cornwall is the Local Area Transport Plan for Cornwall. The Transport Plan aims to enhance Cornwall's existing transport network and develop new network to improve the quality of life for everyone who lives or works in Cornwall. This includes promoting healthier transport methods (walking and cycling) and promote economic prosperity through better transport links.</p> <p>The Transport Plan also makes specific mention to transport connections with the Isles of Scilly. Access to the Isles of Scilly is available via ferry or airplane from Cornwall, and the Transport Plan has a policy aimed at protecting and improving transport connections between the islands and Cornwall.</p>
<b>The Isles of Scilly Strategic Transport Framework (2011)</b>	The study aims to address travel and transport issues on the islands, between the islands and between the islands and mainland in a comprehensive, creative and sustainable manner to the benefit of the community, environment and the economy. The study also aims to provide a detailed framework setting out the measures required to deliver the Framework, including a feasibility assessment, funding opportunities and a programme of implementation and phasing.
<b>The Health &amp; Well Being Strategy for Cornwall and Isles of Scilly 2020</b>	The Strategy aims to improve the health for communities within Cornwall and the Isles of Scilly. Objectives include achieving smoke free communities, improve access to benefits, improve levels of employment, promote leisure and recreation use and ensure access to affordable housing. The strategy details the actions which will be taken to achieve the objectives within the strategy, and sets targets to ensure objectives will be met.
<b>Children and Young People Plan (2015-2017)</b>	The Plan details the actions which will be taken to ensure that the children of the Isles of Scilly are safe, happy, healthy and have a bright future. The Plan also provides indicators to judge whether the goals have been met, and the actions needed for success.
<b>Isles of Scilly Home to School Travel Allowance Policy (2012)</b>	Government policy states that where necessary the local authority must provide the provision of home to school transport. The Isles of Scilly Policy details the criteria for children who are eligible for an allowance to cover the cost of transport to and from school.
<b>Islands Futures: A Strategic Economic Plan for the Isles of Scilly (2014)</b>	<p>The Islands Futures Plan assessed the current economic environment of the Isles of Scilly, analysing trends and highlighting key issues for the islands economy. The aim of the strategy is <i>'to grow the economy in order to protect the future viability of Scilly and its communities'</i>. The Plan also contains a future for the Islands economy; <i>'A thriving, vibrant community rooted in nature, ready for change and excited about the future'</i>. The Plan has a set number of objectives which will help meet the overall Vision, and are as follows;</p> <ul style="list-style-type: none"> <li>▪ To secure resilient, year-round transport services to Cornwall and further afield</li> </ul>

Plan/Policy/Programme	Summary and Objectives
	<ul style="list-style-type: none"> <li>■ To improve the quality and value of the tourism offer</li> <li>■ To promote the Isles of Scilly more effectively</li> <li>■ To diversify the economy</li> <li>■ To create more collaborative opportunities for the islands' businesses</li> <li>■ To make the islands more self-sufficient and more resilient to future changes</li> </ul>
<p><b>Cornwall and Isles of Scilly Strategic Economic Plan (2017)</b></p>	<p>The Plan provides a strategic Vision for the economy of Cornwall and the Isles of Scilly; <i>'By 2030 Cornwall and Isles of Scilly will be the place where business thrives and people enjoy an outstanding quality of life'</i>. The Plan also looks at the constraints for the economy of the region, and provides objectives to meet the Vision;</p> <ul style="list-style-type: none"> <li>■ Innovation &amp; Creativity</li> <li>■ Productivity Led Growth</li> <li>■ Inclusive Growth</li> <li>■ Building Great Careers</li> <li>■ Vibrant Communities</li> <li>■ Global Presence</li> </ul> <p>The Plan provides indicators to measure the success of actions taken, and also divides the Plan area into regions with a specific economic focus, including an Economic Gateway, Cultural Region, Marine Energy Area and an Islands Test Bed.</p>
<p><b>Isles of Scilly Infrastructure Plan (2014)</b></p>	<p>The Infrastructure Plan document examines the current Infrastructure of the Isles of Scilly and provides examinations of the future opportunities and challenges for infrastructure on the islands. Infrastructure investigated includes:</p> <ul style="list-style-type: none"> <li>■ Highways</li> <li>■ Public Transport</li> <li>■ Waste Management</li> <li>■ Energy Supply</li> <li>■ Water Supply</li> <li>■ Sewerage</li> </ul>
<p><b>Employment and Skills Strategy for Cornwall and the Isles of Scilly (2016)</b></p>	<p>The strategy aims to improve the employment opportunities within the area through enhancements of skills for employees. The Vision of the Plan is <i>'For Cornwall and the Isles of Scilly to have a healthy, skilled and productive workforce with access to rewarding jobs, clear progression pathways and opportunities for all'</i>. The Strategic Objectives for the Plan include;</p> <ul style="list-style-type: none"> <li>■ Develop our highly skilled workforce for tomorrow</li> <li>■ Drive employer and individual engagement and investment in skills</li> <li>■ Enable people to access and progress in meaningful employment</li> <li>■ Enable people to learn about career pathways and be equipped for the world of work</li> </ul>

## Appendix II of SA Appendix VII: Equality and Diversity Impact Assessment (EqIA)

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### EqIA Key and Method Notes:

The assessment uses a simplified version of the SA/SEA appraisal key applied across the draft plan's policies, with the assessment informed by decision aiding questions:

- Will the policy have a negative effect on any of the protected characteristics?
- Will the policy have a negative effect on any of the protected characteristics?
- How can identified negative effect be minimised or removed?
- How can identified positive effect be improved or enhanced?
- Is monitoring of the issues required?

Assessment Key	
+	Positive Effect
-	Negative effect
○	Neutral Effect
?	Unknown or Uncertain Effect

## Vision & Aims

EqIA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
<p><b>In 2030:</b> The Isles of Scilly remains a highly desirable place where people are able to live well, work productively, move freely between islands and the mainland and benefit from excellent education, leisure, health and social care facilities within a world class environment in harmony with nature. The distinctiveness and exceptional environment and influence of the sea continue to provide a strong sense of community, identity and belonging that remain vital assets for the islands economy and well-being.</p>	+	+	+	+	+	+	+	+	+
<p><b>In 2030:</b> Innovative systems and technologies have taken advantage of the islands location and environment and provided the catalyst for achieving exemplar and innovative sustainable development and a model</p>	+	+	+	+	+	+	+	+	+

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
for how other communities around the world can benefit.									
<b>In 2030:</b> The islands communities have access to a range of homes that are more affordable, adaptable and accessible to everyone, including families and older people.	+	+	+	+	+	+	+	+	+
<b>In 2030:</b> The Isles of Scilly is strong, competitive and diverse economy that benefits from inward investment and innovation. Businesses have access to a locally based, highly skilled workforce reflecting high quality learning as well as internships and cultural exchanges through, for example, the Smart Island programme.	+	+	+	+	+	+	+	+	+
<b>In 2030:</b> The islands infrastructure is a beacon of sustainability to the UK and beyond and provide an affordable, innovative and low carbon model for managing energy, water and waste with considerable benefits to the	+	+	+	+	+	+	+	+	+

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
	environment and the quality of life to residents.								
<b>In 2030:</b> Residents, businesses and visitors enjoy more affordable, resilient and reliable transport links to the mainland and between islands throughout the year following improvements to transport services and networks.	+	+	+	+	+	+	+	+	+
<b>Commentary</b> <ul style="list-style-type: none"> <li>The Vision for the Isles of Scilly Local Plan is sub-divided into 6 statements which focus on individual topics. However, each part of the Vision details what the Plan area should be like in 2030. Overall the Vision aims to improve the islands, which will have positive effects for all members of the community. This includes positive effects for housing, opportunities for employment, improved infrastructure and health. The Vision will result in an improved environment for all residents, and will meet the needs of each protected characteristic.</li> </ul>									

EqIA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
1. Maintaining an outstanding and world class environment and ensure its distinctive and significant landscape and seascape, heritage and nature conservation assets are protected and valued and, where appropriate, enhanced.	+	+	+	+	+	+	+	+	+
2. Ensure the provision of infrastructure and utilities to create a more sustainable, resilient and self-sufficient Isles of Scilly.	+	+	+	+	+	+	+	+	+
3. Creating a balanced local housing market that provides housing choice and meets the existing and future needs of the community enabling economic prosperity.	+	+	+	+	+	+	+	+	+
4. Create a more competitive, diverse and resilient economy based on an exceptional and inspirational environment that can adapt to change and challenges and maximise opportunities by building on its strengths	+	+	+	+	+	+	+	+	+

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
and underpinned by effective infrastructure and an appropriately available and skilled workforce.									
<b>5.</b> Engender and support a strong, vibrant and healthy island community with an improved quality of life for its residents.	+	+	+	+	+	+	+	+	+
<b>6.</b> Adapting to the effects of climate change on people, wildlife, and places by increasing resilience, matching the vulnerability of land uses to flood risk and managing surface water in the most sustainable way.	+	+	+	+	+	+	+	+	+
<b>7.</b> Minimising carbon dioxide and other greenhouse gases and support measures that contribute to carbon neutrality and mitigate against the effects of climate change.	+	+	+	+	+	+	+	+	+
<b>Commentary</b> <ul style="list-style-type: none"> <li>The purpose of the 7 strategic aims is to support the Vision for the Plan area. The aims will not result in negative effects for any of the protected characteristics. All aims were considered to have positive effects on all protected characteristics through the improvement of the local environment.</li> </ul>									

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
<ul style="list-style-type: none"> <li>■ Aims 1 and 7 will improve the natural and cultural environment with positive effects on health for all residents. Aims 2, 3 and 4 will improve the infrastructure, housing and economy of the archipelago with positive effects. Aim 5 will support a healthy community on the archipelago, and clearly states that there will be an improved quality of life for all residents, with associated positive effects for all protected characteristics. Aim 6 will adapt the islands and communities to the effects of climate change, with positive effects.</li> </ul>									

## Policies

### Chapter 1: Promoting a Sustainable Scilly

EqIA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
SS1: Principles of Sustainable Development	+	+	+	+	+	+	+	+	+
SS2: Sustainable Quality Design & Place-Making	+	+	+	+	+	+	+	+	+
SS3: Re-Use of Buildings	0	0	0	0	0	0	0	0	0
SS4: Protection of Retailing & Community Facilities	+	+	+	+	+	+	+	+	+
SS5: Infrastructure Improvements	+	+	+	+	+	+	+	+	+
SS6: Water Management	+	+	+	+	+	+	+	+	+
SS7: Flood Avoidance	+	+	+	+	+	+	+	+	+

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
SS8: Renewable Energy Developments	+	+	+	+	+	+	+	+	+
SS9: Managing Movement	+	+	+	+	+	+	+	+	+
SS10: To & Inter-Island Transport	+	+	+	+	+	+	+	+	+
<p><b>Commentary</b></p> <ul style="list-style-type: none"> <li>None of the Policies within the chapter are considered to have negative effects on protected characteristics. Policy SS3 will have neutral effects for protected characteristics. All other Policies will have positive effects through creating a sustainable environment and improving transport and protecting infrastructure for all residents.</li> </ul>									

## Chapter 2: Our Outstanding Environment

EqIA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
	OE1: Landscape Character	+	+	+	+	+	+	+	+
OE2: Biodiversity & Geodiversity	+	+	+	+	+	+	+	+	+
OE3: Development affecting Heritage	+	+	+	+	+	+	+	+	+
OE4: Protecting Scilly's Dark Skies	+	+	+	+	+	+	+	+	+
OE5: Managing Pollution	+	+	+	+	+	+	+	+	+
OE6: Waste Management	+	+	+	+	+	+	+	+	+
OE7 Minerals	0	0	0	0	0	0	0	0	0
<b>Commentary</b>									
<ul style="list-style-type: none"> <li>None of the Policies within the chapter are considered to have negative effects on protected characteristics. Policy OE7 will have neutral effects for protected characteristics. All other policies will protect and improve the highly valued natural</li> </ul>									

EqlA Protected Characteristics									
	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
environment of the archipelago. This will have positive effects on both health and cultural well-being for all protected characteristics. These effects will likely be cumulative in the longer term.									

### Chapter 3: Building a Strong Living Community

EqlA Protected Characteristics									
	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
LC1: Isles of Scilly Housing Strategy to 2030	+	+	+	+	+	+	+	+	+
LC2: Occupying Affordable Homes	+	+	+	+	+	+	+	+	+
LC3: Accessible Homes	+	+	+	+	+	+	+	+	+

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
	LC4: Staff Accommodation	0	0	0	0	0	0	0	0
LC5: Removal of Occupancy Conditions	0	0	0	0	0	0	0	0	0
LC6: Housing Allocations	+	+	+	+	+	+	+	+	+
LC7: Windfall Housing	+	+	+	+	+	+	+	+	+
LC8: Replacement Dwellings	0	0	0	0	0	0	0	0	0
LC9: Residential Extensions & Ancillary Accommodation	0	0	0	0	0	0	0	0	0
LC10: Homes in Multiple Occupation	0	0	0	0	0	0	0	0	0
<b>Commentary</b> ■ Policies within this chapter address housing on the islands, and sites are allocated in Policy LC6 for development in the plan period. None of the policies are considered to have negative effects. Policies LC4, LC5, LC8, LC9 and LC10 were found to have neutral effects, as they are not providing new employment and will not specifically benefit protected									

EqlA Protected Characteristics									
	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
characteristics. The other Policies will provide housing which will benefit the community with long-term positive effects. Specifically, Policy LC2 and LC3 will greater positive effects for protected characteristics.									

#### Chapter 4: Building a Strong Working Community

EqlA Protected Characteristics									
	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
WC1: General Employment Policy	+	+	+	+	+	+	+	+	+
WC2: Home-Based Businesses	+	+	+	+	+	+	+	+	+
WC3: New Employment Development	+	+	+	+	+	+	+	+	+

EqlA Protected Characteristics	Age	Disability	Gender Reassignment	Marriage and Civil partnership	Pregnancy and Maternity	Race	Religion or belief	Sex	Sexual Orientation
	1	2	3	4	5	6	7	8	9
	WC4: Alternative Uses for Employment Land & Buildings	0	0	0	0	0	0	0	0
WC5: Visitor Economy & Tourism Developments	+	+	+	+	+	+	+	+	+
WC6: Safeguarding Serviced Accommodation	0	0	0	0	0	0	0	0	0
<b>Commentary</b> <ul style="list-style-type: none"> <li>The Policies in this section focus on the economy and employment opportunities in the Plan area. None of the Policies were considered to have significant negative effects on protected characteristics. Policies WC4 and WC6 were found to have neutral effects on protected characteristics. All other policies were considered to have minor positive effects on protected characteristics through protecting and improving the economy, and providing employment opportunities, from which all residents will benefit.</li> </ul>									