

EQUALITY IMPACT ASSESSMENT

The Birmingham Local Plan - Consultation on the
Preferred Options Stage

Reference: EIA000389

Date: 06/03/2024

Submitted by: martin.dando@birmingham.gov.uk



EIA Form – About your EIA

Reference number	EIA000389
Date Submitted	06/03/2024
Subject of the EIA	The Birmingham Local Plan - Consultation on the Preferred Options Stage
Brief description of the policy, service or function covered by the EIA	The Birmingham Local Plan (BLP) is a statutory document which provides overall strategic policies and site allocations for the future growth of the whole City. The Plan will cover the period up to 2042.
Equality Assessment is in support of...	["New policy", "New strategy", "Amended/refreshed strategy ", "Amended policy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-06-30

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Places, Prosperity and Sustainability"]
Division	Planning and Development
Service area	Planning Policy
Budget Saving	No

Officers

What is the responsible officer's email address?	martin.dando@birmingham.gov.uk
What is the accountable officer's email address?	sarah.scannell@birmingham.gov.uk

Data Sources

Data sources	["Birmingham City Observatory data and insight", "Consultation results", "Relevant reports/strategies", "Relevant research", "Evidence gathered as part of the reviewing and formulating the Local Plan including an extensive evidence base to justify each proposed policy. ", "Quantitative data (please specify in the box below)"]
Data source details	Evidence and data gathered as part of the preparation of the Birmingham Local Plan can be found at https://www.birmingham.gov.uk/info/20008/planning_and_development/2477/new_local_plan_for_birmingham/4

Protected Characteristics



Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on citizens and visitors of all ages. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which impacts on people of all ages. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for people of all ages
How will you mitigate against any negative impact to the age characteristic?	At this stage detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with best practice including the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed. The approach to public consultation will be City-wide but made as relevant as possible to the community profile of the City as well as targeting particular groups or representatives of specific groups. A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP. A database of consultees for planning documents has also been developed to ensure that a wide range of groups, organisations and individuals are consulted representing local communities and protected characteristics.

Protected Characteristic – Disability

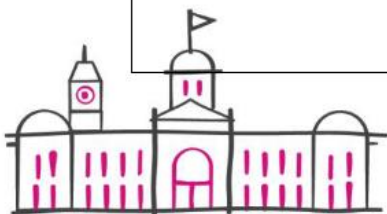
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	The Birmingham Local Plan (BLP) will provide flexible strategic policies for the future growth of the City which will have an impact on all citizens including people with



	<p>disabilities. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on people with disabilities. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for disabled people when decisions on the future growth and development of the City are made.</p>
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>At this stage detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with best practice including the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed. The approach to public consultation will be City-wide but made as relevant as possible to the community profile of the City as well as targeting particular groups or representatives of specific groups. A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP. A database of consultees for planning documents has also been developed to ensure that a wide range of groups, organisations and individuals are consulted representing local communities and protected characteristics.</p>

Protected Characteristic – Sex

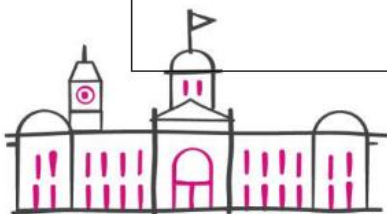
<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>
<p>Please describe the impact to the sex characteristic</p>	<p>The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on all citizens of all sexes. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on people of all sexes. The BLP aims to ensure that such future development for the City will be done in a sustainable and</p>



	<p>inclusive manner so that it will have positive impacts for people of all sexes when decisions on the future growth and development of the City are made.</p>
<p>How will you mitigate against any negative impact to the sex characteristic?</p>	<p>At this stage detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with best practice including the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed.</p> <p>A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP. A database of consultees for planning documents has also been developed to ensure that a wide range of groups, organisations and individuals are consulted representing local communities and protected characteristics.</p>

Protected Characteristic - Gender Reassignment

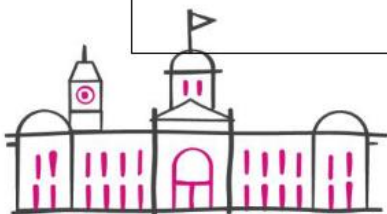
<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on all citizens. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on all people. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for all people when decisions on the future growth and development of the City are made.</p>
<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>At this stage detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with best practice including the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community</p>



	<p>Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed.</p> <p>A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP.</p>
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Protected Characteristic - Marriage and Civil Partnership

<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Surviving partner from civil partnership", "Widowed", "Formerly in a civil partnership now legally dissolved", "Divorced", "Separated, but still in a registered civil partnership", "Separated, but still married", "In a registered civil partnership: Same sex", "In a registered civil partnership: Opposite sex", "Married: Opposite sex", "Married: Same sex", "Never married and never registered a civil partnership", "Single"]</p>
<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on all citizens. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on all people. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for all people when decisions on the future growth and development of the City are made.</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>At this stage, detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with best practice including the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed.</p>



	A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP.
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Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on all citizens including those under the protected characteristic of pregnancy and maternity. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on all people. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for all people when decisions on the future growth and development of the City are made.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	At this stage, detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with best practice including the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed. A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP.

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
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<p>What ethnic groups would be impacted by this proposal?</p>	<p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p>
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on citizens of all races and ethnic backgrounds. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on people of all races and ethnic backgrounds. Specifically, the BLP has a proposed policy on Gypsy, Roma and Traveller groups and, in general, aims to ensure that future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for all people when decisions on the future growth and development of the City are made.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>At this stage detailed policies and site allocations for the future growth of the City are in draft form. This document will then be subject to extensive consultation which will be carried out in line with the best practice, the Council's corporate framework for public participation in Birmingham and the Council's Statement of Community Involvement (2020). This will provide an opportunity to test those policies and provide citizens with an opportunity to comment on and shape those policies to ensure that any possible negative impacts are mitigated or removed.</p> <p>The approach to public consultation will be City-wide but made as relevant as possible to the community profile of the City as well as targeting particular groups or representatives of specific groups. A consultation statement will also be developed in parallel to set out how the public consultation has been carried out and how the results will be incorporated into the final version of the BLP. A database of consultees for planning documents has also been developed to ensure that a wide range of groups, organisations and individuals are consulted representing local communities and protected characteristics.</p>

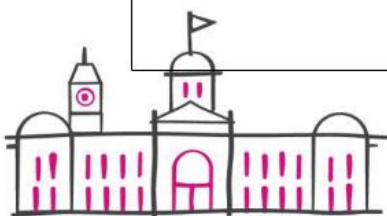
Protected Characteristic - Religion or Beliefs



Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Please describe the impact to the religion or beliefs characteristic	The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on all citizens from all religious backgrounds. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports facilities, jobs, commercial development and transport which may have an impact on people from all religious backgrounds. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for all people when decisions on the future growth and development of the City are made.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Any consultation will be carried out in line with relevant guidance and best practice including the principles set out in the Council's Statement of Community Involvement (2020). The approach to public consultation will be City wide but made as relevant as possible to the community profile of the City as well as targeting particular groups or representatives of specific groups. A consultation statement will also be developed in parallel to set out how the public consultation has been carried out. A database of consultees for planning documents has been developed to ensure that a wide range of ethnic and religious groups, organisations and individuals are consulted representing local communities and protected characteristics.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	The Birmingham Local Plan (BLP) will provide strategic policies for the future growth of the City which will have an impact on all citizens no matter their sexual orientation. The BLP contains proposed policies on the future development of homes and neighbourhoods, education and health facilities, green spaces, leisure and sports



	<p>facilities, jobs, commercial development and transport which may have an impact on all people regardless of sexual orientation. The BLP aims to ensure that such future development for the City will be done in a sustainable and inclusive manner so that it will have positive impacts for all people when decisions on the future growth and development of the City are made.</p>
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>Any consultation will be carried out in line with relevant guidance and best practice including the principles set out in the Council's Statement of Community Involvement (2020). The approach to public consultation will be City wide but made as relevant as possible to the community profile of the City as well as targeting particular groups or representatives of specific groups including groups based on sexual orientation.</p> <p>A consultation statement will also be developed in parallel to set out how the public consultation has been carried out. A database of consultees for planning documents has been developed to ensure that a wide range of groups, organisations and individuals are consulted representing local communities and protected characteristics including those representing groups based on sexual orientation.</p>

Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Following this consultation, a consultation statement will be developed in parallel with the plan to set out how the public consultation has been carried out, provide a summary of the comments received and set out how all comments will help to shape the final BLP to ensure that any adverse impact and mitigation measures are monitored and accounted for. The new Plan, once developed, will also contain a monitoring framework to monitor the effectiveness of the policies once adopted. This will be reported annually through the City Council's Authority Monitoring Report (AMR).</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>martin.dando@birmingham.gov.uk</p>

