

Equality Analysis

Birmingham City Council Analysis Report

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| EA Name | Birmingham Development Plan |
| Directorate | Economy |
| Service Area | P&R Planning And Development |
| Type | Reviewed Policy |
| EA Summary | The EA evaluates the equality implications of the Birmingham Development Plan (BDP) which, once adopted, will be the statutory development plan for the City to 2031. The BDP sets out the spatial vision and strategy for the sustainable growth of the City and is one the Council's key strategic policy documents. |
| Reference Number | EA001298 |
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a Reviewed Policy.

2 Overall Purpose

2.1 What the Activity is for

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| What is the purpose of this Policy and expected outcomes? | The purpose of the BDP is to provide a sustainable development framework for the future growth of Birmingham, including a strategy which will enable the city to meet future needs for new housing and employment, while minimising the city's carbon footprint. It will be a statutory development plan which will be used to determine decisions on all planning applications. The Plan covers a 20 year period to 2031. The expected outcome is that by 2031, Birmingham will be an enterprising, prosperous, innovative and green city, delivering sustainable growth that meets the housing and employment needs of its population. |
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For each strategy, please decide whether it is going to be significantly aided by the Function.

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| Public Service Excellence | Yes |
| A Fair City | Yes |
| A Prosperous City | Yes |
| A Democratic City | No |

2.2 Individuals affected by the policy

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| Will the policy have an impact on service users/stakeholders? | Yes |
| Will the policy have an impact on employees? | Yes |
| Will the policy have an impact on wider community? | Yes |

2.3 Analysis on Initial Assessment

The intended outcome of the BDP is that by 2031, Birmingham will be an enterprising, prosperous, innovative and green city, delivering sustainable growth that meets the housing and employment needs of its population.

One of the key purposes of the Plan is to ensure that sufficient land is available for development to meet the city's needs for new housing, employment, shopping etc. If insufficient land is provided there will be consequences in terms for example of overcrowding or unemployment.

A fundamental objective of the Plan is to advance equality of opportunity by ensuring that the right sites are available to enable development to take place which will be needed to provide the homes, jobs and other facilities (shops, community and sports facilities and open space) that the city's future population will require. This will include seeking to ensure that the right mix of development is provided e.g. housing to suit the needs of young people, families and older people and employment of the right type in the right places.

New development can have both benefits and disbenefits e.g. new employment development can bring new jobs but also generate additional traffic movements. This risk can be mitigated by ensuring that the Plan includes policies which are aimed at minimising the disbenefits and maximising the benefits. For example, the Plan contains policies relating to the design of new development and new neighbourhoods to ensure that the needs of people with disabilities are reflected, and that safe and inclusive environments are created. The Plan also contains policies relating to reducing the city's carbon footprint, adapting to climate change, sustainable construction, and green infrastructure etc.

The Plan has been subject to a rigorous Sustainability Appraisal process which provides an independent objective assessment of the against social, environmental and economic impacts of development. The SA concludes that the creation of sustainable neighbourhoods will make a significant contribution towards achieving greater self-sufficiency, in turn contributing towards securing environmental targets.

A number of the objectives of the Plan relate to the promotion of the equality duty and they are supported by detailed policies in the Plan.

The Plan has been subject to several rounds of public consultation and was submitted to government for examination in July 2014. Examination hearings took place in Oct/ Nov 2014 and the independent government inspector issued his proposed modifications to the Plan, which were also subject to public consultation in Aug - Oct 2015. The inspector's final report was published in April 2016 and concludes that the plan is sound (subject to the modifications recommended) and it provides an appropriate basis for the planning of the city. Consultation on the Plan has met all the relevant legal requirements.

3.1 Age

3.1.1 Age - Differential Impact

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| Age | Relevant |
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3.1.2 Age - Impact

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| Describe how the Policy meets the needs of Individuals of different ages? | Birmingham has a relatively young population with about 45% of residents under 30 compared with the national average of 37%. Demographic trend projections from the National Statistics Office for the period 2006-2026 point to growing numbers in all age groups except 15-29. The projections show a 12% growth in the number of Birmingham's residents aged 65 or older, but this is noticeably lower than the 43% national increase. In contrast the number of children in Birmingham is expected to increase by 10%, compared with the national growth of only 2%. Census and other data related to population and households has been used to produce a projection of the age structure of the population to 2031 and this has informed the assessments that have been made of the amount and type of new housing that the city requires. Projections of population growth are also used to assess the number of people will require jobs and the number of school places required, so that new developments are planned with the supporting infrastructure required and built in the right place. |
| Do you have evidence to support the assessment? | Yes |
| Please record the type of evidence and where it is from? | BDP evidence base, the Sustainability Appraisal for the BDP and the AMR. |
| Have you received any other feedback about the Policy in meeting the needs of Individuals of different ages? | No |
| You may have evidence from more than one source. If so, does it present a consistent view? | Not applicable |
| Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting? | No |

3.1.3 Age - Consultation

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| Have you obtained the views of Individuals of different ages on the impact of the Policy? | Yes |
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| If so, how did you obtain these views? | The BDP has been subject to several rounds of public consultation which have been accessible to all. This has included public notices, information provided on BCC's website and online consultation via Limehouse and BeHeard, presentations to ward and district committees and drop-in sessions at local venues. Comments received have included people of various ages. |
| Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages? | Yes |
| If so, how did you obtain these views? | Schools, colleges, universities and groups such as Age UK have been consulted on the Plan via letter/ email. |
| Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting? | No |

3.1.4 Age - Additional Work

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| Do you need any more information to complete the assessment? | No |
| Please explain how individuals may be impacted. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. |
| Please explain how. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. |
| Is there any more work you feel is necessary to complete the assessment? | No |
| Do you think that the Policy has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age? | Yes |
| Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |

3.2 Disability

3.2.1 Disability - Differential Impact

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| Disability | Relevant |
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3.2.2 Disability - Impact

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| Describe how the Policy meets the needs of Individuals with a disability? | The 2011 Census indicated that 18.4% of Birmingham's population had a limiting long term illness in 2011. Planning policies can have a significant impact on the lives of people with disabilities, through for example the design of new developments and the design and layout of public spaces. Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. Policies in the Plan also aim to ensure that private external spaces, streets and public spaces are attractive, functional, inclusive and able to be managed for the long term. |
| Do you have evidence to support the assessment? | Yes |
| Please record the type of evidence and where it is from? | BDP evidence base, Sustainability Appraisal of the BDP and the AMR. |
| Have you received any other feedback about the Policy in meeting the needs of Individuals with a disability? | No |
| You may have evidence from more than one source. If so, does it present a consistent view? | Not applicable |
| Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting? | No |

3.2.3 Disability - Consultation

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|--|---|
| Have you obtained the views of Individuals with a disability on the impact of the Policy? | Yes |
| If so, how did you obtain these views? | The BDP has been subject to several rounds of public consultation which have been accessible to all. This has included public notices, information provided on BCC's website and online consultation via Limehouse and BeHeard, presentations to ward and district committees and drop-in sessions at local venues. |
| Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability? | Yes |
| If so, how did you obtain these views? | Groups representing people with disabilities have been specifically consulted on the Plan. |
| Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting? | No |

3.2.4 Disability - Additional Work

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| Do you need any more information to complete the assessment? | No |
| Please explain how individuals may be impacted. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. Policies aim to improve environments which has poor access for those with mobility difficulties, and support enhancements to facilities such as train stations. Transport policies in the Plan seek to ensure social sustainability by providing a comprehensive and fully accessible transport system which connects and serves all members of Birmingham's diverse communities. |
| Please explain how. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. Policies aim to ensure that private external spaces, streets and public spaces are attractive, functional, and inclusive and that transport system are fully accessible connecting and serving all members of Birmingham's diverse communities. Policies also aim to create safe environments that design out crime and make provision for people with disabilities through carefully considered site layouts, designing buildings and open spaces that promote positive social interaction and natural surveillance. |
| Is there any more work you feel is necessary to complete the assessment? | No |
| Do you think that the Policy has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability? | Yes |
| Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |
| Do you think that the Policy will take account of disabilities even if it means treating Individuals with a disability more favourably? | Yes |
| Do you think that the Policy could assist Individuals with a disability to participate more? | Yes |
| Do you think that the Policy could assist in promoting positive attitudes to Individuals with a disability? | Yes |

3.3 Religion or Belief

3.3.1 Religion or Belief - Differential Impact

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| Religion or Belief | Relevant |
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3.3.2 Religion or Belief - Impact

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| Describe how the Policy meets the needs of Individuals of different religions or beliefs? | People from many different religions live in Birmingham according to Census 2011. Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. The need for physical places of worship or religious education facilities is dealt within a Supplementary Planning Document - "Places for Worship", which is referenced to within the Plan. |
| Do you have evidence to support the assessment? | Yes |
| Please record the type of evidence and where it is from? | The consultation process has included consultation with a wide range of community groups, including groups representing people from particular religions. |
| Have you received any other feedback about the Policy in meeting the needs of Individuals of different religions or beliefs? | No |
| You may have evidence from more than one source. If so, does it present a consistent view? | Not applicable |
| Is there anything about the Policy and the way it affects Individuals of different religions or beliefs which needs highlighting? | No |

3.3.3 Religion or Belief - Consultation

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| Have you obtained the views of Individuals of different religions or beliefs on the impact of the Policy? | Yes |
| If so, how did you obtain these views? | The BDP has been subject to several rounds of public consultation which have been accessible to all. This has included public notices, information provided on BCC's website and online consultation via Limehouse and BeHeard, presentations to ward and district committees and drop-in sessions at local venues. |
| Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different religions or beliefs? | Yes |
| If so, how did you obtain these views? | The consultation process has included consultation with a wide range of community groups, including groups representing people from particular religions. |
| Is there anything about the Policy and the way it affects Individuals of different religions or beliefs which needs highlighting? | No |

3.3.4 Religion or Belief - Additional Work

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|---|---|
| Do you need any more information to complete the assessment? | No |
| Please explain how individuals may be impacted. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. |
| Please explain how. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. |
| Is there any more work you feel is necessary to complete the assessment? | No |
| Do you think that the Policy has a role in preventing Individuals of different religions or beliefs being treated differently, in an unfair or inappropriate way, just because of their religion or belief? | Yes |
| Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |

3.4 Gender

3.4.1 Gender - Differential Impact

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| Gender | Relevant |
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3.4.2 Gender - Impact

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| Describe how the Policy meets the needs of Men and women? | There are slightly more women (50.8%) than men (49.2%) in the city's population (Census 2011). The majority of the issues addressed in the Plan do not impact on issues of equality between the sexes. However, design issues can impact on issues of personal safety and fear of crime. Policies in the Plan aim to create safe environments that design out crime through carefully considered site layouts and designing buildings and open spaces that promote positive social interaction and natural surveillance. |
| Do you have evidence to support the assessment? | Yes |
| Please record the type of evidence and where it is from? | BDP evidence base, Sustainability Appraisal of the BDP and the AMR. |
| Have you received any other feedback about the Policy in meeting the needs of Men and women? | No |
| You may have evidence from more than one source. If so, does it present a consistent view? | Not applicable |
| Is there anything about the Policy and the way it affects Men and women which needs highlighting? | No |

3.4.3 Gender - Consultation

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| Have you obtained the views of Men and women on the impact of the Policy? | Yes |
| If so, how did you obtain these views? | The BDP has been subject to several rounds of public consultation which have been accessible to all. This has included public notices, information provided on BCC's website and online consultation via Limehouse and BeHeard, presentations to ward and district committees and drop-in sessions at local venues. |
| Have you obtained the views of relevant stakeholders on the impact of the Policy on Men and women? | Yes |
| If so, how did you obtain these views? | Groups representing women have been specifically consulted on the Plan. |
| Is there anything about the Policy and the way it affects Men and women which needs highlighting? | No |

3.4.4 Gender - Additional Work

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| Do you need any more information to complete the assessment? | No |
| Please explain how individuals may be impacted. | Policies in the Plan aim to create safe environments that design out crime through carefully considered site layouts and designing buildings and open spaces that promote positive social interaction and natural surveillance. |
| Is there any more work you feel is necessary to complete the assessment? | No |
| Do you think that the Policy has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender? | Yes |

3.5 Race

3.5.1 Race - Differential Impact

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| Race | Relevant |
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3.5.2 Race - Impact

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| Describe how the Policy meets the needs of Individuals from different ethnic backgrounds? | Birmingham is densely populated at 37.4 persons per hectare. The City contains a significant percentage of Black and Minority Ethnic (BME) citizens and this section of the population is predicted to increase in future years. Birmingham has a relatively high percentage of households without a car: 38% compared to the English average of 27%. The percentages without a car are high in the inner parts of the city and in some peripheral areas. The BDP will have a range of impacts on Birmingham's existing and new communities relating to the new growth that it proposed in terms of meeting people's housing needs and opportunities for employment. For example average household size is higher amongst some ethnic groups, producing a requirement for larger houses. These factors are built in to the assessments of future housing need. The concentration of people from particular ethnic groups in particular areas may also have implications. Access to employment, open space, shops etc is not evenly distributed across the city. The Plan aims to mitigate this by the inclusion of policies which aim to improve access to such facilities in areas where there is a shortfall and to protect existing provision. The lack of good quality sites impacts on the quality of life, health, wellbeing and education of the travelling community. Gypsies and Travellers residing in the city on both authorised and unauthorised sites were interviewed to establish their future needs. Suitable sites in sustainable locations have been identified in order to meet these needs and, following public consultation, the sites have been allocated in the plan. |
| Do you have evidence to support the assessment? | Yes |
| Please record the type of evidence and where it is from? | BDP evidence base, Sustainability Appraisal of the BDP and the AMR. |
| Have you received any other feedback about the Policy in meeting the needs of Individuals from different ethnic backgrounds? | No |
| You may have evidence from more than one source. If so, does it present a consistent view? | Not applicable |
| Is there anything about the Policy and the way it affects Individuals from different ethnic backgrounds which needs highlighting? | No |

3.5.3 Race - Consultation

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| Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Policy? | Yes |
| If so, how did you obtain these views? | The BDP has been subject to several rounds of public consultation which have been accessible to all. This has included public notices, information provided on BCC's website and online consultation via Limehouse and BeHeard, presentations to ward and district committees and drop-in sessions at local venues. Gypsies and Travellers residing in the city on both authorised and unauthorised sites were interviewed to establish their future needs. Suitable sites in sustainable locations have been identified in order to meet these needs and, following public consultation, the sites have been allocated in the plan. |
| Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals from different ethnic backgrounds? | Yes |
| If so, how did you obtain these views? | The consultation process has included consultation with a wide range of community groups including groups representing people from particular ethnic backgrounds and areas with a high proportion of people from minority ethnic groups. |
| Is there anything about the Policy and the way it affects Individuals from different ethnic backgrounds which needs highlighting? | No |

3.5.4 **Race - Additional Work**

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| Do you need any more information to complete the assessment? | No |
| Please explain how individuals may be impacted. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. Policies aim to ensure that the housing and employment needs of Birmingham's new and existing communities are met by providing for an appropriate mix of dwelling types, sizes and tenures including affordable housing and ensuring that jobs created are accessible to local people. |

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| Please explain how. | Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. Policies aim to ensure that the housing and employment needs of Birmingham's new and existing communities are met by providing for an appropriate mix of dwelling types, sizes and tenures including affordable housing and ensuring that jobs created are accessible to local people. |
| Is there any more work you feel is necessary to complete the assessment? | No |
| Do you think that the Policy has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity? | Yes |
| Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it? | Yes |

3.6 Concluding Statement on Full Assessment

The Birmingham Development Plan has been prepared on the basis of a robust and comprehensive evidence base and extensive public consultation throughout the various stages of the plan preparation process. This has included consultation on the accompanying Sustainability Appraisal and on the inspector's Proposed Modifications to the Plan. A Consultation Statement dated July 2014 details the consultation undertaken on the Plan since the start of its preparation in 2010.

The vision and objectives of the Plan are consistent with the promotion of the Equality Duty and have been generally supported, but it has been recognised that the impact of individual policies in the Plan could impact differently on different places or communities. Policies in the Plan have been included to mitigate this, and the consultation processes have not indicated any issues exist.

On-going monitoring arrangements are in place through the statutory annual monitoring process which leads to the publication of an Authority Monitoring Report each year. All the policies in the Plan are monitored to ensure progress is made on their implementation and that they remain effective and relevant. Key targets in the Plan are monitored such as housing completions, employment land. The AMR is reported to Cabinet Member and provides a basis for identifying the need for policy review. It also provides an opportunity to review any equality issues.

The independent inspector's report on the BDP has concluded, that subject to his recommended modifications being made, the Plan is sound and provides an appropriate basis for the planning of the city. The inspector has found that consultations on the Plan has met all the relevant legal requirements and makes appropriate provision for meeting housing and employment needs.

Policies in the Plan aim to develop Birmingham as a City of sustainable neighbourhoods that are safe, diverse and inclusive with locally distinctive character. In particular policies aim to ensure that private external spaces, streets and public spaces are attractive, functional, and inclusive and that transport systems are fully accessible connecting and serving all members of Birmingham's diverse communities.

It is concluded that the Plan meets the Council's responsibilities in relation to equality and seeks to promote equality through its vision, objectives and policies.

4 Review Date

03/05/16

5 Action Plan

There are no relevant issues, so no action plans are currently required.