

# Equality Impact Assessment

<b>Lead Officer:-</b>	Carly Pettit – Planning Policy Team Leader Ashley Taylor – Planning Policy and Projects Manager
<b>Decision Maker(s):-</b>	Cabinet / Council
<b>Name and Type of decision:-</b>  e.g. Policy, contract, service delivery change.	To adopt the Affordable Housing Supplementary Planning Document (SPD)
<b>Date of decision</b>  When will the final decision be taken?	Adoption is planned for June 2026
<b>Aims of the decision</b> <ul style="list-style-type: none"> <li>• Objectives</li> <li>• Intended outcomes</li> <li>• Key actions</li> <li>• Who and how many will be affected</li> </ul>	<p>The SPD sets out how delivery and mix of affordable housing must be considered early in the planning process so that the correct quantity and type of affordable homes that meet local needs is delivered. The SPD takes applicants through the process of complying with national and local policies on providing affordable housing as part of a new housing developments.</p> <p>Supplementary planning documents (SPDs) build upon and provide more detailed advice or guidance on policies in an adopted local plan. As they do not form part of the development plan, they cannot introduce new planning policies into the development plan.</p> <p>This SPD will instead support implementation of Adopted <b>Local Plan Policies SP5: Affordable Housing PM2: Quality of Residential Development and H2: Local Rural Needs Housing</b> and will be a material consideration in the determination of planning applications upon its adoption.</p> <p>A large proportion of district residents could be affected by the SPD including current and new residents due to promotion of increased and well designed affordable housing stock, but due to the nature of providing different housing types and tenures for all residents, the impact will be positive in relation to age – as it promotes a range of affordable housing tenures which can assist first time buyers and renters to access the housing market with the creation of new housing stock, designed to meet national space standards, and for those with disability and older persons, the SPD reiterates the Local Plan policy PM2 for providing a % of homes which are wheelchair accessible within new affordable rented homes, with required liaison with the housing department on the local housing needs register for those waiting for properties of this type.</p> <p>The specific details of new affordable housing provision will be delivered will be covered by individual planning application officer reports/planning committee reports and reported on through the Authority Monitoring Report (AMR) and statutory reports to government.</p>

<p><b>Information and Research</b></p> <ul style="list-style-type: none"> <li>• Summarise research and information that you used to prepare your proposals / preferred options</li> <li>• What data did you use to research your proposals</li> <li>• List anything you found that will affect people with protected characteristics.</li> </ul>	<p>The Local Plan, already adopted, includes the specific policies and evidence was produced in support of those policies.</p> <p>In assessing overall housing needs through the preparation of the Local Plan through the Strategic Housing Market Assessment (SHMA) and through the recent district wide Housing Needs Survey of the specific consideration has been given to the housing requirements of particular groups within the community which include individuals/groups with protected characteristics, including older people, younger people, and those people suffering long term illness/disability.</p> <p>SP5 Affordable Housing – requires affordable homes to be included in new housing schemes across the district, the council is helping to ensure that residents, including those in younger age groups, have access to housing and are not unfairly disadvantaged due to inability to afford or lack of supply.</p> <p>By requiring/facilitating provision of specific types of homes including some which the market might not otherwise choose to deliver and by ensuring that there is an adequate dwelling mix and housing supply the Council is ensuring that the housing market is accessible for all protected groups.</p> <p>In addition, a percentage of Affordable homes are required to be built as Wheelchair Accessible Homes to meet the needs of residents which require this housing type on the councils register. This is contained in policy PM2 of the Local Plan.</p> <p>This SPD includes a number of guidance notes to clarify and add detail to these Local Plan policy requirements and assist in implementation of already adopted policy.</p>
<p><b>Consultation</b></p> <ul style="list-style-type: none"> <li>• Has there been any specific consultation done</li> <li>• What were the consultation results</li> <li>• Did the consultation analysis show any difference for people with protected characteristics.</li> <li>• What conclusions did you draw from the consultation</li> </ul>	<p>Public consultation took place between 14<sup>th</sup> April and 14<sup>th</sup> May.</p> <p>The consultation results are summarised in the Cabinet Report (June 2026) and in the Consultation Statement (appendix 2 of cabinet report).</p> <p>The analysis did not highlight any difference for people with protected characteristics.</p>

<b>Assessing if the decision is likely to be relevant to the three aims of the Equality Duty.</b>	
<b>Aim</b>	<b>Relevance Yes / No</b>
Eliminate discrimination, harassment, victimisation	Y
Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not.	Y
Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	Y

**If you have decided that this decision is relevant to the three aims of the Equality Duty, use the section below to show how it is relevant and what the impact will be.**

<b>Protected Characteristic</b>	<b>Relevance High/Medium/Low</b>	<b>Impact of the decision Positive / Negative</b>
Age	Medium	Positive – the SPD reiterates Policies SP5 and H2 and promotes a range of affordable housing tenures which can assist younger persons such as first time buyers and renters to access the housing market with the creation of new housing stock.
Disability	Medium	Positive - the SPD reiterates the Local Plan policy PM2 for providing a % of homes which are wheelchair accessible within new affordable rented homes and promotes liaison with the housing department on the local housing needs register to identify those waiting for properties of this type.
Gender reassignment	No information	
Gender	No information	
Marriage and Civil Partnership	No Information	
Pregnancy and Maternity	No Information	
Race	No Information	
Religion, Belief or Lack of Belief	No Information	
Sexual Orientation	No Information	

If you have found negative impact, outline the measures you intend to take to mitigate it.		
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This Equality Impact Assessment must attach to any report throughout the decision making process, to allow the final decision makers to have Due Regard.