

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Draft Interim Update Planning Obligations Supplementary Planning Document 2025
Name of directorate and service	Planning Policy team, Sustainable Communities Directorate
Name and role of officers completing the EqlA	Catherine Parker, Planning Officer
Date of assessment	June 2025

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website following relevant service lead approval.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes 	<p>The preparation of the interim update Planning Obligations Supplementary Planning Document (SPD) Interim Update is included in the B&NES Local Development Scheme, the Council’s formal Planning Policy work programme. Plan-making is a statutory process and follows national regulations.</p> <p>The project comprises preparation, consultation and adoption of an interim update to the Planning Obligations SPD (draft SPD Update) setting out the Council’s approach to Planning Obligations. The SPD is an update to the Planning Obligations SPD adopted 2015 (as amended 2019 and 2023).</p> <p>The draft SPD Update provides detailed guidance on the requirements from developers for planning obligations associated with Affordable Housing including Extra care housing; Transport Infrastructure Works; Public Transport; Green Infrastructure; Site Specific Targeted Recruitment and Training in Construction; Fire Hydrants; Education Facilities; Health Facilities and other Site Specific Measures that will</p>

mitigate the impacts of development. The SPD Update will complement the Council's Community Infrastructure Levy, ensuring that proposed development is acceptable in planning terms.

The Planning Obligations SPD was originally approved in 2015 and supplements the Core Strategy policy CP13 "Infrastructure Provision". It is a material consideration in decision making, and provides clarity on what, when and how planning obligations will be sought. It explains the relationship between section 106 planning obligations and the Council's Community Infrastructure Levy (CIL). It also outlines governance arrangements for collection, spend and monitoring

The Planning Policy team is responsible for the preparation of the planning policy framework including this Planning Obligations SPD.

The Planning Service requests planning obligations via a Section 106 agreement from applicants at the planning application stage using the Planning Obligations SPD as a basis for securing obligations. The Legal Service manages the preparation of Section 106 legal agreements in association with the development management team. Planning law regulates the use of land in the interests of the public at large, rather than those of any particular group.

The development management team administers the charging and collecting of CIL and securing S106 obligations. The Council services apply the funds to the delivery of infrastructure projects.

Outcome: the aim of this project is to consult on a draft update to the Planning Obligations Supplementary Planning Document (Draft SPD Update). The SPD is being updated to take into account changes to the National Planning Policy Framework (NPPF), and practical implementation issues relating to carbon offsetting, together with specific reference to Early Years, Special Education Needs and Disabilities

	<p>provision, health care facilities and home to school transport. It also updates contributions based on indexation.</p> <p>Representations of the consultation will be taken into account in the preparation of the final amendments to the Planning Obligations SPD.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there? 	<p>The Draft SPD Update is required to take into account the following issues:</p> <ul style="list-style-type: none"> • practical implementation issues relating to carbon offsetting, • specific reference to Early Years, Special Education Needs and Disabilities provision, and home to school transport. • New chapter on health care facilities • Amendments to the implementation of the affordable housing policy having regard to the revised NPPF. • Other updates relating to implementation of policies and indexation.
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The SPD is in accordance with the Council's Development Plan. The Council's Development Plan and the planning system help to deliver the Council's broader aspirations and Corporate objectives within the Corporate Strategy including the Climate and Nature Emergency.</p>

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p>2.1 What equality focussed training have staff received to</p>	<p>Planning policy team have received corporate equalities training and EQIA training.</p> <p>The Author of this EqIA has had specific in person training on equalities.</p>

enable them to understand the needs of our diverse community?	A number of the service deliverers within the Council will have received corporate equalities training.
2.2 What is the equality profile of service users?	<p>The B&NES development plan and the SPD covers the full B&NES Council local authority area. Link to the most up to date data for the B&NES area (including Equalities data) can be found at: https://beta.bathnes.gov.uk/strategic-evidence</p> <p>The preparation of the Draft SPD Update is being delivered by the planning policy team. The team is made up of a mix of gender, ages and ethnicities.</p> <p>The SPD requirements will be secured from developers by the Development Management Team. The team is made up of a mix of gender, ages and ethnicities.</p>
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	<p>There has been significant engagement with various groups and communities on the emerging new Local Plan which covers the need for developers to provide infrastructure to mitigate the impact of new developments, which this SPD relates to.</p> <p>Developers and Registered Providers of affordable housing were specifically contacted for their views on issues relating to the viability of development as part of the information gathering stage. The viability of development is an issue covered in the Planning Obligations SPD.</p>
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>There has been no separate consultation on this EIA. However, there has been a consultation undertaken (in accordance with the Statement of Community Involvement and Statutory Requirements) for the preparation of the approved Planning Obligations SPD (2015), and the amendments 2019 and 2022. No equalities issues were raised during those consultations.</p> <p>Consultation Reports for the SPD consultations were prepared highlighting the consultation responses received and the Council's response in line with the Council's Statement of Community Involvement "My Neighbourhood: Neighbourhood Planning Protocol".</p>
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?	<p>The Council has an adopted Statement of Community Involvement. The Council's "My Neighbourhood: Neighbourhood Planning Protocol" explains how the local community can get involved in the preparation of the planning policy documents.</p> <p>The Draft SPD update will be subject to statutory public consultation in line with the Council's Statement of Community Involvement on Planning Documents.</p>

	<p>The consultation will be published in an accessible format on the B&NES Council's website and include contact details for further accessibility requirements. All people who have requested to be on the planning policy mailing list will be contacted about the proposed draft amendments.</p> <p>The Consultation will have most impact on applicants and developers who agree to provide the planning obligations as part of planning application approval process and sign S106 legal agreements along with the Council.</p> <p>There are no specific equalities groups that will be adversely affected at this stage of consulting on Planning Obligations SPD update.</p> <p>All equalities groups should benefit from enhanced infrastructure and sustainable development including affordable housing in their communities, however the site specific proposals will be subject to further consultation at the development management stage.</p>
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3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	The Draft SPD Update will not have direct equality impacts as it predominantly relates to determining	There is potential for adverse impacts if the Draft SPD Update amendments are not approved. Potentially new

	<p>planning applications and planning law regulates the use of land in the interests of the public at large, rather than those of any particular group.</p> <p>Many of the impacts apply across several or all equality groups.</p> <p>The intention of the SPD is to encourage and maintain balanced and mixed communities that support the needs of all groups in society.</p> <p>Promoting a more balanced community, and providing community facilities, green space, and improved transport infrastructure (eg pedestrian and walking links) will help to improve people's quality of life.</p> <p>NB this positive impact will apply to all the groups considered below.</p>	<p>development could be approved without securing mitigation of impact where necessary. This will have an adverse impact on communities.</p> <p>The SPD will ensure that the impact of new development on green infrastructure, public infrastructure and community facilities is mitigated which is positive. This will improve the environment and have multiple benefits. In addition, the SPD provides the mechanism for securing affordable housing from new developments where applicable, which contributes to sustainable communities.</p>
3.2 Sex – identify the impact/potential impact of the policy on women and men.	The SPD does not directly address the impacts on women and men, as the objective of the SPD is to provide benefits to the environment and contribute to sustainable communities for all groups.	No negative impacts have been identified in the draft SPD update on women and men.
3.3 Pregnancy and maternity	The SPD implementing development plan policies requiring infrastructure to support development and sustainable	No negative impacts have been identified in the draft SPD update on this target group.

	<p>communities helps meet the access needs of not only pregnant & breastfeeding/feeding parents & parents with pushchairs but the whole community.</p> <p>The draft SPD update requires planning obligations for health facilities to mitigate the impact of new development which will benefit this group.</p>	
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, including transgender people.	No negative impacts have been identified in the draft SPD update on this target group.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of disabled people.</p> <p>Notwithstanding this, the draft SPD update requires planning obligations for health facilities. In addition, it provides for contributions to SEND education provision.</p>	<p>Where contributions or provisions are secured, these will need to address the needs of people with disabilities in the relevant community.</p> <p>Planning obligations and contributions will ensure that green spaces and recreation facilities and community facilities will be fully accessible to disabled people.</p>

	<p>The draft SPD Update requires a proportion of affordable housing to be suitable for wheelchair users and adaptable accessible homes.</p> <p>The Local Plan policy H7 sets the standards on accessible housing. The SPD does not set policy and cannot increase the proportion of accessible housing required.</p>	<p>The Housing team applies housing policy which requires housing developments contribute to the provision of homes that are suitable for the needs of older people, disabled people and those with other special needs (including supported housing projects), in a way that integrates all households into the community.</p>
<p>3.6 Age – identify the impact/potential impact of the policy on different age groups</p>	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, of all ages.</p> <p>Notwithstanding this, contributions secured for health, education facilities and open space can address the needs of children.</p> <p>Contributions secured for training and recruitment opportunities has potential to benefit young people to gain work experience.</p>	<p>No negative impacts have been identified in the draft SPD update on this target group.</p> <p>Planning obligations and contributions will ensure that green spaces and recreation facilities and community facilities will be accessible to all ages.</p>
<p>3.7 Race – identify the impact/potential impact on across different ethnic groups</p>	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access</p>	<p>No negative impacts have been identified in the draft SPD update on this target group.</p>

	<p>needs of the whole community irrespective of race.</p> <p>The draft SPD requires well-connected new developments that provide walking, wheeling and cycling routes that are safe for people including ethnic groups vulnerable to hate crime.</p>	
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people	The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, irrespective of sexual orientation.	No negative impacts have been identified in the draft SPD update on this target group.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community irrespective of marital or civil partnership status.	No negative impacts have been identified in the draft SPD update on this target group.
3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, including all faiths.</p> <p>The draft SPD does not cover places of worship directly, however refers to</p>	No negative impacts have been identified in the draft SPD update on this target group.

	community facilities under “Other Site Specific Measures” where a new development has a direct impact that requires mitigation. In securing contributions for community facilities planners will ensure that the facilities can be suitable for and used for meeting places for religious/ faith groups.	
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, including those socio- economically disadvantaged.</p> <p>The socio – economically disadvantaged are more likely to be in need of affordable housing. The SPD is the negotiating mechanism for affordable housing and some households within this group will benefit from the provision of affordable housing.</p> <p>Affordable housing has been secured and delivered.</p>	<p>No negative impacts have been identified in the draft SPD update on this target group.</p> <p>The Housing team applies housing policy which requires housing developments contribute to the provision of affordable homes that are suitable for the needs of people and families on low incomes and socially disadvantaged.</p>
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, across the district, including rural areas.	No negative impacts have been identified in the draft SPD update on this target group.

	<p>Notwithstanding this, rural communities will benefit from the SPD securing planning obligations from new development towards new infrastructure in their communities such as green infrastructure and transport improvements.</p> <p>Rural communities have been involved in the allocation of S106 contributions towards for example open space, allotment sites and play areas.</p>	
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, including the armed forces community.</p>	<p>No negative impacts have been identified in the draft SPD update on this target group.</p>
<p>3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:</p> <p>In B&NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were</p>	<p>The SPD implementing development plan policies requiring infrastructure to support development and sustainable communities helps meet the access needs of the whole community, including care experienced persons.</p>	<p>Social networks and family guidance often play a vital role in an individual's ability to access services or support. Care experienced individuals might lack these networks and guidance, which can make navigating systems, such as securing housing options more challenging. The Housing team applies</p>

adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.	Notwithstanding this, the draft SPD Update covers contributions towards health facilities, open space, training and recruitment which may benefit care experienced persons.	<p>housing policy which requires housing developments contribute to the provision of homes that are suitable for the needs of those with particular needs (including supported housing projects) in a way that integrates all households into the community.</p> <p>B&NES officers in both the planning and housing services will be available over telephone, email or in person, to discuss housing typologies with those in need of extra support. Those in the planning service will likely sign-post individuals to colleagues in the housing service when contacted.</p>
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*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Ensure that key stakeholders and communities are consulted appropriately as required by the Statement of Community Involvement and Government legislation	Undertake 6 weeks consultation	Prepare and undertake consultation.	Planning Policy Team	Consultation to take place July /August 2025
Ensure that a Consultation Statement is prepared to advise on equality issues raised.	Prepare consultation statement following consultation and state whether any equalities issues have been raised.	Prepare and complete Consultation Statement	Planning Policy Team	September 2025

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: *Richard Daone*, Deputy Head of Planning (Divisional Director or nominated senior officer)
Date: 20/6/25