

NORTH LANARKSHIRE LOCAL DEVELOPMENT PLAN MODIFIED PROPOSED PLAN

EQUALITIES AND HUMAN RIGHTS IMPACT ASSESSMENT (INCORPORATING THE HEALTH IMPACT ASSESSMENT)

NOVEMBER 2018



**North Lanarkshire Council
Enterprise and Communities**

CONTENTS

- A Responses to Local Development Plan consultation
 - B Modified Proposed Plan
 - C Next steps
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- 1. Introduction
 - 2. Equalities and Human Rights Impact Assessment incorporating the Health Impact Assessment Process
 - 3. Gathering evidence
 - 4. Assessing the impact and strengthening the policy
 - 5. Monitoring, evaluating and reviewing

A Responses to Local Development Plan consultation

Consultation on the Proposed Plan and Environmental Report was carried out between January and March 2017. In total 1,594 representation forms were submitted in response to the consultation. On analysis these responses contained 6,176 identifiable indications of support, objection or comment. Of these 5,614 were supportive of elements of the Plan, 541 objected to elements of the Plan and 21 were comments.

In considering the objections a further 222 related to sites promoted through the *Promoting Development Locations and Infrastructure policy* while a further 62 sought the inclusion of additional sites under that Policy. There were 29 objections related to the *Protecting Assets and Development Constraints* policy with a further 45 objections suggesting further sites should be included under that policy.

The remaining 164 objections related to the strategy or principal policies of the plan, of which 63 related to the proposed Green Belt and 20 to the Proposed Countryside in each instance either seeking for sites to be redesignated from or to these character areas. The remaining 81 objections related to other matters of Strategy or principal policy and requested clarification or modification of the policy or its associated guidance. Of these 35 were received from the Government or Key Agencies.

The immediate consideration following this analysis was whether these objections were substantive and could be accommodated through the Examination process or a Modified Plan. The intention had been to proceed to Examination but events outwith the control of the Council resulted in a decision to proceed to a Modified Proposed Plan and accommodate acceptable changes therein.

B Modified Proposed Plan

The Development Plan consists of two parts; the Strategic Development Plan (SDP) and the Local Development Plan (LDP). North Lanarkshire Council's proposed LDP has been written to align with the most up to date SDP which was approved by the Scottish Ministers in July 2017.

Glasgow and the Clyde Valley Strategic Development Plan 2 (Clydeplan) was submitted to the Scottish Ministers on 26th May 2016. A formal examination process commenced on 14th July 2016 which included a public hearing session on housing related matters which was held on 14th December 2016. The Reporters' Report of Examination was submitted to the Scottish Ministers on 20th March 2017.

In accordance with procedure, the post adoption statement and the Plan were published and advertised on 15th September 2017. Post publication there is a statutory six week period for the Plan to be challenged. On 26th October 2017 an appeal was lodged at the Court of Session against the Scottish Ministers decision to approve Clydeplan.

A significant number of contributions and objections to the Local Development Plan Proposed Plan were directly related to the subject of the Challenge, specifically to the supply of land for housing to be built. This introduced a level of uncertainty to the plan process and required an assessment of the options to take the Local Development Plan forward and the risks associated with each option.

On balance, modifying the North Lanarkshire Proposed Plan offered the Council more control over events and would benefit the plan making process. The North Lanarkshire Local Development Plan Scheme was updated to incorporate this additional process.

Modifying the Proposed Plan entailed updating the Plan to reflect changes in site designations, area boundaries to reflect decisions taken on planning applications since publication of the Proposed Plan, legislation and guidance, as well as to reflect any appropriate and acceptable changes that could be made as a result of contributions and objections to the Proposed Plan.

C Next steps

The Modified Proposed Plan addresses the spatial implications of economic, social and environmental change for North Lanarkshire. The Modified Proposed Plan is the Council's settled view as to what the Local Development Plan will be. It identifies opportunities for development and sets out policies for the development and use of land.

Consultation on the Modified Proposed Plan will take place between February and April 2019. Following the end of the consultation period objections to the Modified Proposed Plan will be sent categorised into issues with responses and sent, along with the Plan, for Examination by Scottish Government Reporters. The Examination period takes 6-9 months and concludes with the Council receiving a Report of Examination. Adoption of the plan takes place within three months of the receipt of the Report of Examination. Adoption is therefore expected in late 2019 or early 2020. Once adopted a Post Adoption Environmental Statement will be prepared detailing how all the comments have been taken into account.

Please note that the North Lanarkshire Proposed Development Plan had been out for consultation in January 2017, this was prior to Fairer Scotland Duty coming into effect in April 2018. Therefore the Modified Proposed Plan is not required to be assessed Fairer Scotland Duty.

1. Introduction

North Lanarkshire Local Development Plan

- 1.1 The North Lanarkshire Local Development Plan (The Plan) will be a key document in the planning process which sets the land use framework for North Lanarkshire.
- 1.2 The Plan is a land use policy document which has a significant influence on what is built on or what activities (uses) can be undertaken on land in North Lanarkshire. It does this by allocating sites for specific land uses such as housing, retailing, business and industry or developments such as schools, health centres and waste management facilities and by including policies designed to promote the economic, social, physical and environmental well being for North Lanarkshire. It therefore affects everyone who lives in, works or visits North Lanarkshire.
- 1.3 The Plan will replace the current adopted North Lanarkshire Local Plan as the key Planning Policy document for North Lanarkshire.

Proposed Plan
- 1.4 The impact of the plan should be positive for all and should not infringe upon rights. The process of plan preparation involves extensive consultation and engagement thereby enhancing the right to participation, influence and voice by allowing people to participate in the formulation of policy. The plan itself should help local residents and community groups to better understand and get involved in the planning issues affecting their areas.

2. Equalities and Human Rights Impact Assessment incorporating the Health Impact Assessment Process

- 2.1 Equalities and Human Rights Impact Assessment incorporating the Health Impact Assessment (Impact Assessment) for the Proposed Plan was undertaken in September 2016. An Impact assessment of the strategy and policies of the Proposed Plan allows the Council to demonstrate how it is meeting statutory duties in relation to equality and health and will also help to improve the quality of policies. A generic Equalities and Human Rights Impact Assessment Form and Guidance Notes has been developed by the Council which was used in the assessment the strategy and policies contained in the Proposed LDP

- 2.2 The purpose of an Equalities and Human Rights Impact Assessment is to help ensure that we do not discriminate and that where possible we utilise opportunities to promote equality. This type of assessment involves thinking through the potential consequences of policies and functions on both the identified equality target groups and society at large, making sure that as far as possible, any negative impacts are minimised or eliminated.
- 2.3 The purpose of a Health Impact Assessment is to identify and improve the health consequences of any defined policy.
- 2.4 This Equalities and Human Rights Impact Assessment incorporating the Health Impact Assessment is being presented now alongside the Proposed Plan as this represents the Council's settled view as to the content of the final plan.
- 2.5 The Plan has been developed over a number of years and informed by a wide range of monitoring and engagement.

Stage 1 – Main Issues Report

- 2.6 The Main Issues Report (MIR) was the first stage in preparing the Plan. Public Engagement on the MIR was held during Spring 2015 and further engagement to place during Spring 2016. The MIR highlighted the main changes that have taken place since the current Local Plan was adopted in September 2012 and the approach to replacing it. The MIR set out 12 main issues. The issues are grouped into three areas, those that relate to the appropriate aim and policy approach for the Local Development Plan, relate to strategic policy. These are policies that should apply to all applications for planning permission to achieve a more sustainable North Lanarkshire where places have the opportunity to improve and those that relate to thematic policy. These are policies that promote the various types of development needed to make North Lanarkshire a more successful place, whilst still protecting its natural and built environment heritage. The document was accompanied by a Monitoring Statement and an Environmental Report.
- 2.7 The monitoring statement provided an information base to help assess the performance of the Plan in the future.
- 2.8 The Environmental Report considered the environmental effects of the options set out in the MIR.

- 2.9 As well as the monitoring and assessment work referred to above, the MIR was informed by early engagement and consultation as follows:
- Consultation and Engagement with national and regional statutory agencies (Scottish Government, Historic Environment Scotland (formerly Historic Scotland), Scottish Natural Heritage, Scottish Environment Protection Agency, Scottish Water, Scottish Enterprise, Transport Scotland, SportScotland);
 - Meeting with house builders (Homes for Scotland)
 - Input from partner Council Services
 - Consultation and Engagement with community organisations (Community Councils, Community Forums, Tenants & Residents Associations and North Lanarkshire Federation, Housing Associations, North Lanarkshire Council Citizens Panel)

Stage 2 – Proposed Plan

- 2.10 The North Lanarkshire Local Development Plan is the land use planning strategy for North Lanarkshire. A strategy is a plan of action designed to achieve a long-term or overall aim. The long-term aim is to increase sustainable growth and regeneration, and to improve places in support of our new Corporate Vision.
- 2.11 The Proposed Plan looks to achieve this through 7 policies used to determine applications for planning permission. The 5 principal policies are:
- Purpose of Place to ensure the right development happens in the right places
 - Layout of Development to achieve a form of development that makes places more distinctive
 - Amount of Development to achieve a balance of supply and demand for land uses
 - Contributions to Infrastructure to help places have the infrastructure they need
 - Environmental Qualities to ensure development does not compromise the environment
- 2.12 The Proposed Plan also has 2 thematic policies. These are:
- Promoting Development Locations and Infrastructure to contribute to successful sustainable places
 - Protecting Assets and Development Constraints to contribute to resilient, sustainable places
- 2.13 The strategy is rooted in the character area aspiration that the Purpose of Place policy identifies for each part of North Lanarkshire.

- 2.14 These are policies that should apply to all applications for planning permission to achieve a more sustainable North Lanarkshire where places have the opportunity to improve and those that relate to thematic policy. These are policies that promote the various types of development needed to make North Lanarkshire a more successful place, whilst still protecting its natural and built environment heritage. The document was accompanied by a Monitoring Statement and an Environmental Report.
- 2.15 The monitoring statement provided an information base to help assess the performance of the Plan in the future.
- 2.16 The Environmental Report considered the environmental effects of the options set out in the MIR.

Stage 3 – The Assessment

Impacts on Equality

- 2.17 The Equality Act 2010 places a duty on public bodies to ensure they consider the needs of all individuals in their day to day work. The general duties of the public sector are to:
- Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not
 - Foster good relations between people who share a protected characteristic and those who do not.
- 2.18 Protected characteristics are set out in legislation. Impacts are assessed against the protected characteristics of:
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion and belief
 - Sex
 - Sexual orientation
- 2.19 The assessment considers two types of impact:
- Positive- Impact that could improve equality of opportunity and/or relations between different protected characteristic groups.
 - Negative- Impact that could disadvantage one or more protected characteristic groups.

Impacts on Human Rights

2.20 The Human Rights Act 1998 requires all public bodies (including Local Authorities) and other bodies carrying out public functions to respect and protect your human rights. The Act sets out your human rights in a series of 'Articles' including:

- Respect for your private and family life, home and correspondence
- Freedom of thought, belief and religion
- Freedom of expression
- Freedom of assembly and association
- Protection from discrimination in respect of these rights and freedoms
- Right to peaceful enjoyment of your property
- Right to education

Impacts on Health

2.21 Health Impact Assessment (HIA) also helps public bodies to meet their legal requirements under the Equalities Act 2010. HIA help to raise questions of how strategies and policies will impact the fundamental causes of health inequalities. HIA considers a range of factors which population groups who are vulnerable to unfair difference in health outcomes can be impacted by including:

- Transport, Housing and Air Quality
- Physical Infrastructure
- Quality of place
- Quality of facilities
- Quality of infrastructure
- Proximity and access
- Lifestyle Choices

3. Gathering evidence

3.1 What do I know now?

3.1.1 Who are the stakeholders and beneficiaries?

1,680 Customers on the Local Development Plan Stakeholder Database including:

- All tenants and residents in North Lanarkshire
 - Elected Members
 - Tenants & Residents Associations and North Lanarkshire Federation
 - North Lanarkshire Council Citizens Panel
 - Housing Associations
 - Scottish Government
 - Members of Parliament
 - Members of the Scottish Parliament
 - Members of the Scottish Youth Parliament
 - Members of the European Parliament
 - Scottish Environmental Protection Agency
 - Scottish Natural Heritage
 - Scottish Water
 - Scottish Enterprise Lanarkshire
 - NHS Lanarkshire
 - Transport Scotland
 - Strathclyde Partnership For Transport
 - Forestry Commission Scotland
 - Historic Environment Scotland (Formerly Historic Scotland)
 - Community Councils
 - Community Forums
 - Neighbouring Local Authorities
 - Glasgow and Clyde Valley Strategic Development Plan Partners
 - North Lanarkshire Council Employee Equality Forum
 - Motherwell Baptist Church
 - The South Indian Cultural Centre Of Scotland
 - Voice Of Experience Forum
 - SportScotland
 - Central Scotland Forest Trust
 - Town centre Initiatives Ltd (Town Centre Coordinators)
 - Lanarkshire Chamber of Commerce
 - Gateway (LESL)
- Glasgow Jewish Representative Council
- Cumbernauld Free Church
- BEMIS
- New College Lanarkshire
- Jobcentre Plus
- Scottish Fire And Rescue Service
- Police Scotland
- Scottish Wildlife Trust
- Central Scotland Green Network
- Royal Society For The Protection Of Birds
- SUSTRANS
- Scottish Canals
- Homes For Scotland
- North Lanarkshire Disability Access Panel
- North Lanarkshire Youth Forum
- Voluntary Action North Lanarkshire
- Skills Development Scotland
- Strathclyde Geoconservation Group
- Coatbridge CAB
- Federation Of Small Businesses
- Coal Authority
- Scottish Power Energy Networks
- Scotland Gas Networks
- National Grid
- Network Rail
- Landowners
- Developers
- Agents
- Visit Lanarkshire
- Local Traders Associations
- Internal North Lanarkshire Council Stakeholders
- Federation of Small Businesses
- Stonewall Scotland

3.1.2 What data, consultation, research and other evidence or information is available relevant to this EqIA?

As part of the production of the Local Development Plan we have produced a number of Background Reports, undertaken Charrettes and held public consultation and engagement exercises.

We have utilised this existing evidence and consultation feedback in the production of the Proposed Plan. Existing evidence includes:

- 13 Background Reports

- South Wishaw Mini-Charrette
- Places for Business and Industry Charrette
- Call for Sites (2013)
- Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013)
- Community Engagement Workshops
- Main Issues Report Public Engagement 2015
- Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015)
- Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016

This evidence as well as responses to the Call for Sites and Main Issues Report has informed the production and content of the Proposed Plan.

3.1.3 What does the information in 3.1.2 tell you about the impact or potential impact on stakeholders and beneficiaries of the policy, procedure, budget saving etc?

As the Local Development Plan Proposed Plan identifies opportunities for development and set out policies for the development and use of land, there is the potential for both positive and negative impacts on stakeholders and beneficiaries.

3.2 What else do I need to know/find out?

3.2.1 Further consultation – Please use the table directly below to say who you will consult with (tick Yes No). Once consultation has taken place provide the details below.

	Yes	No	Describe what you did, with whom and when. Please provide a brief summary of the responses gained and links to relevant documents, as well as any actions
Equalities			
Age	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • North Lanarkshire Youth Forum • Members of the Scottish Youth Parliament • Voice Of Experience Forum • North Lanarkshire Council Citizens Panel • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • Skills Development Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops

			<ul style="list-style-type: none"> • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Disability	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • North Lanarkshire Disability Access Panel • Skills Development Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Gender	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • Stonewall Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016

Gender Re-assignment	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • Stonewall Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Marriage and Civil Partnership	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Pregnancy and Maternity	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB

			<p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Race	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • BEMIS • The South Indian Cultural Centre Of Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Religion/ Belief	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • Motherwell Baptist Church • Glasgow Jewish Representative Council • Cumbernauld Free Church <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette

			<ul style="list-style-type: none"> • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Sexual Orientation			<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum <ul style="list-style-type: none"> • Coatbridge CAB • Stonewall Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Human Rights			
Respect for your private and family life, home and correspondence	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • Stonewall Scotland • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015

			<ul style="list-style-type: none"> • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Freedom of thought, belief and religion	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB • Motherwell Baptist Church • Glasgow Jewish Representative Council • Cumbernauld Free Church <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Freedom of expression	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • Stonewall Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Freedom of assembly and association	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations

		<ul style="list-style-type: none"> • Community Councils • Community Forums <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Protection from discrimination in respect of these rights and freedoms	✓	<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • Stonewall Scotland • BEMIS <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Right to peaceful enjoyment of your property	✓	<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • Stonewall Scotland • North Lanarkshire Council Employee Equality Forum • Coatbridge CAB <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013)

			<ul style="list-style-type: none"> • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Right to education	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • New College Lanarkshire • Voluntary Action North Lanarkshire • Skills Development Scotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Health			
Transport, Housing and Air Quality	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • Transport Scotland • Strathclyde Partnership For Transport • Homes For Scotland • Scottish Environmental Protection Agency • Scottish Natural Heritage • Scottish Water <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette

		<ul style="list-style-type: none"> • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Physical Infrastructure	✓	<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • Transport Scotland • Strathclyde Partnership For Transport • Homes For Scotland • Scottish Environmental Protection Agency • Scottish Natural Heritage • Scottish Water <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Quality of place	✓	<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • Scottish Wildlife Trust • Central Scotland Green Network • Royal Society For The Protection Of Birds

			<ul style="list-style-type: none"> • SUSTRANS • Scottish Canals • Scottish Environmental Protection Agency • Scottish Natural Heritage • Scottish Water • Scottish Enterprise Lanarkshire • NHS Lanarkshire • Transport Scotland • Strathclyde Partnership For Transport • Forestry Commission Scotland • Historic Environment Scotland (Formerly Historic Scotland) • Strathclyde Geoconservation Group • SportScotland • Central Scotland Forest Trust <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Quality of facilities	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • New College Lanarkshire • Jobcentre Plus • SportScotland <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops

			<ul style="list-style-type: none"> • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Quality of infrastructure	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • Transport Scotland • Strathclyde Partnership For Transport • Homes For Scotland • Scottish Environmental Protection Agency • Scottish Water <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Proximity and access	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • Voluntary Action North Lanarkshire • SportScotland • Central Scotland Forest Trust • Scottish Wildlife Trust • Central Scotland Green Network • Royal Society For The Protection Of Birds • SUSTRANS

			<ul style="list-style-type: none"> • Scottish Canals <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016
Lifestyle Choices	✓		<p>1,680 Customers on the Local Development Plan Stakeholder Database which includes:</p> <ul style="list-style-type: none"> • Tenants & Residents Associations and North Lanarkshire Federation • North Lanarkshire Council Citizens Panel • Housing Associations • Community Councils • Community Forums • NHS Lanarkshire • SportScotland • Forestry Commission Scotland • SportScotland • Central Scotland Forest Trust • Scottish Wildlife Trust • Central Scotland Green Network • Royal Society For The Protection Of Birds • SUSTRANS <p>Consulted and Engaged during:</p> <ul style="list-style-type: none"> • South Wishaw Mini-Charrette • Places for Business and Industry Charrette • Call for Sites (2013) • Post Call for Sites Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2013) • Community Engagement Workshops • Main Issues Report Public Engagement 2015 • Post Main Issues Report Engagement (Community Organisations, Key Agencies and Infrastructure Providers 2015) • Main Issues Report Public Engagement (Report on the Responses to the Main Issues Report and Site Options) 2016

3.2.2 What additional research or data is required?

The Proposed Plan Public Consultation due to take place Autumn 2016. Responses to the Consultation will be assessed and objections passed to the Planning and Environmental Appeals Division (DPEA) for independent Examination. The subsequent Report of Examination is by and large binding on the Council.

3.2.3 What does the additional research and data tell you about potential or known effects?

The process of producing the Local Development is not yet complete. This Equalities and Human Rights Impact Assessment incorporating the Health Impact Assessment will be reviewed following the Proposed Plan Public Consultation.

4. Assessing the impact and strengthening the policy

Considering all the evidence you now have how will the policy affect different groups and communities in relation to equality and human rights?

4.1 How does/will the policy and resulting activity affect those with protected characteristics (including employees)?			
	Detail any Positive impact	Detail any adverse impact	If adverse how can we mitigate this? Where no mitigating action is planned please say why not
Equalities			
Age	<p>In general the Proposed Plan aims to strengthen communities and encourage growth in the housing and employment sectors to support the economy of North Lanarkshire. There should therefore be an overall positive beneficial impact to the community as a whole.</p> <p>The young and the elderly can suffer disadvantage in accessing affordable housing, employment opportunities and community facilities.</p> <p>The Local Development Plan is unlikely to have a negative impact or present barriers to the young or the elderly. The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a diverse range of housing and infrastructure improvements.</p> <p>The Local Development Plan seeks to ensure the right development happens in the right places. Different age groups access and use their environment and places in different ways. The Plan is likely to have a positive impact on ensuring equal access across all age groups.</p>		
Disability	The Proposed Plan aims to allow all members of communities to access housing, employment and recreation opportunities which best suits their needs.	People with additional needs may have difficulty access to Council services and facilities and in accessing information/awareness of the Proposed Plan.	The Proposed Plan is available in a range of formats and will be available locally at Libraries and First Stop Shops enabling those with additional needs to access materials.

	There should therefore be an overall positive beneficial impact to the community as a whole, reducing social exclusion.	Printed documents and online versions may not accessible to people who have visual impairments. Printed documents and publicity may not be accessible to people with learning disabilities.	The web pages related to the Proposed Plan have been designed to be easy to navigate and access. The Council's website has the facility to be customised to suit the needs of the viewer including changing colour and font and can be converted to spoken word.
Gender	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this protected group.		
Gender Re-assignment	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this protected group.		
Marriage and Civil Partnership	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this protected group.		
Pregnancy and Maternity	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this protected group.		
Race		The Proposed Plan (online and paper format) may not be readily accessible to non-English speakers.	The Proposed Plan is available in a range of formats and languages. The web pages related to the Proposed Plan have been designed to be easy to navigate and access and can be customised to suit the needs of the viewer including translation into a large range of languages.
Religion/ Belief	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this protected group.		
Sexual Orientation	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this protected group.		
Human Rights			
Respect for your private and family life, home and correspondence	Consultation on the Proposed Plan will be subject to the requirements of the Data Protection Act 1998.		
Freedom of thought, belief and religion	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this Right		
Freedom of expression	The Proposed Plan will be available for anyone to make comment during the Consultation period.	Circular 6/2013 suggests limiting the length of comments which can be made. Comments must also be made using the prescribed Response Form produced by the Council. Abusive or potentially actionable comments will not be accepted.	Guidance on how to engage with the Consultation process will be made available.
Freedom of assembly and association	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this Right		
Protection from discrimination in respect of these rights and freedoms	Neutral Effect. The Proposed Plan is unlikely to have a negative impact or present barriers to this Right		

<p>Right to peaceful enjoyment of your property</p>	<p>The Proposed Plan is an important stage in the production of the Local Development Plan. The Local Development Plan will be used in the determination of Planning Applications.</p> <p>People have the right to comment on any Planning Application which may affect their lifestyle and community.</p>		
<p>Right to education</p>	<p>The Proposed Plan is an important stage in the production of the Local Development Plan.</p> <p>The Local Development Plan seeks to ensure the right development happens in the right places including the provision of Educational facilities within local communities.</p>		
<p>Health</p>			
<p>Transport, Housing and Air Quality</p>	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>The Environmental Qualities Policy within the Plan seeks to ensure development does not compromise the environment including Air Quality and Flooding.</p> <p>The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a diverse range of housing and infrastructure improvements.</p> <p>Protecting Assets and Development Constraints Policy within the plan seeks to ensure that development contributes to making resilient and sustainable places.</p> <p>A number of assessments of the Proposed Plan have been undertaken including a Strategic Environmental Assessment, Habitats Regulations Assessments and a Development</p>		

	<p>Planning & Management Transport Appraisal.</p>		
Physical Infrastructure	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>The Environmental Qualities Policy within the Plan seeks to ensure development does not compromise the environment including Air Quality and Flooding.</p> <p>The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a diverse range of housing and infrastructure improvements.</p> <p>Protecting Assets and Development Constraints Policy within the plan seeks to ensure that development contributes to making resilient and sustainable places.</p> <p>A number of assessments of the Proposed Plan have been undertaken including a Strategic Environmental Assessment, Habitats Regulations Assessments and a Development Planning & Management Transport Appraisal.</p>		
Quality of place	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>The Environmental Qualities Policy within the Plan seeks to ensure development does not compromise the environment including Air Quality and Flooding.</p> <p>The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a diverse range of housing and infrastructure improvements.</p>		
	<p>Protecting Assets and Development Constraints Policy within the plan seeks to</p>		

	<p>ensure that development contributes to making resilient and sustainable places.</p> <p>A number of assessments of the Proposed Plan have been undertaken including a Strategic Environmental Assessment, Habitats Regulations Assessments and a Development Planning & Management Transport Appraisal.</p>		
Quality of facilities	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a diverse range of facilities and infrastructure improvements.</p>		
Quality of infrastructure	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a range of infrastructure improvements.</p>		
Proximity and access	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>Layout of development Policy within the Plan seeks to achieve a form of development that makes places more distinctive and accessible by a range of sustainable transport modes especially walking, cycling and public transport.</p> <p>The Contributions to Infrastructure Policy within the Plan includes requirements for affordable housing and to provide a diverse range of housing and infrastructure improvements.</p>		
	<p>A number of assessments of the Proposed Plan have been undertaken including a</p>		

	Strategic Environmental Assessment, Habitats Regulations Assessments and a Development Planning & Management Transport Appraisal.		
Lifestyle Choices	<p>The Proposed Plan seeks to ensure the right development happens in the right places.</p> <p>Layout of development Policy within the Plan seeks to achieve a form of development that makes places more distinctive and accessible by a range of sustainable and healthy transport modes especially walking and cycling as well as access to recreational open space.</p>		

4.2. What measures could be taken to strengthen the policy / strategy to help promote equality of opportunity, foster good relations and promote human rights?

A 6-week Public Consultation will take place with all stakeholders and beneficiaries being directly consulted as well as the Consultation being advertised to the general public.

4.3. Considering questions 2.1 and 2.2 what actions / measures will be put in place before introducing this policy please provide details.

The outcome of the Public Consultation exercise will be reported to Planning and Transportation Committee ahead of an Examination by the Planning and Environmental Appeals Division (DPEA).

5. Monitoring, evaluating and reviewing

5.1. How will you monitor the impact and effectiveness of the new policy?

To be determined following the Examination by the Planning and Environmental Appeals Division (DPEA) and subsequent Adoption of the Local Development Plan by Council.

6. Making a decision and sign-off

Recommendation	Tick	Comment (where applicable, please give more information e.g. where to pilot, what modifications, etc.)	Timescales
Introduce the Proposed Plan	✓		
Adjust the Proposed Plan then introduce			
Introduce the Proposed Plan with justification regarding potential adverse impact			
Stop and withdraw the Proposed Plan			

Stage Two Sign-off

Name of Plan	North Lanarkshire Local Development Plan Proposed Plan		
Author of Equalities and Human Rights Impact Assessment (Incorporating the Health Impact Assessment)	Development Planning Team		
Name	Job title and service division team	Date	
Gordon Laing	Assistant Business Manager (Development Planning)		
Head of Service level/Senior Manager sign-off:			
Name	Job title and division/ team	Date	Signature