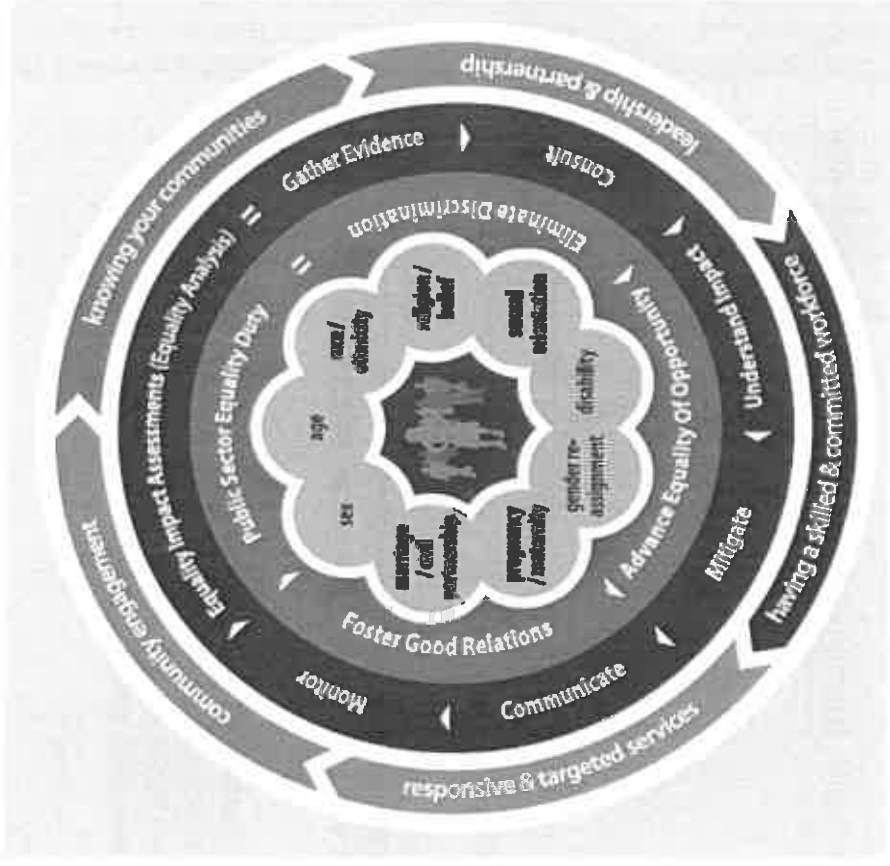
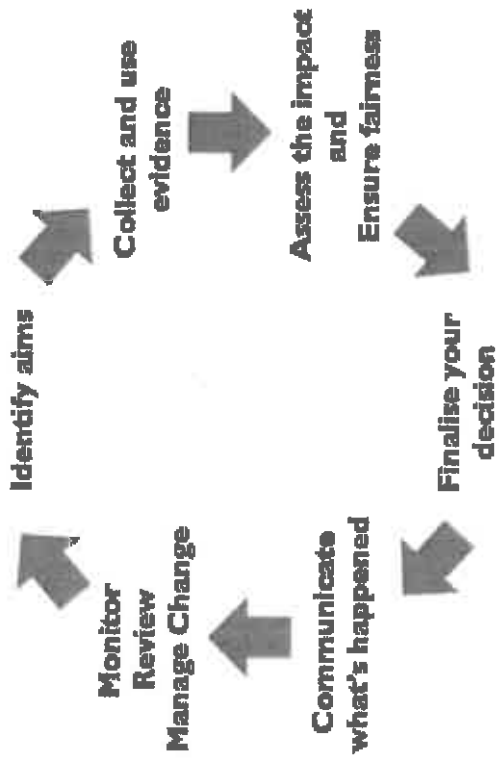


Equality Impact Assessment (EqIA): Hertfordshire Minerals Local Plan Review Proposed Submission Plan Stage

EqIAs make services better for everyone and support value for money by getting services right first time.

EqIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for staff and service-users. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010. They help us make good decisions and evidence how we have reached them.

An EqIA needs to be completed as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. It must be completed before any decisions are made or policy agreed so that the EqIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.



1. Who is completing the EqIA and why is it being done?

<p>Title of service / proposal / project / strategy / procurement you are assessing</p>	<p>Hertfordshire Minerals Local Plan Review – Proposed Submission Publication</p>
<p>Names of those involved in completing the EqIA</p>	<p>E Chapman (EC) T Lyons (TL) J Greaves (JG)</p>
<p>Head of Service or Business Manager</p>	<p>J Tiley</p>
<p>Team/Department</p>	<p>Minerals and Waste Policy Team, Environment and Infrastructure Department</p>
<p>Lead officer contact details</p>	<p>T Lyons (TL) 01992 556254 E Chapman (EC) 01992 556275</p>
<p>Focus of EqIA – what are you assessing? What are the aims of the service, proposal, project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?</p>	<p>Fulfil the statutory obligation of the county council to have an adopted Minerals Local Plan. The outcome will result in the production of an updated Minerals Local Plan. The purpose of which is to ensure that the county can meet its required demand for minerals. This full EqIA has been undertaken for the publication of the Minerals Local Plan Proposed Submission document, to take into account new data for the protected characteristics in Hertfordshire and to make use of the county council's new 2017 EqIA template and EqIA guidance.</p>
<p>Stakeholders Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc</p>	<p>Public; All Members; Statutory Bodies; District/Borough Councils Parish Councils; Town Councils; Industry;</p>

Community Organisations; Other internal council departments.	
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2. List of data sources used for this EqIA (include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, EqIAs from other projects or other local authorities, etc.)

A range of useful local data on our communities can be found on Herts Insight and on the Equalities Hub

<p>Title and brief description (of data, research or engagement – include hyperlinks if available)</p>	<p>Date</p>	<p>Gaps in data Consider any gaps you need to address and add any relevant actions to the action plan in Section 4.</p>
<p>Hertfordshire Community Profiles:</p> <p>Population The population of Hertfordshire is 1,180,900</p> <p>Health In 2011, 0.85% of the resident population in Hertfordshire stated their health was 'very bad'. 50% stated that their health was 'very good'</p> <p>Household Compositions 41.77% of households with children 37.23% of households were one family with a couple married or in a registered partnership 28.38% were one person households 20.31% were households with only people aged 65 or over 9.88% were one family households with a cohabiting couple 9.75% were one family households with a lone parent</p> <p>Mosaic Composition In 2016, Prestige Positions was the most prevalent category (18.2%) City Prosperity was the least prevalent category (1.5%)</p> <p>Language 93.94% of usual residents in Hertfordshire speak English as their main language</p> <p>Education The highest percentage of residents has level 4 or more qualifications (32.14%) The lowest percentage is apprenticeship (3.25%)</p>	<p>2017 data (Office for National Statistics (ONS) mid-2017 estimates)</p> <p>Census 2011</p>	<p>The Hertfordshire community profiles are updated on an ongoing basis. Hertfordshire community profiles will be considered at each stage of plan production to take into account any changes in the statistics for the protected characteristics in Hertfordshire and their subsequent potential equality impacts.</p>
<p>Previous EqIA's including the full EqIA for the Minerals Local Plan Review (produced in January 2015) and subsequent addendums for the Call for Sites Exercise and Draft Plan consultation</p>	<p>A required</p>	<p>Previous EqIA's will be considered to help highlight existing groups and communities that may be affected by the proposals and</p>

		<p>policies of the emerging Minerals Local Plan.</p> <p>Undertaking an EqIA and assessing the need to do so may highlight any previously unknown or newly created groups, which can be added to the database of consultees for any future consultations.</p>
Site Monitoring	Ongoing	Continued site monitoring of known operational sites may highlight communities surrounding existing sites who may wish to be added to the database of consultees for future consultations.
Annual Surveys	Yearly	The Annual Aggregate Monitoring Surveys may highlight the closure of sites and therefore may trigger an update of the consultee database.
Neighbourhood Plans	Ongoing	The production of Neighbourhood Plans may highlight new requirements being planned for, which the county council may need to be engaged with. Neighbourhood Plans may also highlight additional communities that need to be added to the database of consultees.

3. Analysis and assessment: review of information, impact analysis and mitigating actions

Protected characteristic group	What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public <ul style="list-style-type: none"> Who uses the service? Who doesn't and why? Feedback/complaints? Any differences in outcomes? Why? 	What does this mean – what are the potential impacts of the proposal(s)? <ul style="list-style-type: none"> Consider positive and negative impacts On service users / the public AND, where relevant, staff* <p><i>* if your proposals relate mainly to a staff restructure or reorganisation, you should use the template here</i></p>	What can you do? What reasonable mitigations to reduce or avoid the impact can you propose? How will you communicate/engage or provide services differently to create a 'level playing field' – e.g. consultation materials in easy read or hold targeted engagement events <i>If there is no current way of mitigating any negative impacts, clearly state that here and consider other actions you could take in the action plan in section 4.</i>
<p>Age</p> <p>Age Structure 27.94% aged 30-49 19.3% aged 0-14 18.72% aged 50-64 17.14% aged 15-29 16.87% aged 65 and over</p> <p>Most residents in Herts are within the 50-54 year age range (7.35%) closely followed by 45-49 year age range (7.27%)</p> <p>The lowest numbers of residents are 90 years and above (0.94%)</p> <p>Of 0-45 year olds, the age range with the least residents in Herts is 20-24 years</p>	<p>Operational</p> <p>The proximity of sites to care homes and schools may give rise to negative impacts, with older people or families with young children potentially more susceptible to site operations.</p> <p>Potential impacts to arise from operational sites are likely to be noise, dust, smell and traffic associated with the winning of aggregates and the movement of materials.</p> <p>Consultations</p> <p>The older generation may be disadvantaged if the reliance is upon electronic communication.</p> <p>Those relying on buses may be disadvantaged if stakeholder events are not held in locations accessible by bus.</p> <p>Young people may not be engaged in the planning process and therefore</p>	<p>Conditions can be imposed on mineral planning permissions to regulate the operations. Compliance with conditions will be monitored and enforced where necessary.</p> <p>The Mineral Planning Authority will continue to provide relevant information electronically and in hard copy. Documents will be on deposit at libraries and district offices for those wishing to view a paper copy near to their home.</p> <p>The council will accept responses to consultations via email, Objective (online consultation portal), letter and consultation response form.</p> <p>Stakeholder events should be centrally located and held on a bus route where possible.</p> <p>The continued use of electronic communication and Objective may involve the younger generation.</p>	

<p>Protected characteristic group</p>	<p>What do you know? What do people tell you?</p> <p>Summary of data and feedback about service users and the wider community/ public</p> <ul style="list-style-type: none"> Who uses the service? Who doesn't and why? Feedback/complaints? Any differences in outcomes? Why? 	<p>What does this mean – what are the potential impacts of the proposal(s)?</p> <ul style="list-style-type: none"> - Consider positive and negative impacts - On service users / the public - <i>AND, where relevant, staff*</i> <p><i>* if your proposals relate mainly to a staff restructure or reorganisation, you should use the template here</i></p>	<p>What can you do?</p> <p>What reasonable mitigations to reduce or avoid the impact can you propose?</p> <p>How will you communicate/engage or provide services differently to create a 'level playing field' – e.g. consultation materials in easy read or hold targeted engagement events</p> <p><i>if there is no current way of mitigating any negative impacts, clearly state that here and consider other actions you could take in the action plan in section 4.</i></p>
<p>Disability</p>	<p>14.32% with a long-term illness/disability are limited by activities in 2011</p> <p>85.68% with a long-term illness/disability are not limited by activities in 2011.</p> <p>In 2015, HCC provided services to 3,354 residents with learning difficulties.</p>	<p>disadvantaged.</p> <p>Working people may not be able to attend events during working hours and so may be disadvantaged.</p> <p>Operational</p> <p>Mineral operations creating dust could impact negatively on those with breathing difficulties.</p> <p>Those with autism or related illnesses could be negatively affected by noise created from mineral operations and increased traffic movements resulting in noise, smell and reduced air quality.</p> <p>Consultation</p> <p>Stakeholder events not in disabled accessible locations could disadvantage this group. Consultation literature not in Braille or large text could disadvantage the visually-impaired.</p>	<p>Events can be held at different times of the day, mornings, evenings, etc. We will also continue to use a mixture of media to engage with different groups.</p> <p>Conditions can be imposed on mineral planning permissions to regulate the operations.</p> <p>Stakeholder events should be held in suitable venues.</p> <p>Consultation literature should be issued with text indicating that alternative formats (e.g. braille or large text) can be issued if required. Officers should also ensure that documents are written in plain English for all readers, particularly those with learning difficulties. If requested, an info-graphic could be produced to aid understanding.</p>
<p>Gender reassignment</p>	<p>No Data</p>	<p>It is not anticipated that the proposals will affect people disproportionately because of gender reassignment.</p>	<p>Officers will ensure compliance with equalities legislation throughout consultations and the plan making process. Officers will be available to answer questions and provide</p>

Protected characteristic group	What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public <ul style="list-style-type: none"> • Who uses the service? • Who doesn't and why? • Feedback/complaints? • Any differences in outcomes? Why? 	What does this mean – what are the potential impacts of the proposal(s)? - Consider positive and negative impacts - On service users / the public - <i>AND, where relevant, staff*</i> * if your proposals relate mainly to a staff restructure or reorganisation, you should use the template here	What can you do? What reasonable mitigations to reduce or avoid the impact can you propose? How will you communicate/engage or provide services differently to create a 'level playing field' – e.g. consultation materials in easy read or hold targeted engagement events <i>If there is no current way of mitigating any negative impacts, clearly state that here and consider other actions you could take in the action plan in section 4.</i> guidance relating to the planning process at all times.
Pregnancy and maternity	In 2016 there were 14,601 live births to mothers in Hertfordshire.	Pregnant women or those on maternity/paternity leave who live in close proximity to a mineral extraction site may be more susceptible to health related impacts associated with the site operations such as noise, dust, smell and increased traffic movements resulting in noise and reduced air quality.	Conditions can be imposed on mineral planning permissions to regulate the operations. Compliance with conditions will be monitored and enforced where necessary. The Mineral Planning Authority will continue to provide relevant information and accept responses to consultations via email, objective, letter and consultation response form.
Race	In 2011, the proportion of the total population that were in a minority ethnic group (i.e. not White-British) was 19.18%.	People who do not understand English may have difficulty in engaging in stakeholder and consultation events.	Consultation literature should be issued with text indicating that it can be issued in alternative languages if required. Officers should also ensure that documents are written in plain English. The use of an interpreter may be required in exceptional cases, however the language line is available as part of the customer service call centre where a 3-way conversation can be had with a translator.

Protected characteristic group	What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/ public <ul style="list-style-type: none"> • Who uses the service? • Who doesn't and why? • Feedback/complaints? • Any differences in outcomes? Why? 	What does this mean -- what are the potential impacts of the proposal(s)? - Consider positive and negative impacts - On service users / the public - <i>AND, where relevant, staff*</i> * if your proposals relate mainly to a staff restructure or reorganisation, you should use the template here	What can you do? What reasonable mitigations to reduce or avoid the impact can you propose? How will you communicate/engage or provide services differently to create a 'level playing field' – e.g. consultation materials in easy read or hold targeted engagement events <i>if there is no current way of mitigating any negative impacts, clearly state that here and consider other actions you could take in the action plan in section 4.</i>
Religion or belief	<p>In 2011, 58.25% of the Hertfordshire population was Christian, with the second highest proportion stating 'no religion' (26.53%).</p>	<p>Stakeholder events and consultation periods over religious festivals could disadvantage some people</p>	<p>The Mineral Planning Authority will continue to consult in relation to the statutory regulations and in accordance with the council's adopted Statement of Community Involvement which provides for a minimum of 6 weeks for responses. In addition, the council will engage with other faith forums in Hertfordshire where these respective groups have made themselves known to the council.</p> <p>The council often extends the deadline for consultation responses at Christmas and Easter and if notified of a clash with another religious festival.</p> <p>If necessary, events could be organised at different times of day and on different days of the week to allow for differing audiences to attend.</p> <p>Stakeholder events should not be held at the same time of day/week.</p>
Sex/Gender	<p>Population of Hertfordshire: 48.97% males 51.02% females</p>	<p>Operational Those who have caring responsibilities may be at home or with others during the day in close proximity to a mineral</p>	<p>Conditions can be imposed on mineral planning permissions to regulate the operations. Compliance with conditions will be monitored and enforced where necessary.</p>

<p>Protected characteristic group</p>	<p>What do you know? What do people tell you?</p> <p>Summary of data and feedback about service users and the wider community/ public</p> <ul style="list-style-type: none"> • Who uses the service? • Who doesn't and why? • Feedback/complaints? • Any differences in outcomes? Why? 	<p>What does this mean – what are the potential impacts of the proposal(s)?</p> <ul style="list-style-type: none"> - Consider positive and negative impacts - On service users / the public - <i>AND, where relevant, staff*</i> <p><i>* if your proposals relate mainly to a staff restructure or reorganisation, you should use the template here</i></p>	<p>What can you do?</p> <p>What reasonable mitigations to reduce or avoid the impact can you propose?</p> <p>How will you communicate/engage or provide services differently to create a 'level playing field' – e.g. consultation materials in easy read or hold targeted engagement events</p> <p><i>If there is no current way of mitigating any negative impacts, clearly state that here and consider other actions you could take in the action plan in section 4.</i></p>
		<p>extraction site and therefore maybe more susceptible to mineral site operations. Although it is not anticipated that the proposals will affect people disproportionately because of their sex.</p> <p>Consultation</p> <p>Stakeholder events held at particular times of the day may disadvantage both females and males.</p>	<p>Stakeholder events should not be held at the same time of day/week to ensure there is flexibility for everyone to attend.</p>
<p>Sexual orientation</p>	<p>Estimated figures: 22,000 people in Hertfordshire identify as Lesbian, Gay, and Bisexual.</p>	<p>It is not anticipated that the proposals will affect people disproportionately because of their sexual orientation.</p>	<p>Officers will ensure compliance with equalities legislation throughout consultations and the plan making process. Officers will be available to answer questions and provide guidance relating to the planning process at all times.</p>
<p>Marriage and civil partnership</p>	<p>Marriage : In 2015 there were 4,770 marriages registered in Hertfordshire</p> <p>Same sex marriages: In 2015 of the total marriages, there were 99 marriages between same sex couples in Hertfordshire</p> <p>Marital Status 49.87% married</p>	<p>It is not anticipated that the proposals will affect people disproportionately because of marriage or civil partnership.</p>	<p>Officers will ensure compliance with equalities legislation throughout consultations and the plan making process. Officers will be available to answer questions and provide guidance relating to the planning process at all times.</p>

<p>Protected characteristic group</p>	<p>What do you know? What do people tell you?</p> <p>Summary of data and feedback about service users and the wider community/ public</p> <ul style="list-style-type: none"> Who uses the service? Who doesn't and why? Feedback/complaints? Any differences in outcomes? Why? 	<p>What does this mean – what are the potential impacts of the proposal(s)?</p> <ul style="list-style-type: none"> - Consider positive and negative impacts - On service users / the public - AND, where relevant, staff* <p><i>* if your proposals relate mainly to a staff restructure or reorganisation, you should use the template here</i></p>	<p>What can you do?</p> <p>What reasonable mitigations to reduce or avoid the impact can you propose?</p> <p>How will you communicate/engage or provide services differently to create a 'level playing field' – e.g. consultation materials in easy read or hold targeted engagement events</p> <p><i>If there is no current way of mitigating any negative impacts, clearly state that here and consider other actions you could take in the action plan in section 4.</i></p>
	<p>32.48% single 8.49% divorced or formerly in civil partnership 2.47% separated 0.15% in a registered civil partnership 6.53% widowed or surviving partner from civil partnership 0.15% in civil partnership Living as a couple 60.89% in 2011</p>		
<p>Carers</p>	<p>9.73% of the population were Carers in 2011</p>	<p>Stakeholder events held at particular times of the day may disadvantage carers.</p>	<p>Stakeholder events should not be held at the same time of day/same day of the week, to ensure there is flexibility for everyone to attend.</p>
<p>Other relevant groups</p> <p>Consider if there is a potential impact (positive or negative) on areas such as health and wellbeing, crime and disorder, Armed Forces community.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

Opportunity to advance equality of opportunity and/or foster good relations

Since the full EqIA for the Minerals Local Plan review was prepared in January 2015, the data for the protected characteristics in Hertfordshire have changed and more up to date information is available. This full EqIA has been undertaken for the publication of the Minerals Local Plan Proposed Submission document, to take these updates into account and to make use of the county council's new 2017 EqIA template and EqIA guidance.

The Minerals Planning Authority has considered the need to produce further documents which simplify the content of the emerging Minerals Local Plan, to provide readers with a non-technical summary of the document, to take into account the different groups and communities who may read the document.

In publishing the Proposed Submission Minerals Local Plan, the Minerals Planning Authority will publish a revised set of topic papers. These topic papers provide will provide non-technical summaries of the different subject matters of the Proposed Submission document and provide an overview of the changes that have been made to each of the subject matters, following the feedback received from the consultation on the Draft Minerals Local Plan.

Additionally, new topic papers will be published to explain the Minerals Local Plan review process as a whole, to set out what the Minerals Local Plan is, why the Minerals Planning Authority is reviewing the Minerals Local Plan and how the emerging document has progressed throughout the review process to get to the Proposed Submission version, as well as what will happen next.

Conclusion of your analysis and assessment

OUTCOME AND NEXT STEPS

i. **No equality impacts identified**
- No major change required to proposal

ii. **Minimal equality impacts Identified**
- Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate)
- Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality
- No major change required to proposal

SUMMARY

<p>iii. Potential equality Impacts identified</p> <ul style="list-style-type: none"> - Take 'mitigating action' to change the original policy/proposal, remove barriers or better advance equality - Set out clear actions in the action plan in section 4. 	<p>Potential equality impacts may arise during stakeholder events and consultations. In addition mineral extraction operations need to consider equality issues through policies and separately through the development management process.</p> <p>Stakeholder events and consultation literature needs to be in plain English.</p>
<p>iv. Major equality impacts Identified</p> <ul style="list-style-type: none"> - The adverse effects are not justified, cannot be mitigated or show unlawful discrimination - You must stop and remove the policy - [you should consult with Legal Services] - Ensure decision makers understand the equality impact 	

4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned Include actions relating to: • mitigation measures • getting further research • getting further data/consultation	Expected outcome	Measure of success	Lead officer and timeframe
NB: These actions must now be transferred to service or business plans and monitored/reviewed to ensure they achieve the outcomes identified.				
Restricted access to consultation documents	Produce consultation documents in a variety of formats – hard copy, CD, on the Objective online consultation portal, council's website; and electronically for small documents only. Write in plain English. Offer to produce information in other languages to English, and for the partially sighted. Consider extending date for receiving consultation responses near to Christmas and Easter.	Producing a variety of formats will enable broad and sufficient access to consultation documents and that anyone who wishes to view the documents can obtain access	Level of response to consultation.	TCL, EC, JG Ongoing, throughout the remainder of the Minerals Local Plan review.
Restricted access to stakeholder events	Hold stakeholder events in a disabled accessible building, centrally located and near a bus route and not always held at the same time on the same day if there is more than one.	Stakeholder events will be provided in appropriate and accessible locations, which will enable anyone who wishes to attend to be able to do so.	Request feedback from stakeholder events Stakeholder event attendance	TCL, EC, JG Ongoing, throughout the remainder of the Minerals Local Plan review- when and if Stakeholder events occur.
Policy writing	Consider all protected characteristics and potential impacts when writing minerals	None of the minerals policies are considered to negatively impact on	Review how the protected characteristics are being treated	TCL, EC, JG Ongoing, throughout

	policies.	any individuals with protected characteristics	equally at each work phase.	the remainder of the Minerals Local Plan review. Changes to policy may be made at Examination stage.
Review and monitoring	Review how the protected characteristics are being treated equally at each work phase and after each consultation.	A full EqIA may need to be produced during the remaining stages of the Minerals Local Plan review to incorporate changes to the protected characteristics.	Successful completion of EqIA's where appropriate, which highlight how the protected characteristics are being treated equally at each work phase.	EC Ongoing, throughout the remainder of the Minerals Local Plan review

This EqIA has been signed off by:

Lead Equality Impact Assessment officer:

Head of Service or Business Manager:

Review date:



Date:

Date:

21/11/2018.

