North Northamptonshire Joint Core Strategy 2011 – 2031

Pre-Submission Plan

Equality Impact Assessment

North Northamptonshire
Joint Planning Unit

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1.0 Introduction

1.1 All local planning authorities are required to produce a set of documents collectively known as the 'Local Plan' which sets out the planning strategy and policies for an area. The North Northamptonshire Joint Core Strategy will form Part 1 of the Local Plan for North Northamptonshire (Corby, East Northamptonshire, Kettering and Wellingborough) and will address the period 2011 - 2031. It will update the existing Core Spatial Strategy which was adopted in 2008.

1.2 Under section 149 of the Equality Act 2010 all public bodies have a duty (referred to as the Equality Duty), in the exercise of their functions, to have due regard to the need to eliminate conduct that is prohibited by the Act. The Equality Duty requires public bodies to consider how the decisions that they make affect people who share the following '***protected characteristics'***:

- ***Age*** - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

- ***Disability*** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

- ***Gender Reassignment*** - The process of transitioning from one gender to another.

- ***Marriage and Civil Partnership*** - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

- ***Pregnancy and Maternity*** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

- ***Race*** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

- ***Religion or belief*** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

- ***Sex*** - A man or a woman.

- ***Sexual Orientation*** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

1.3 The Equality Act 2010 (Specific Duties) Regulations 2011 require the publication of information to demonstrate compliance with the Equality Duty. The production of an Equality Impact Assessment is a proactive approach which meets this statutory obligation, which can be summarised as:
Eliminating unlawful discrimination in the provision of goods, facilities and services;
Promoting equality of opportunity; and
Promoting good relations between different groups.

1.4 Assessing the impact on equality of policies in the Joint Core Strategy provides a positive opportunity to ensure that decisions are based on robust evidence. The Equality Impact Assessment:

- Provides a written record of the equality considerations that have been taken into account in the preparation of policies in the Joint Core Strategy and thereby ensures that the decision making process is more transparent;
- Ensures that decision-making is based on evidence and includes a consideration of actions that would help to avoid or mitigate any negative impacts arising from the implementation of the policies in the Joint Core groups on people who share protected characteristics (also referred to in this document as equality target groups); and
- Provides an opportunity to identify any potential benefits for equality target groups arising from the implementation of the policies.

2.0 The Pre-Submission Joint Core Strategy 2011-2031 (the Plan)

2.1 The preparation of the Joint Core Strategy (the Plan) is a requirement of the Planning and Compulsory Act 2004 and the National Planning Policy Framework (2012). The aim is to provide a long-term spatial strategy within which the economic, social and environmental needs of North Northamptonshire can be met.

2.2 The Plan will be the key strategic planning document for North Northamptonshire. It will set out:

- a spatial vision for the area to 2031;
- a number of objectives to achieve the vision;
- a spatial development strategy to meet these objectives;
- strategic policies to guide and control the overall scale, type and location of new development and infrastructure investment and
- the numbers and locations of new homes and jobs to be built over the Plan period; and
- policies which guide the determination of planning applications

2.3 Before the Plan can be adopted there are a number of stages which must be followed as outlined in Figure 1 (see page 4). Each stage has provided an

opportunity for the community and other stakeholders to be involved in determining the policies in the Plan.

2.4 The Plan is currently at the Pre-Submission stage and will be subject to public consultation between 26th January and 9th March 2015. After all comments received on the Pre-Submission document have been considered, a 'Submission' document will be prepared and submitted to the Secretary of State for Examination in Public.



Figure 1: Stages in the preparation of the Plan

3.0 The Plan vision and outcomes

3.1 The Plan sets out a vision and 10 outcomes which outline where North Northamptonshire aspires to be by 2031. The policies in the Plan are designed to support the achievement of these outcomes. The vision is as follows:

3.2 By 2031, North Northamptonshire will be a showpiece for modern green living and well managed sustainable development: a resilient area where local choices have increased the ability to adapt to the impacts of climate change and to global economic changes. The special mixed urban-rural character of North Northamptonshire will have been maintained through urban-focussed growth supporting a strong network of vibrant and regenerated settlements within an enhanced green framework of living, working countryside.

North Northamptonshire will be outward looking, taking advantage of its excellent strategic transport connectivity to be a nationally important growth area and focus for inward investment. Plan led change will have made North Northamptonshire, its northern and southern sub-areas and individual

settlements more self- reliant, with more choices available locally. Investment in infrastructure, services and facilities and growth in high quality jobs will have led to less need to travel and will have shaped places in a way that meets the needs and aspirations of local people. A strong focus on growing investment in tourism, leisure and green infrastructure will be balanced with the protection and enhancement of the area's landscape character and its valuable built and natural environment.

North Northamptonshire will be an exemplar for construction based innovation and the delivery of low carbon growth. Its high quality environment and prosperous economy will ensure it has a stronger profile within the UK and Europe; widely recognised as a safe, healthy, affordable and attractive area for residents and visitors, and an excellent place for business to invest in.

Ecosystems will be protected and enhanced and provision of ecosystem services increased where demand exists. The Rockingham Forest will be re-invigorated through major new tree planting, providing carbon storage and a focus for tourism, recreation and sustainable wood fuel production. Restored and newly created habitats in the Nene Valley Nature Improvement Area, will have delivered improvements for both wildlife and people and a step change in nature conservation whilst recognising its tourism potential.

CONTRIBUTING TO THIS OVERALL VISION

- *Corby will be well on the way to doubling its population and will offer international class culture and sport facilities. Enterprise areas will have promoted the town as a base for businesses leading the way in high performance technologies, creative industries and the green economy. Smart and innovative regeneration and growth will have delivered a transformed, vibrant and growing Town Centre and sustainable urban extensions; together with a network of accessible natural green spaces forming the urban gateway to the wider Rockingham Forest.*

- *East Northamptonshire will be the heartland of small and medium sized enterprises, based on regenerated and thriving market towns with an enhanced role for Rushden as the District's Growth Town. Implementation of the consented development at Rushden Lakes will have provided a new out of centre retail and leisure offer serving residents in the southern area of North Northamptonshire and delivering significant environmental benefits in the Nene Valley. Diverse, sustainable villages and a living, working countryside will provide the backdrop for tourism, creative industries and low carbon businesses to locate at the meeting point of the Nene Valley and Rockingham Forest.*

- *Kettering will be the largest retail centre and its vibrant town centre, regarded for being characterful, distinctive and fun, will provide a focus for its surrounding market towns and villages. The town will be the focus for healthcare and will lead the way in renewable energy investment to strengthen the green economy. Its business community*

will capitalise on its excellent connectivity, including its position on the Trans-European (E24 route) A14 and on the electrified Midland Mainline rail route.

- *Wellingborough will be the gateway to North Northamptonshire for businesses looking for good rail connections to the south east and Europe, with a high profile office development centred on the railway station. Its historic core will be the heart of the community, serving the town and its prosperous satellite villages with a diversified retail, leisure and heritage offer.*

3.3 The outcomes sought by the Plan are as follows:

1. **Empowered and proactive communities:** The Plan sets out a framework for place shaping, focusing on the issues that matter to local communities and providing a context within which community led planning initiatives can flourish and prosper. It seeks to create successful, strong, cohesive and sustainable communities where residents are actively involved in shaping the places where they live.

2. **Adaptability to future climate change:** The Plan will create more sustainable places that are naturally resilient to future climate change. Carbon footprints will be minimised and sustainable transport choice will be improved. Low carbon growth will be delivered through policies that seek the highest viable standards for energy efficiency, renewable energy and sustainable construction.

3. **Distinctive environments that enhance and respect local character and enhance biodiversity:** The Plan sets out a framework for retaining the area's distinctiveness, by maintaining and enhancing landscape and townscape character. It promotes an integrated approach to biodiversity management and a net gain in Green Infrastructure, strengthening links between the countryside and the towns

4. **Excellent services and facilities easily accessed by local communities and businesses:** The Plan establishes the priorities for future public and private investment and collaboration. It will help to secure provision of the infrastructure, services and facilities needed to sustain and enhance communities and support new development.

5. **A sustainable balance between local jobs and workers and a more diverse economy:** The Plan provides for the workplaces, jobs, skills and sites to help build a more diverse, dynamic and self-reliant economy; one which is not overly dependent on in or out commuting. Higher skilled jobs will be facilitated through improved further education provision and enterprise and innovation will be enabled through next generation digital connectivity. Provision will be made to capitalise upon existing sectoral strengths in creating a stronger, greener economy.

6. **Transformed Connectivity:** The Plan seeks transformed connectivity at all levels. It sets out measures to enhance Neighbourhood Connectivity, establishes the requirement for inter urban transport links and for improvements to the strategic road network and main-line rail connections. It identifies the growth locations that will provide connections to and support the longer-term opportunity for the Northamptonshire Arc Rapid Transit network.

7. **More walkable places and an excellent choice of ways to travel:** The Plan identifies the actions needed in order to make walking the first choice of transport to local services and jobs including increasing connectivity to and from new development and the countryside and centres and ensuring that developments allow movement through them. It makes the links to the Local Transport Plan for the county, which identifies improvements to public transport, cycling networks and travel information that will encourage a shift away from car use in the towns and increase transport choice in the rural area.

8. **Vibrant, well connected towns and a productive countryside:** The Plan proposes sustainable urban-focused development and a proactive approach to meeting rural needs, supporting greater self-reliance for the area as a whole. The network of settlements will be strengthened through transformed public transport services within the north-south urban spine and out to the market towns in the east, with demand responsive services in the rural areas. Superfast broadband will support rural businesses, enable more working from home and assist the development of local food and fuel supply chains.

9. **Stronger, more self-reliant towns with thriving centres:** Regeneration of town centres and of older parts of towns will help to maximise the use of brownfield land for new development and inspire community confidence in the need for positive change. The plan identifies the town centres at Kettering and Corby as areas of focus for leisure, retail and cultural facilities for the northern area, making them into real hearts for their communities. Implementation of the consented Rushden Lakes development will provide an additional retail and leisure focus serving the southern area, complementing Rushden and Wellingborough town centre, which will diversify and strengthen their convenience retail provision and cultural offers.

10. **Enhanced quality of life for all residents:** The Plan identifies the quality and mix of housing needed to meet the full, objectively assessed needs of the housing market area, ensuring that a sufficient proportion is affordable and accessible to all. It supports initiatives that build stable, safe, healthy and strong communities, which means respecting cultural diversity and distinctiveness; planning new development to help reduce crime, anti-social behaviour and the fear of crime; promoting well-being and health; ensuring that development is of local character; and supporting area based renewal.

4.0. The Profile of North Northamptonshire

4.1 This section provides a brief profile of equality target groups in North Northamptonshire

Population

4.2 North Northamptonshire's population increased from 285,600 to 316,800[1] (~11%) between 2001 and 2011.This compares to growth of 7.2% in the population of England. Corby has seen the largest percentage population increase (14.4%), followed by Kettering (13.7%) and East Northamptonshire (13.3%). Only Wellingborough (4%) has seen population growth below the national average of 7.2%. At the 2011 census the populations of the local authorities were as follows: Corby 61,300; East Northamptonshire 86,800; Kettering 93,500 and Wellingborough 75,400.

4.3 The Office for National Statistics (ONS) 2012-based population projections[2] indicate that, if recent trends continue, the population of North Northamptonshire will grow from around 321,400 people in 2012 to 370,600 in 2031, an increase of 15.3%. For comparison, the population of England is projected to grow by 12.9% over this same period. The 2012 based projection assumes a lower birth rate and lower net in-migration than the population projections that underpin the Plan. The Plan is based on projections prepared by the Cambridge Centre for Housing and Planning Research[3] (CCHPR) using previous interim 2011-based projections adjusted and rolled forward to 203115. These project a North Northamptonshire population of 382,300 in 2031, representing a 20.2% increase over the plan period 2011-31 (or, for comparison with the latest ONS projections, 19.5% since 2012).

Age profile

4.5 A comparison of the age profile of North Northamptonshire and England indicates that a higher percentage of the population of North Northamptonshire is under the age of 15. The proportion of the population aged 75+ is higher in England whilst the percentage aged 45-59 and 60-74 is higher in North Northamptonshire.

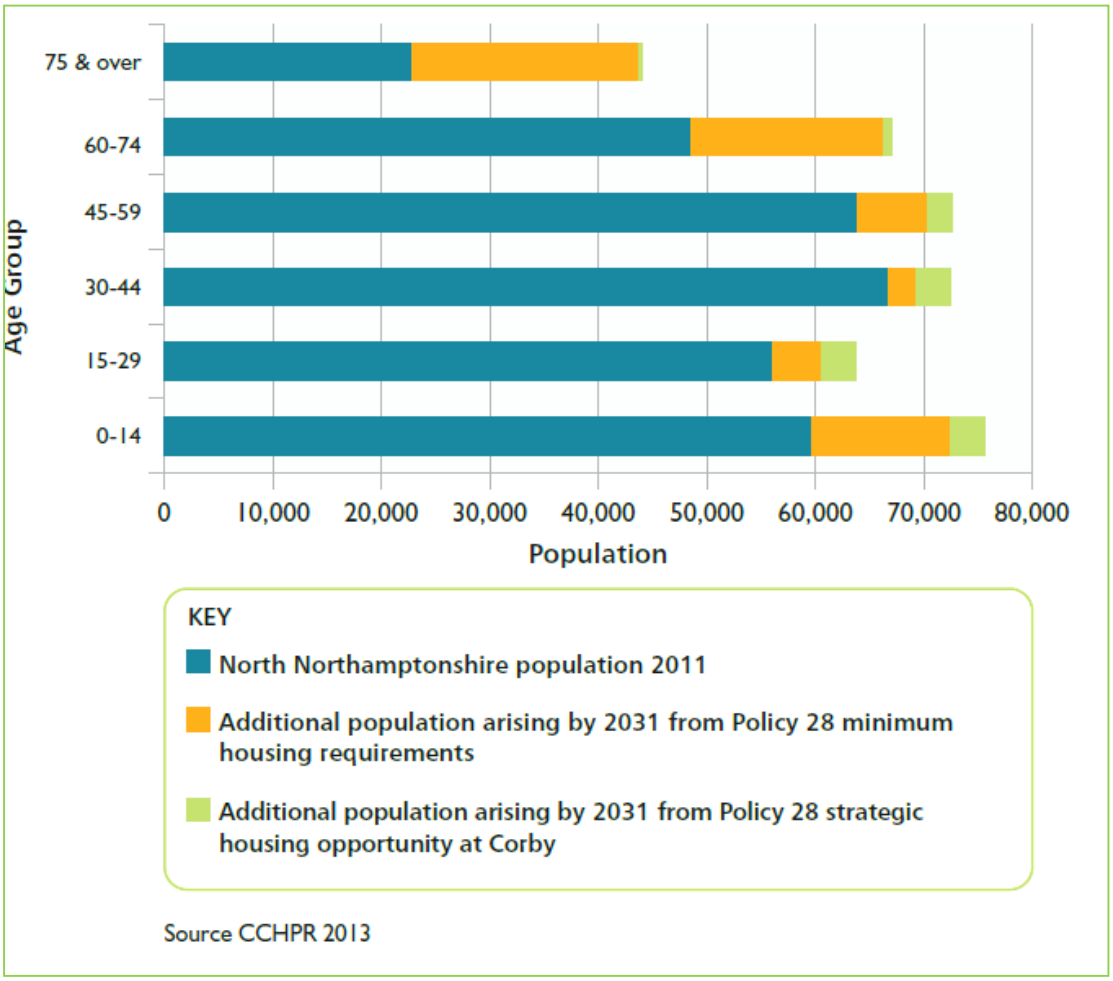
North Northamptonshire age profile 2011			
Age	Number	%	% England
0-4	21,046	6.6	6.3
5-14	38.403	12.1	11.4
15-29	55,801	17.6	20.0
30-44	66,652	21.0	20.7
45-59	63,954	20.2	19.4
60-74	48,411	15.3	14.6
75+	22,578	7.1	7.7

Source: ONS 2011 Census

[1] 2011 Census
[2] ONS Sub-National Population Projections 2014.
[3] Cambridge Centre for Housing and Planning Research (CCHPR). 2013

4.6 The age structure of the population is forecast to change over the plan period, with significant implications for the homes, jobs, services and facilities that are required. The figure below shows that the growth in working age population is relatively modest but that there will be significant expansions in 60+ age groups (the number of people over 75 is forecast to increase by 92%). This will increase the demand for specialised provision such as designated, sheltered and extra-care housing and will also increase pressure on health and social services. It also creates the potential for large scale downsizing from under-occupied homes. At the other end of the age range, there will be a significant growth in the number of children (27% increase in 0-14 age group). School places will need to be provided for this expanding population.

Forecast change in age structure of North Northamptonshire population 2011-31



4.7 The CCHPR projections indicate that there will be a growth of over 30% in single person households, many of whom will consist of older people, and a 21% growth in couple households with no dependent children, together accounting for over 50% of household growth.

Gender

4.8 The 2011 Census indicates that of the total North Northamptonshire population of 316,851, 49.2% were male and 51.8% were female.

Disability

4.9 Within North Northamptonshire 7.8% of the population has a health problem or disability that has lasted, or was expected to last, at least 12 months and limits daily activity a lot. The figure varies from 8.9% in Corby to 6.9% in East Northamptonshire.

Population with a long term health problem or disability that limits daily activity a lot		
	Number	% of population
Corby	5,437	8.9
East Northamptonshire	5,973	6.9
Kettering	7,166	7.7
Wellingborough	5,982	7.9
North Northamptonshire	24,588	7.8
England	-	8.3

Source: ONS 2011 Census

Race

4.10 The majority of the population of North Northamptonshire is white, although significant numbers are from other ethnic groups as illustrated in the following table.

Percentage of population by broad ethnic group					
Area	White	Mixed and multiple ethnic groups	Asian/Asian British	Black/African/ Caribbean/ Black British	Other ethnic group
North Northamptonshire	93.3	1.7	3	1.8	0.3
East Midlands	89.3	1.9	6.5	1.8	0.6
England	85.4	2.3	7.8	3.5	1.0

Source: ONS 2011 Census

4.11 The following table indicates the percentage change by broad ethnic group between the 2001 and 2011 Census in North Northamptonshire. This illustrates the need to plan for a diverse range of communities across the Plan area.

Population percentage change by broad ethnic group 2001-2021						
Area	Population increase	White	Mixed/multiple ethnic group	Asian/Asian British	Black/African/Caribbean/ Black British	Other ethnic group
		%	%	%	%	%
Corby	8,100	76.5	6.2	6.2	11.1	0
East Northamptonshire	10,200	84.3	5.9	7.8	3.9	-1.9
Kettering	11,700	73.5	6.0	13.7	6.0	0
Wellingborough	2,900	0	27.6	40.8	31.0	3.4
Nprth Northamptonshire	32,900	71.0	7.9	12.8	8.8	0.3
East Midlands	361,000	40.4	11.9	34.5	11.6	1.5

Source: ONS 2001 and 2011 Census). Percentages may not add up to 100% due to rounding

Faith

4.12 The dominant faith group within both North Northamptonshire and England is Christian. For all other faiths listed in the table, the North Northamptonshire percentage is lower or similar to that for England as a whole. The percentage of the population who do not relate to a particular faith is higher (30.8%) in North Northamptonshire than across England as a whole.

	Christian	Hindu	Muslim	Sikh	Budhist	Other	No Religion	Not stated
Corby	36,111	190	382	125	126	150	20,376	3,751
East Northamptonshire	53,187	277	232	114	186	361	26,354	5,971
Kettering	55,196	759	723	977	263	417	28,768	6,306
Wellingborough	43,471	2,745	1,232	158	221	401	22,018	5,068
North Northamptonshire	187,965	3,971	2,569	1,374	796	1,329	97,516	21,096
North Northamptonshire %	**59.4**	**1.3**	**0.8**	**0.4**	**0.2**	**0.4**	**30.8**	**6.7**
England %	**59.4**	**1.5**	**5.0**	**0.8**	**0.5**	**0.4**	**24.7**	**7.2**

Source: ONS 2011 Census

Sexual orientation

4.13 The 2011 Census indicates that 451 people in North Northamptonshire (0.2% of people aged 16 and above) were living as same sex couples.

5.0 Community involvement

5.1 The Plan is relevant to the whole of North Northamptonshire. Communities of interest could therefore include any individuals, groups or organisations that live, work or operate within the area. The North Northamptonshire Statement of Community Involvement (SCI)[4] sets out how interested parties can get involved and how they will be consulted in the preparation of plans. The North Northamptonshire Joint Planning Unit (JPU) has a database of consultees who are directly informed of public consultation; this list includes a number of bodies that represent or have contact with groups that have protected characteristics (see Appendix 2).

5.2 The policies within the Pre-Submission Plan have been developed through continued community involvement. The JPU has issued a Statement of Consultation (January 2015)[4] which further explains the consultation undertaken to date at the various stages of Plan preparation outlined in Figure 1. The Consultation Statement includes reference to a Youth Conference which took place in 2011 and sought to encourage young people to actively participate in prioritising their needs and expectations. In addition, consultation methods targeted at the wider community may indirectly benefit a particular equality group.

5.3 The Pre-Submission Plan also draws upon other evidence and key data relating to particular groups within North Northamptonshire. In particular:

- Census data;
- The North Northamptonshire Strategic Housing Market Assessment (2012) provides an assessment of the scale and mix of housing and the range of tenures that the local population is likely to require over the Plan period; and
- The North Northamptonshire Gypsy and Traveller Accommodation Assessment Update 2011 which quantifies the accommodation and housing related support needs of Gypsies and Travellers.

6.0 Screening of the Plan Policies

6.1 It is intended that the policies in the Plan will lead to positive outcomes for neighbourhoods and communities in North Northamptonshire. Appendix 1 (The potential impacts of the policies of the Pre-Submission JCS) outlines the key characteristics of the policies within the Plan and assesses the potential for each policy to have an impact on the equality target groups identified. Many of the policies, however, will benefit the wider community in North Northamptonshire and not specifically those with protected characteristics. Most policies will therefore have the potential for some direct or indirect impact on equalities issues.

6.2 The key below identifies the symbols used to summaries the impact on each group.

[4] http://www.nnjpu.org.uk/publications/docdetail.asp?docid=1435

Symbol	Likely impact
+	Positive
0	Neutral/negligible
-	Negative
?	Unknown

7.0 Key Findings

7.1 The assessment in Appendix 1 indicates that the policies in the Pre-Submission Plan are essentially inclusive and unlikely to have any negative impacts on the equality target groups. As such, it is concluded that mitigation measures are not necessary. Overall the Plan is expected to have a number of positive equalities impacts. It will promote:

- Housing sizes, types and tenures that will contribute towards meeting the needs of the young, the elderly and the disabled;
- local facilities, enhanced transport choice, thriving town centres and focus development in accessible locations. This range of measures will be of particular benefit to groups less likely to have access to a car including the young, the elderly, the disabled and women;
- Opportunities for the provision of sites to meet the needs of gypsies, travellers and travelling showpeople

Appendix 1: The potential impacts of the policies of the Pre-Submission Plan											
		Equality groups									
Policy	**Expected outcome**	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	**Comments/recommendations**
1. Presumption in favour of sustainable development	Development that improves the economic, social and environmental conditions in the area and contributes towards the delivery of the Plan vision and outcomes.	0	0	0	0	0	0	0	0	0	The purpose of planning is to facilitate sustainable growth that will bring positive benefits to the area. Whilst the policy is considered to be inclusive, other policies which deal with specific themes or areas of change will allow for a more robust assessment of the potential impacts on equality groups.
2. Historic environment	The historic environment is protected, preserved and, where possible, enhanced	0	0	0	0	0	0	0	0	0	Access to heritage assets requires careful consideration to avoid damage to the significance of the asset. This is the potential, in very limited circumstances, for conflict between conservation objectives and the adaptation of a building to meet the needs of the disabled and elderly. Overall, however, the policy will contribute towards a high quality environment and is unlikely to have an impact on equalities issues.

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
3. Landscape character	Development is sensitive to its landscape setting, retaining and, where possible enhancing, the distinctive qualities of the landscape	0	0	0	0	0	0	0	0	0	The policies are considered to be inclusive and unlikely to have a negative impact on equalities issues.
4. Biodiversity/ geodiversity	Existing biodiversity and geodiversity assets are protected and ecological networks are enhanced	0	0	0	0	0	0	0	0	0	
5. Water environment, resources and flood risk management	Development contributes towards reducing the risk of flooding and to the protection and improvement of the quality of the water environment	0	0	0	0	0	0	0	0	0	
6. Development on brownfield land and land affected by contamination	Priority is given to the reuse of suitable previously developed land and buildings within the urban areas.	0	0	0	0	0	0	0	0	0	
7. Community services and facilities	Community facilities and assets are supported and enhanced	+	+	0	0	0	0	0	+	0	Whilst the policy is considered to be inclusive, it will be of particular value to groups who are less likely to have a car and are therefore more reliant on local provision of services and facilities. This will include the young, the elderly and the disabled, most notably in rural settlements where

											fewer facilities are available. In addition, there is some evidence that women are less likely to have access to a car.
Policy	**Expected outcome**	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	**Comments/recommendations**
8. Place shaping principles	Development delivers: • connected places; safer and pleasant streets and places; adaptable, diverse and flexible places; distinctive local character; and quality of life and safer and healthier communities.	+	+	0	0	0	0	0	+	0	The policy is considered to be inclusive. It will be of particular value to groups who are less likely to have a car and are therefore more reliant on local provision of services and facilities (see response to Policy 7).
9. Sustainable buildings and allowable solutions	High standards of resource and energy efficiency and a reduction in carbon emissions.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive, reinforcing sustainable patterns of development. In particular the young would benefit as they will live with the longer term consequences of climate change. People who are economically less well off may have financial difficulties in moving towards low carbon living. In general, this policy is considered to be neutral in terms of equalities considerations.
10. Provision of infrastructure	The timely delivery of infrastructure, services and facilities made necessary by the development.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equalities issues.

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
11. Network of urban and rural areas	A well-connected network of settlements that meet most needs. A focus on: • Regeneration and growth at Corby, Kettering, Wellingborough and Rushden; • Market Towns that provide a strong service role for the local community and wider hinterland; • Villages as focal points to meet local needs, and • Diversification of the rural economy	+	+	0	0	0	0	0	+	0	Focusing development in more accessible locations closer to facilities and services can reduce the need to travel and is considered to be inclusive. The policy will, however, be of particular benefit to groups who are less likely to have a car and are therefore more reliant on local provision of services and facilities (see response to Policy 7).
12. Town centres and town centre uses	Thriving town centres which support stronger, more self-reliant town centres.	+	+	0	0	0	0	0	+	0	The policy supports the role and functions of town centres and will help reduce car dependency and the need to travel. Whilst the policy is considered to be inclusive, it will particularly benefit people without access to a car (see Policy 7)
13, Rural exceptions	Development of rural exception sites where there is an identified need for affordable housing.	+	+	0	0	0	0	0	0	0	The policy is expected to have a positive benefit for those on low incomes and in need of affordable housing. This is most likely to include young people, the disabled and single parents.

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
14. Deenethorpe airfield area of opportunity	The development of a 'garden village' with associated employment and facilities which will incorporate exemplary standards of design	+	+	0	0	+	0	0	+	0	The policy requires the provision of green space, housing, employment and community facilities and services. It should benefit all who live, work or visit the village. However, the young and the disabled are particularly likely to benefit from affordable housing whilst specialist accommodation will help to meet the needs of an ageing population. Neighbourhood facilities (retail, health, nursery, educational and leisure facilities) and public transport will support people without access to a car. The provision of schools will benefit the young whilst the main beneficiaries of health facilities are likely to be the elderly, the disabled, the very young and expectant mothers'.
15. Well connected towns, villages and neighbourhoods	Strengthened connectivity within and around settlements	0	0	0	0	0	0	0	0	0	The policy includes a range of measures to rebalance design towards pedestrians, cyclists and public transport. The policy is considered to be inclusive and unlikely to have a negative impact on equalities issues.

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
16. Connecting the network of settlements	Strengthened connections between towns in the Northamptonshire Arc and improved links between Market Towns and train stations.	+	+	0	0	0	0	0	+	0	The policy will improve accessibility and provide increased transport options. Whilst the policy is considered to be inclusive, it will particularly benefit people without access to a car (see Policy 7)
17. North Northamptonshire's strategic connections	Enhanced strategic connections with surrounding areas including improvements to the rail network, to bus services and to the road network.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equalities issues.
18. HGV parking	A net increase in HGV parking	0	0	0	0	0	0	0	0	0	The policy is not expected to have an impact on equalities issues.
19. The delivery of green infrastructure	A net gain in green infrastructure and protection/enhancement of green infrastructure corridors	0	0	0	0	0	0	0	0	0	The policies are considered to be inclusive. Whilst they are unlikely to have a negative impact on equalities issues, it will be important to ensure that when delivering detailed schemes related to recreation and leisure, consideration is given to the needs of equalities groups. This is likely to be of most relevance in respect of disability and age.
20. The Nene and Ise Valleys	Improvements to biodiversity and landscape character; a prosperous local economy; leisure and recreational opportunities; the revitalisation of towns and the protection and enhancement of their surrounding countryside.	0	0	0	0	0	0	0	0	0	

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
21. Rockingham Forest	Regeneration of the forest resulting in an increase in carbon storage; strengthened biodiversity, landscape character and green infrastructure; a prosperous rural economy and leisure/recreational opportunities.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive. In delivering detailed schemes related to recreation and leisure, it will be important to give due consideration to the needs of equalities groups. This is likely to be of most relevance in respect of disability and age. The policy is unlikely to have an impact on equalities issues.
22. Delivering economic prosperity	A stronger economy that delivers a minimum net increase of 31,100 jobs.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equalities issues.
23. Distribution of new jobs	The creation of a minimum net increase of jobs within each of the constituent local authority areas as identified with the policy. New employment sites focused at strategic sites identified in the Plan with offices located in areas with good public transport.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive. However, the provision of sites with good public transport will particularly benefit people without access to a car (see Policy 7)
24. Logistics	Logistics developments which facilitate the delivery of a mix of jobs and are of the highest viable standards of design and sustainability.	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equalities issues.

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
25. Rural economic development and diversification	The development and diversification of the rural economy in a manner that respects the environmental quality/character of the area.	0	0	0	0	0	0	0	0	0	The policies are considered to be inclusive and unlikely to have a negative impact on equalities issues.
26. Renewable and low carbon energy	Greater provision of renewable and low cost energy	0	0	0	0	0	0	0	0	0	
27. Rockingham Enterprise Area	The development of a focus for high performance technologies and research and development.	0	0	0	0	0	0	0	0	0	
28. Housing requirements	The development of sites to meet the housing requirements of the Plan and the maintenance of a rolling supply of deliverable sites to provide 5 years worth of housing.	0	0	0	0	0	0	0	0	0	The policy indicates the scale of housing to be provided within each of the constituent local authority areas. It is considered to be inclusive and unlikely to have a negative impact on equalities issues.
29. Distribution of new homes	New housing primarily focused at the Growth Towns followed by the Market towns.	+	+	0	0	0	0	0	+	0	This policy sets out the hierarchy of settlements. Concentrating development to address local housing needs in more accessible locations and close to existing local facilities and services should reduce the need to travel and is considered to be inclusive. In particular, the policy will benefit people without a car (see Policy 7).

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
30. Housing mix and tenure	A mix of dwelling sizes and tenures to cater for current and forecast accommodation needs.	+	+	0	0	0	0	0	0	0	The policy aims to deliver sustainable and balanced communities by ensuring that the size/type of housing meets local need. The policy specifically highlights the need for affordable housing and includes a requirement for new dwellings to meet Category 2 of the proposed National Accessibility Standards as a minimum and a negotiated element of Category 3 (wheelchair accessible) housing. The Policy emphasises the need for small and medium sized dwellings, including homes designed for older people. A mix of housing types/tenures will benefit many residents, particularly young people seeking first time buyer housing; older people seeking smaller or single level accommodation; and adaptable homes which are suitable for all, but particularly for older people and the disabled.
31. Gypsies, travellers and travelling show people.	The retention of lawful sites, plots and pitches and the allocation of sites in Part 2 Local Plans to meet outstanding needs.	+	+	0	0	+	+	0	+	0	Gypsies, travellers and travelling show people are recognised as a minority ethnic group. The Policy will be beneficial in that it establishes a framework for the allocation of lawful sites. Permanent sites will benefit young residents of the community by

											enabling continued access to education facilities. Access to health care will benefit the young and old, those with disabilities and childbearing women who may require these facilities more frequently.
Policy	**Expected outcome**	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	**Comments/recommendations**
32. West Corby Sustainable Urban Extension (SUE)	A SUE which includes at least 4,000 dwellings of different sizes types and tenures and 2,500 jobs. The development will provide a range of services and facilities to meet the day to day needs of the development and will be integrated into the existing town	+	+	0	0	+	0	0	+	0	The policies are considered to be inclusive. However, the young and the disabled are particularly likely to benefit from affordable housing. Neighbourhood facilities (retail, health, nursery, educational and leisure facilities) and public transport will support people without access to a car (see Policy 7). The provision of schools will benefit the young whilst the main beneficiaries of health facilities are likely to be the elderly, the disabled, the very young and expectant mothers'.
33. Rushden East Sustainable Urban Extension	A SUE which includes up to 2,500 homes of different types, sizes and tenures and job opportunities. The development will provide a range of services and facilities to meet the day to day needs of the development and will be integrated into the existing town										

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy/maternity	Race	Religion or belief	sex	Sexual orientation	Comments/recommendations
34. Land at Cockerell Road, Corby	A high quality business park	+	+	0	0	0	0	0	+	0	The policy is considered to be inclusive and will benefit people of working age. Connectivity and public transport enhancements referred to in the policy will be of particular benefit to groups less likely to have access to a car (see Policy 7).
35. Nene Valley Farm, Rushden	A strategic employment site including a place of worship.	+	+	0	0	0	0	+	+	0	The policy is considered to be inclusive and will benefit people of working age. Connectivity and public transport enhancements referred to in the policy will be of particular benefit to groups less likely to have access to a car (see Policy 7). The policy also provides for a place of worship which will have a positive impact on people with this protected characteristic.
36. Kettering North	A strategic employment site including leisure related uses.	+	+	0	0	0	0	0	+	0	The policies are considered to be inclusive and will benefit people of working age. Connectivity and public transport enhancements referred to in the policies will be of particular benefit to groups less likely to have access to a car (see Policy 7).
37. Kettering South	A strategic employment site.	+	+	0	0	0	0	0	+	0	

Appendix 2. Key consultees on equality issues

Disabled
Northamptonshire Association For The Blind, Northampton
Scope Northamptonshire, Northampton
Northampton Disabled People's Forum, Northampton
Headway Unit - Northampton
Northamptonshire Carers, Northampton
Kettering And Corby Visually Handicapped Fellowship, Belton-in-Rutland
Northampton Phab Club, Northampton
Inclusion & Pupil Support Team, Kettering
Millenium Association Of The Independent Disabled Persons, Corby
Disabled Club, Wellingborough
Gateway Club, Welli8ngborough
Riding For The Disabled, Daventry
Talking Newspaper For The Blind, Wellingborough
Disabled Persons Transport Advisory Committee, London
Parents in Parternships, Northampton
Ethnic Minority Groups
Northampton Afro-Caribbean Organisation
Traveller's Education Service, London
Northamptonshire Black History Project, Northampton
Travellers Forum, daventry
Dostiyo - Asian Women and Girls Organisation, Northampton
Council for Ethnic Minority Communities, Northampton
Racial Equality Council, Wellingborough
Countywide Traveller Unit, Northampton
Indian Hindu Welfare Association (Northampton) Ltd, Northampton
West African Carribean Association, Wellingborough
Northampton Bangladeshi Association, Northampton
Northamptonshire Somali Forum, Northampton
National Federation of Gypsy Liaison Groups, Matlock
Religious Groups
Reachout Community Church, Wellingborough
Wellingborough and District Hindu Association
Swaminarayan Hindu Mission, Wellingborough
Ishmai, The Mosque, Wellingborough
Sikh Community Centre and Youth Club, Northampton
Rural Dean, Church of England, Wellingborough
Al-Jamaat-ul-Muslimin of Bangladesh, Northampton
Salvation Army, Rushden
All Saints Church Mears Ashby
Wellingborough Inter Faith Group

Rushden Gospel Hall Trust
Kettering Muslim Association
Northampton Hebrew Congregation
Northamptonshire Interfaith Forum
St Peter & Paul, East Maudit & St Mary's Bozeat
The Synagogue, Northampton
Our Lady And St Edmund Campion, Wellingborough
Little Irchester Congregational Church
East Northamptonshire Faith Group
Diocesan Mission Enabler, The Diocese Of Peterborough, Northampton
Parish Nursing Steering Group, Rugby
Social Research Adviser, Diocese Of Peterborough, Northampton
Churches Officer for New Communities, Northamptonshire Churches
Churches Together in Wellingborough
Mill Road Baptist Church, Wellingborough
St Barnabas Church, Wellingborough
Wesleyan Reform Church - Alma Street, Wellingborough
Wesleyan Reform Church - Nest Farm, Wellingborough
Older People
Age Concern Wellingborough
Age Concern Kettering
SERVE, Rushden
Pensioner's Voice Rushden
Young people
Youth Action Manager C/O Kettering Volunteer Centre
Leicestershire, Northamptonshire & Rutland Army Cadet Force, Northampton
Service 6 - Northamptonshire Youth Advisory Service, Wellingborough
Northamptonshire Child Resource Centre, Corby
Northamptonshire Association of Youth Clubs, Northampton
Northampton Youth Forum, Northampton