

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:		City Development Directorate	
Service Area:		Strategic Planning Policy	
Name of the proposal :		Local Development Scheme	
Lead officer:		Alison Cooke Head of Strategic Planning Policy	
Date assessment completed:		04 04 2025	
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	A Local Development Scheme (LDS) sets out a timetable for the production of new or revised Development Plan Documents (such as a Local Plan) by the local council. The Ministry for Housing, Communities and Local Government (MHCLG) has asked LPAs to review and update their LDS's in light of the revised National Planning Policy Framework released in December 2024.

	This paper presents an interim LDS, which supersedes all previous versions and sets out a planning work programme for the Council from March 2025.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	The Council is required to prepare and regularly review a Local Development Scheme (LDS) under the Planning and Compulsory Purchase Act 2004 (as amended by the Localism Act 2011). The Equalities Act 2010 provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. It provides a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. Under the Act, the Gypsy, Roma and Traveller community are specifically protected under the protected characteristics for 'Race'.
1.3	Who are the stakeholders and what are their interests?
	The LDS is relevant to anyone who is interested in the plan-making process and when this may occur. This includes Local Communities, Voluntary and community Sector, officers at City of York Council and Planning Agents and Developer community.
1.4	What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	This is proposed as an interim LDS to demonstrate our intentions for plan-making post adoption of the Local Plan. The timetables identify the focus of activity on delivery and implementation of the adopted local plan, production of Supplementary Planning documents, examination of the Community Infrastructure Levy, continuation of Neighbourhood Plan making and updating the Statement of Community Involvement. Each of these documents is subject to a separate Executive decision to proceed.

	The plan-making outlined seeks to deliver on our spatial strategy and planning policy set out in the adopted Local Plan, which also positively contributes to the delivery of our economic, climate change and transport strategies as well as the core commitments set out in the Council Plan of equalities, affordability, climate change and health.
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Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	Source of data/ supporting evidence	Reason for using
	York's Adopted Local Plan (2025)	Provides the policy framework against which the CIL, SPDs and neighbourhood Plans will be developed. This is supported by an extensive and broad evidence base as well as a 'sound' Inspectors report following Examination in public.
	Community Infrastructure Levy consultation (2023)	Two rounds of city-wide consultation on the Community Infrastructure levy charging schedule has been undertaken. This was supported by evidence base, EIA and a decision to proceed at Executive.
	Neighbourhood Plans	These are subject to legislative and procedural requirements during their preparation prior to being 'made' by the council. Executive take the decision to 'make' a plan and all reports have been or will be subject to EIA this point in time.

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
	Gaps in data or knowledge	Action to deal with this
	This is subject to each document preparation	The LDS provides an overview of the timetable for production. Each document will be subject to a separate decision prior to public consultation and/or being brought into force as part of the development plan.

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	This proposal outlines the production for a Housing SPD which may provide further guidance to support housing provision for all ages. This will be considered in more detail when the SPD is presented for a decision.	0	
Disability	This proposal outlines the production for a Housing SPD which may provide further guidance to support accessible housing provision. This will be considered in more detail when the SPD is presented for a decision.	+	L
Gender	This proposal is not expected to impact on that characteristic	0	
Gender Reassignment	This proposal is not expected to impact on that characteristic	0	
Marriage and civil partnership	This proposal is not expected to impact on that characteristic	0	
Pregnancy and maternity	This proposal is not expected to impact on that characteristic	0	
Race	This proposal outlines the production for a Gypsy and Traveller Pitch Design SPD. This will be considered in more detail when the SPD is presented for a decision.	+	H
Religion and belief	This proposal is not expected to impact on that characteristic	0	

Annex A

Sexual orientation	This proposal is not expected to impact on that characteristic	0	
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	This proposal is not expected to impact on that characteristic	0	
Low income groups	This proposal outlines the production for a Housing SPD which will provide further guidance to support affordable housing provision. This will be considered in more detail when the SPD is presented for a decision.	+	H
Veterans, Armed Forces Community	This proposal is not expected to impact on that characteristic	0	
Other	This proposal is not expected to impact on that characteristic	0	
Impact on human rights:			
List any human rights impacted.	This proposal is not expected to impact on that characteristic	0	

High impact (The proposal or process is very equality relevant)	There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.
Medium impact (The proposal or process is somewhat equality relevant)	There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights

Low impact (The proposal or process might be equality relevant)	There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights
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Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
There are no negative adverse impacts identified with this report and the recommendation to approve the Interim Local Development Scheme. Future EIAs will be developed to consider the detail of each of the documents included in the timetable and their impacts.	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:	
	- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.	
Option selected		Conclusions/justification
No major change to the proposal		The EIA demonstrates that this approach positively supports the delivery of planning policy with positive or neutral effects. Future EIAs will be developed to consider the detail of each SPD and their impacts.

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Review of detailed SPDs when produced	Impacts of the detail of each SPD to be considered	Alison Cooke	Associated with the production of the SPDs.
Review of detailed Neighbourhood Plans when produced	Impacts of the detail of each NP to be considered prior to a decision being made.	Alison Cooke	TBC aligned to plan production
Review of future Local Plan implications	Monitoring of adopted Local Plan and its impacts to inform future Local Plan production.	Alison Cooke	Annual

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	The Local Plan policies will be monitored in accordance with an agreed monitoring framework and reported through the statutory Annual Monitoring Report. This will be used to inform the detail of future plan-making. The Local Development Scheme will be updated in the future as necessary to ensure the plan-making timetable remains up-to-date.

