

Equality Impact Needs Assessment

Appendix G

June 2026

1. Name of Service provision, policy, function or proposal?

Local Plan Regulation 19 Publication

2. Name of the Officer completing this form

Matthew Gibson

3. Is this service provision, policy, function or proposal new or revised?

New

4. Do you think that service provision, function, policy or proposal could have an effect on someone with a protected characteristic?

Yes

5. Who are the people / groups affected and what is the intended outcome for them? (For reference the Equality Act 2010 protected characteristics are listed below on Question 6)

The Local Plan sets out the spatial development strategy for Blaby District, including housing, infrastructure, employment land, and environmental policies. Its purpose is to:

- Deliver sustainable development
- Provide housing (including affordable and specialist housing)
- Support economic growth
- Improve health, wellbeing, and access to services
- The Plan applies to all residents and communities across the district.

Assessment by Protected Characteristic

Age

Impact - Positive: Increased provision of accessible housing and age-friendly environments

Risk: Older residents may face barriers if development is not well connected to services

Mitigation:

Require accessible housing standards

Ensure proximity to healthcare, transport, and community facilities

Disability

Impact - Positive: Policies supporting specialist and accessible housing

Risk: Poorly designed environments may restrict mobility and independence

Mitigation:

Apply inclusive design principles

Ensure step-free access and adaptable housing

Align with Building Regulations

Race / Ethnicity

Impact - Positive: Increased housing supply benefits diverse communities. Specific consideration for Gypsy and Traveler accommodation needs

Risk: Potential exclusion if site allocation or engagement is not inclusive

Mitigation:

Provide culturally appropriate accommodation where identified

Ensure inclusive consultation and communication approaches

Sex (Gender)

Impact - Neutral

Potential indirect benefit through improved housing affordability and safety

Mitigation:

Ensure public spaces consider safety and accessibility for all genders

Pregnancy and Maternity

Impact -Positive: Access to suitable housing and nearby services

Risk: Lack of local services may disproportionately affect families

Mitigation:

Ensure developments include access to healthcare, childcare, and green space

Religion or Belief

Impact -Neutral to positive

Risk: If community infrastructure does not reflect diverse needs

Mitigation:

Consider needs for community and faith spaces where appropriate

Sexual Orientation

Impact - Neutral

No identified differential impact

Mitigation:

Ensure inclusive, safe environments through design and community cohesion

Gender Reassignment

Impact - Neutral. No specific differential impacts identified

Mitigation:

Promote inclusive and safe public environments

Marriage and Civil Partnership

Impact – Neutral. No differential impacts identified

Socio-Economic and Health Inequalities

Although not protected characteristics, the Plan will:

- Deliver affordable housing, improve access to healthy environments and support active travel.
- The plan is also expected to reduce health inequalities and improve outcomes in deprived areas.

6. Please confirm if any of the protected characteristic(s) will be more likely to be negatively impacted by this policy/service/function/proposal?

As evidenced above, none of the protected characteristics will be negatively impacted by the Local Plan

7. Will the policy, service provision, function, or proposal widen the gap between people with protected characteristic(s), and those that do not hold a protected characteristic(s)

The council has paid due regard to the Equality Act 2010 and section 149 of the Act and potential impacts have been evidence based and assessed with mitigations identified. Robust monitoring arrangements are in place and therefore, the Local Plan is fully compliant with the Equality Act 2010 and will not widen the gap between people with protected characteristic(s), and those that do not hold a protected characteristic(s)

8. What existing information/ data do you have / monitor about different diverse groups in relation to this? (this could consist of previous EIAs, reports, consultation, surveys, demographic profiles etc.)

The Local Plan is based on evidence; this includes Census data (2011 and 2021) on population age and nationality. The evidence base is extensive, it also looks at accommodation needs for Gypsies and Travelers and people that require specialist accommodation, including those with disabilities.

The most recent Census data (2021) indicates that the population of the District is becoming older and more diverse. In 2024, 20.6% of the population was 65 or over.

This will increase to 23% by 2042 and the median age of residents in the District will increase from 42 to 43.5 years. Significantly the number of residents aged 85 or over is forecast to increase from 2.8% of all residents in 2024 to 3.9% in 2042. This has implications for the types of housing, facilities and support services that will be needed in the future.

In terms of diversity there were notable changes to the proportion of the population reported as Asian, Asian British or Asian Welsh which increased from 6.1% to 8.3% between 2011 and 2021. The proportion of residents identified as White fell from 91.0% to 86.2% over the same period.

The Local Plan has been subject to public consultation, including:

- District-wide consultation exercises
- Engagement with statutory consultees
- Targeted consultation with specific groups where required
- Future engagement will ensure continued inclusion of diverse communities

9. What impact is this policy, service, function, or proposal likely to have on those living within our areas of deprivation? Is there an impact on socio-economic groups? (e.g., carers, care leavers, ex-offenders, low income, homelessness, chronic kidney disease, chronic obstructive pulmonary disease, dementia)? Is there any impact on the recognised health inequalities in our district? (e.g., shorter life expectancy, higher rates of smoking, COPD, obesity, and low levels of breastfeeding. Including the increased risk of death from COVID-19 in the over 70's, those with diabetes, hypertensive diseases, and current ex-armed HM forces personnel (Veterans)

The Local Plan will seek to deliver affordable housing, specialist and accessible housing. It will also seek to deliver development which will positively improve the health of the district by enabling healthy behaviors and styles to help reduce health inequalities. The districts' health priorities and issues are set out in the Health and Wellbeing Plan, which has informed policies within the Local Plan.

10. Are there any Human Rights implications?

No adverse Human Rights impacts have been identified

11. In terms of monitoring, evaluation, and review, will there be a process in place to review the findings of this assessment and make appropriate changes?

Planning Policy produces an annual Authority Monitoring Report (AMR) based on a framework (Appendix 5 of the Local Plan) which will be key in monitoring the policies of the Local Plan. The AMR will be published to the website annually and will report on how the Local Plan is performing.

12. How will you monitor potential barriers and any positive / negative impacts?

The Council will monitor impacts through:

- Annual Authority Monitoring Report
- Housing delivery and mix
- Accessibility and infrastructure provision
- Equality outcomes where data is available
- Corrective action will be taken where adverse impacts are identified.