



**East Ayrshire**  
COUNCIL

**East Ayrshire Council  
Equality Analysis  
Local Development Plan**

February 2017

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## INTRODUCTION

Equality analysis is a legal requirement under the Public Sector Duty to promote equality. Separate guidance has been developed on the Public Sector Duty and is available to view here: <http://www.equalityhumanrights.com/scotland/public-sector-equality-duty/non-statutory-guidance-for-scottish-public-authorities/>

The set of forms in this pack should be read in conjunction with the full guidance from the Equality and Human Rights Commission in relation to equality analysis, which is available on the Council's website, or view the internal site here: <http://eacintra01/Personnel/equality/Equality%20Impact%20Assessment.htm>

Please note that the term 'policy' is used throughout and applies to policies, strategies, provisions, criteria, functions, practices, budget savings and activities, including the delivery of services.

### WHICH FORM SHOULD I USE?

In any assessment process, it may be that only some forms are used. For example:

- **FORM A**  
FORM A is used to assess your policy for relevance. If it is deemed that there is no relevance once the assessment for relevance process has been completed (FORM A), no other forms would be used and FORM A should be published on the Council's website by the Lead Officer.
- **FORM B**  
FORM B is a screening toolkit. If it is not yet clear whether a full Equality Analysis is required, then the screening for equality (FORM B) would be used, and if it is deemed that a full Equality Analysis is not required then the completed screening template (FORM B) should be published on the Council's website by the Lead Officer.
- **FORM C**  
FORM C is the full Equality Impact assessment (EQIA) form. This form should be used when a full Equality Analysis is required. If FORM C is completed, Publishing Summary (FORM D) must also be completed and published on the Council's website by the Lead Officer.
- **FORM D**  
FORM D is the publishing summary and should be completed when a full Equality Analysis (FORM C) has been carried out and published on the Council's website by the Lead Officer.

### FORMATS

The forms are presented in a 'Word' format in order that they can be completed electronically. Each section will expand to include as much information as is required. Before publishing, adjustments should be made to ensure that the documents are professional in their presentation and they should be converted to PDF format.

In the unlikely event that documents require to be completed manually, they will require to be scanned in order that an electronic record is available for publication as detailed above.

# FLOWCHART FOR EQUALITY IMPACT ASSESSMENT PROCESS: WHEN TO USE WHICH FORM?

## Assessment for Relevance (FORM A)

Is the proposed policy relevant to equality?

Identify the main aims of the policy

Decide if the policy is relevant

Not Clear

Relevant

Not Relevant

Screening for Equality (FORM B)

Full Equality Impact Assessment required.

Exit process and provide robust rationale/evidence for doing so and publish Form A on the Council's website.

Not Relevant

Relevant

Full EQIA not required. Exit process and publish Form B on the Council's website.

Full Equality Impact Assessment required.

## Full Equality Impact Assessment (FORM C)

Is the proposed policy likely to have an adverse impact on equality?

Give Details About Policy/Function/Review Area

Gather and analyse data and information

Assess Impact

Consider alternatives to reduce adverse impact and increase equality

Consultation

Decision Making

Monitor and review arrangements

Public availability of reports  
Publish EQIA Publishing Summary FORM D on the Council's website

**FORM A: EAST AYRSHIRE COUNCIL ASSESSING FOR RELEVANCE**

|  |                        |
|--|------------------------|
| <b>1. Policy Details</b>                   |                        |
| <b>Policy Title</b>                        | Local Development Plan |
| <b>Policy Lead Officer</b>                 | Karl Doroszenko        |
| <b>Date Relevance Assessment Conducted</b> | February 2017          |

**2. Which groups of people do you think will be, or potentially could be, impacted upon by the implementation of this policy? (Please ✓ below as appropriate)**

|  |   |
|--|---|
| People with disabilities   | ✓ |
| People from black and minority ethnic communities and different racial backgrounds | ✓ |
| Women and men (boys and girls)   |   |
| Older people, children and young people  | ✓ |
| Lesbian, gay, bisexual people and transgender people                               |   |
| People from different religions or beliefs and people with no belief               |   |
| Women who are pregnant or on maternity leave                                       |   |
| People who are married or in a civil partnership                                   |   |

**3. Do you have evidence or reason to believe that this policy/function/review will, or may potentially:**

| <b>General Duties</b>  | <b>Level of impact (high, medium, or low)</b> |
|--|---|
| Eliminate discrimination faced by particular groups                            | <b>High</b>                                   |
| Impact upon the promotion of equality of opportunity between particular groups | <b>High</b>                                   |
| Impact upon good relations between particular groups                           | <b>Neutral</b>                                |
| Does it have overall relevance to equality?                                    | <b>Yes</b>                                    |

**4. Equality impact assessment required? (All high and medium results MUST be impact assessed)**

|              |           |
|--------------|-----------|
| <b>YES</b> ✓ | <b>NO</b> |
|--------------|-----------|

**5. Rationale for decision**

**The Local Development Plan impacts on issues of accessibility and access within East Ayrshire for some of the most vulnerable communities.**

**Signed**  
(Person responsible for assessment for relevance)

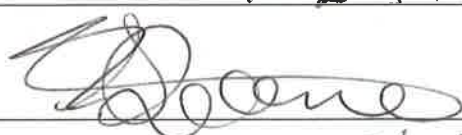
**Designation**

**Date**

**Name and Designation of person who has been identified to lead the Screening or Full Equality Impact Assessment on this Policy**

**Counter Signature**  
(Head of Service or Executive Director with responsibility for this policy)

**Date**

*K. Doroszenko*  
 Development Planning & Regeneration Manager  
 10.2.17  
*Karen Ruesch* PRINCIPAL PLANNING &  
 OFFICER. 10.2.17.  
  
 13/2/17

## FORM C: EAST AYRSHIRE COUNCIL FULL EQUALITY IMPACT ASSESSMENT

|  |  |
|--|--|
| <p><b>1) NAME OF SERVICE</b></p> <p>Planning and Economic Development</p>  | <p><b>2) PERSON RESPONSIBLE FOR POLICY, FUNCTION OR SERVICE REVIEW</b></p> <p>Karl Doroszenko, Development Planning and Regeneration Manager</p> |
| <p><b>3) EQIA GROUP MEMBERS (PLEASE GIVE NAME AND DESIGNATION AND IDENTIFY THE EQIA LEAD FOR THIS POLICY)</b></p> <p>Clare Laurenson, Senior Planning Officer<br/> Alyia Zaheed, Corporate Officer (Equality and Diversity)<br/> Susan Fulton, Disability Awareness Advisor</p>  | <p><b>4) NAME OF POLICY/FUNCTION/REVIEW AREA</b></p> <p>East Ayrshire Local Development Plan</p>   |
| <p><b>5) ABOUT POLICY/FUNCTION/REVIEW AREA</b></p> <p>a) What are the aims, objectives and intended outcomes of the policy, function or service review? Specify any equality outcomes which are intended.</p> <p>The Local Development Plan (LDP) provides the planning framework for all of East Ayrshire. It guides the future use and development of land, towns, villages and the rural area and it also indicates where development, including regeneration, should happen and where it should not.</p> |  |

The Scottish Government's overarching aim is to foster sustainable economic growth; sustainable development is accepted as contributing to this. Therefore, an overarching principle of the Proposed LDP is that all development proposals should support sustainable development, including the reduction of carbon and other emissions.

The LDP should be read in its entirety as individual policies and land allocations do not set out the whole picture for various types of development. The LDP contains a number of sections; the vision and spatial strategy, placemaking, places, economy, energy and infrastructure and environment.

The Vision outlines what the Council thinks East Ayrshire will look like in 20 years' time which includes aspirations for the rural area. The sub areas within East Ayrshire are The Core Area (Kilmarnock and surrounds), Cumnock Area, The Northern Area, The Doon Valley and The Irvine Valley.

The spatial strategy sets out what the vision means on the ground. The aim of the spatial strategy is to get the right type of development in the right place which meets the needs of the community whilst promoting a more sustainable pattern of development, creating opportunities for sustainable economic growth, reducing carbon emissions and the need to travel. In order to deliver the spatial strategy, there are policy matters that are relevant to all development and in this regard Overarching Policy 1 has been prepared. Overarching Policy 2 relates to the implementation of the Strategic Environmental Assessment. The overarching policies set out the key considerations that need to be taken into account when assessing development proposals.

The aim of the policies is to deliver a high standard of development on the ground and set out in the various policy chapters is to support the implementation of the spatial strategy and to outline the various issues that will be taken into account when assessing proposals.

**b) Under which Community Planning theme(s) does this policy or function or review sit?**

Delivering Community Regeneration, Improving Health and Wellbeing and Improving Community Safety

**c) Describe the current or intended client group(s) specifying any equality groups which are intended to benefit directly from the policy, function or review. You should consider employees, clients/customers and service users.**

All residents and visitors within East Ayrshire



|  |   |  |  |
|--|---|--|--|
| <p>d) Has the intended client group been involved in the development of the policy or function or in the review?</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Don't Know <input type="checkbox"/></p>  | <p>If no – why not?<br/>If yes - how was this done?</p> <p>This was done through various means outlined in sections</p>   |  |  |
| <p><b>6) GATHER AND ANALYSE DATA AND INFORMATION</b></p> <p>(Information can include, for example, consultations, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic publications, consultants' reports) x</p>   |   |  |  |
| <p>a. What information or other evidence has been used in the development of the policy, function or service review?</p>   | <p>In terms of developing policies, National Planning Framework 3 (NPF3), Scottish Planning Policy, the Council's Community Plan and those representations received at Main Issues Report stage were all reflected in the policies. Further amendments to the LDP have been made in light of the recommendations of the Examination Report. Various Council strategies such as the Local Transport Strategy, the Local Housing Strategy, the Integrated Urban Development Plan for Kilmarnock Town Centre and the Economic Development Strategy have also been taken into consideration. Also other requirements of key agencies such as SEPA and prevention of flooding, Historic Scotland and protection of the built environment etc. have also been used to formalise policy.</p>   |  |  |
| <p>b. What does research, consultation and other data or information tell you about the impact of the policy, function or service review? (Describe the information and the conclusions, and state where the information can be found.)</p>  |   |  |  |
| <p>c. Describe any gaps in the available information, any action you are taking about this (e.g. new research, further analysis) and when this is planned.</p>   | <table border="1"> <tr> <td data-bbox="1015 999 1334 1774"> <p>(i) Quantitative</p> <p>The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <a href="http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf">http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf</a></p> </td> <td data-bbox="1015 109 1334 999"> <p>(ii) Qualitative</p> <p>The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <a href="http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf">http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf</a></p> </td> </tr> </table> | <p>(i) Quantitative</p> <p>The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <a href="http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf">http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf</a></p> | <p>(ii) Qualitative</p> <p>The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <a href="http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf">http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf</a></p> |
| <p>(i) Quantitative</p> <p>The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <a href="http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf">http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf</a></p> | <p>(ii) Qualitative</p> <p>The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <a href="http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf">http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf</a></p>  |  |  |



**7. ASSESS IMPACT**

**(a) Please describe the positive and negative impacts for each equality group. You should identify if there is any potential discrimination.**

You should take into account the different needs of the range of groups within each category of equality groups, and also consider if there are any issues which affect groups because of multiple identities or interaction between equality groups, for example a disabled young women.

The General Duty of Equality Act 2010 requires public authorities, in the exercise of their functions, to have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

The following header is used for each equality group.

| EQUALITY GROUP | DIFFERENTIAL IMPACT   | POSITIVE IMPACT  | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT   |
|----------------|---|--|--|---|
|                | <p>Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review? Please describe this.</p> | <p>Please describe stating which specific groups are affected in what way against the general duty, outlined on page 19 and why you believe this to be the case.</p> | <p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.<br/><br/>Identify any potential discrimination.</p> | <p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p> |

| EQUALITY GROUP  | DIFFERENTIAL IMPACT  | POSITIVE IMPACT   | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT  |
|---|--|---|--|--|
| <p><b>AGE:</b></p> <p>Different age groups including older people, children and young people.</p> | <p>Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review?<br/>Please describe this.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> | <p>Please describe stating which specific groups are affected in what way against the general duty, outlined on page 19 and why you believe this to be the case.</p> <p>The key aim of the spatial strategy is to promote high quality, <b>sustainable development</b>, that is, enabling and supporting development that balances the costs and benefits of a proposal over the longer term. In general terms this means directing development to accessible locations to reduce the overall need to travel. Where travel is necessary, locations accessible by a variety of modes of public transport as well as walking and cycling are prioritised.</p> <p><b>Places</b><br/>This LDP seeks to provide generous amounts of appropriately located, high quality housing which meets a range of needs. Well integrated and designed housing which provides high</p> | <p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p> | <p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p> <p>The proposed plan deals with the physical environment seeking good quality developments that meets Community's needs – social, economic and environmental. It is therefore generally positive in its aims.</p> <p><b>Places</b><br/>This LDP seeks to provide generous amounts of appropriately located, high quality housing which meets a range of needs. Well integrated and designed housing which provides high quality green infrastructure will contribute positively to</p> |

|  |   |   |   |
|--|---|---|---|
|  | <p>quality green infrastructure will contribute positively to making East Ayrshire a successful, healthy place and will assist in retaining existing and attracting new residents. This will in turn help to sustain the local economy</p> <p><b>Successful Town Centres</b><br/>The key role of the Local Development Plan is to promote town centres as the prime destinations for all footfall generating uses and to encourage a wide range of uses into town centres, which will have a positive impact for young people and families. The place making section of the LDP highlights the qualities required for successful places. The Council will also undertake regular town centre health checks as described in SPP.</p> <p><b>Economy</b><br/>A key part of the LDP vision is to ensure that East Ayrshire's economy is buoyant and sustainable</p> | <p><b>Successful Town Centres</b><br/>Potential negative impact for older people living in rural areas as main development is concentrated in the 5 Hub Towns.</p> <p>Whilst each town centre may face particular individual challenges, there is a general need for East Ayrshire's small towns to consolidate their retail and service offers. Where there is limited demand for new commercial developments, there should be flexibility to encourage alternative community or residential uses, where these may help to support the amenity and vibrancy of the town centres.</p> <p>The development of better road networks, pathways and transport will enhance accessibility to the hub towns.</p> | <p>making East Ayrshire a successful, healthy place and will assist in retaining existing and attracting new residents. This will in turn help to sustain the local economy</p> |
|--|---|---|---|

with varied and plentiful employment opportunities on offer, which has potential impact for young people seeking employment.

**Energy and Infrastructure**  
East Ayrshire's vision of a buoyant and sustainable economy relies on efficient transportation links and this will partly be achieved through careful siting of new development opportunities in locations which are easily accessible by a range of transportation modes as well as encouraging the movement of more freight by rail

The LDP will have a positive impact for older people living and visiting East Ayrshire in relation to accessible housing transport and pathways.

The proposed Plan ensures sufficient open spaces are in accessible locations relative to new developments with the route to the open space useable by all. The aims of the proposed Plan will be of particular benefit to those with a disability, younger and older people, ensuring that they are not

**Economy**

It will also be benefit to people on lower income as it will ensure that they are not disadvantaged in accessing local shopping and community facilities, places of employment and places of educations.

disadvantaged in gaining access to existing and new open spaces.

**Environment**  
The policy Plan seeks to protect the intrinsic character and setting of listed buildings in accordance with national policy.

However new developments are required to meet the needs of those with a disability, particularly regarding mobility.

| EQUALITY GROUP   | DIFFERENTIAL IMPACT  | POSITIVE IMPACT   | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT   |
|--|--|---|--|---|
| <p><b>DISABILITY:</b></p> <p>Physical, sensory or mental impairment which has a long-term, substantial, adverse effect on ability to do day to day things.</p> | <p>Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review?<br/>Please describe this.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> | <p>Please describe stating which specific groups are affected in what way against the general duty, outlined on page 19 and why you believe this to be the case.</p> <p>The key aim of the spatial strategy is to promote high quality, <b>sustainable development</b>, that is, enabling and supporting development that balances the costs and benefits of a proposal over the longer term. In general terms this means directing development to accessible locations to reduce the overall need to travel. Where travel is necessary, locations accessible by a variety of modes of public transport as well as walking and cycling are prioritised.</p> <p><b>Places</b></p> <p>This LDP seeks to provide generous amounts of appropriately located, high quality housing which meets everyone's needs. Well integrated and designed housing which provides high quality green infrastructure</p> | <p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p> | <p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p> <p>The proposed plan deals with the physical environment seeking good quality developments that meets Community's needs – social, economic and environmental. It is therefore generally positive in its aims.</p> |

will contribute positively to making East Ayrshire a successful, healthy place and will assist in retaining existing and attracting new residents. This will in turn help to sustain the local economy

The policy ensure sufficient open spaces are in accessible locations relative to new developments, with the route

**Successful Town Centres**

The key role of the Local Development Plan is to promote town centres as the prime destinations for all footfall generating uses and to encourage a wide range of uses into town centres, which will have a positive impact for young people and families. The place making section of the LDP highlights the key interventions that our 5 hub town centres require to become more successful places and these projects are carried through to the LDP Action. The Council will also undertake regular town centre health checks as described in SPP for the 5 hub towns.

**Successful Town Centres**  
Potential negative impact for older people living in rural areas as main development is concentrated in the 5 Hub Towns.

Whilst each town centre may face particular individual challenges, there is a general need for East Ayrshire's small towns to consolidate their retail and service offers. Where there is limited demand for new commercial developments, there should be flexibility to encourage alternative community or residential uses, where these may help to support the amenity and vibrancy of the town centres.

The development of better road networks, pathways



and transport will enhance accessibility to the hub towns.

**Economy**  
A key part of the LDP vision is to ensure that East Ayrshire's economy is buoyant and sustainable with varied and plentiful employment opportunities on offer, which has potential impact for young people seeking employment.

It will also be benefit to people on lower income as it will ensure that they are not disadvantaged in accessing local shopping and community facilities, places of employment and places of educations.

**Economy**  
A key part of the LDP vision is to ensure that East Ayrshire's economy is buoyant and sustainable with varied and plentiful employment opportunities on offer, which has potential impact for young people seeking employment.

**Energy and Infrastructure**  
East Ayrshire's vision of a buoyant and sustainable economy relies on efficient transportation links and this will partly be achieved through careful siting of new development opportunities in locations which are easily accessible by a range of transportation modes as well as encouraging the movement of more freight by rail

The LDP will have a positive impact for older people living and visiting East Ayrshire in relation to accessible housing transport and pathways.

|  |  |   |   |  |
|--|--|---|---|--|
|  |  | <p>The proposed Plan ensures sufficient open spaces are in accessible locations relative to new developments with the route to the open space useable by all. The aims of the proposed Plan will be of particular benefit to those with a disability, younger and older people, ensuring that they are not disadvantaged in gaining access to existing and new open spaces.</p> | <p><b>Environment</b><br/> The policy Plan seeks to protect the intrinsic character and setting of listed buildings in accordance with national policy.</p> <p>However new developments are required to meet the needs of those with a disability, particularly regarding mobility.</p> |  |
|--|--|---|---|--|

| EQUALITY GROUP  | DIFFERENTIAL IMPACT  | POSITIVE IMPACT  | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT   |
|---|--|--|--|---|
| <p><b>GENDER REASSIGNMENT:</b></p> <p>Where a person is proposing to undergo, is undergoing or has undergone a process of reassigning the person's sex by changing physiological or other attributes of sex. Please note that the person does not require to be under medical supervision</p> | <p>Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review?<br/>Please describe this.</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> | <p>Please describe stating which specific groups are affected in what way against the general duty, outlined on page 19 and why you believe this to be the case.</p> | <p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p> | <p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p> |

| EQUALITY GROUP  | DIFFERENTIAL IMPACT  | POSITIVE IMPACT  | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT   |
|---|--|--|--|---|
| <p><b>RACE, ETHNICITY, COLOUR, NATIONALITY OR NATIONAL ORIGINS:</b></p> <p>People of different ethnic background including minorities, Gypsy Travellers and Refugees/ Asylum Seekers.</p> | <p>Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review? Please describe this.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> | <p><b>Places</b></p> <p>The Council is keen to ensure that the needs of gypsies/travellers are met and in this regard has established a working group which has identified a need to provide a site for the local gypsy/traveller communities. Whilst no site has yet been identified, direct engagement with the travelling community has directed the Council to initially focus on identifying a site within a 3 mile radius of the Bellfield Interchange, Kilmarnock. As work to identify a site has not yet concluded, the LDP does not identify a specific site for meeting the housing needs of gypsy/travellers. Any site brought forward by the Council will be required to meet the provisions of all relevant LDP policies. The</p> | <p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p> | <p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p> |

|   |  |   |  |  |
|---|--|---|--|--|
|   |  | <p>Council will also support proposed small privately owned sites which meet with the provisions of Policy RES 10. With regard to Travelling Show People, the HNDA has not identified a need to establish a site for this particular group.</p> |  |  |
| <p><b>RELIGION OR BELIEF:</b><br/>Religious, faith or other groups with a shared system of beliefs such as Humanists.</p> | <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> |   |  |  |

| EQUALITY GROUP | DIFFERENTIAL IMPACT   | POSITIVE IMPACT  | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT   |
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|  |  |  |  |  |
|--|--|--|--|--|
| <p><b>MARRIAGE AND CIVIL PARTNERSHIP:</b></p> <p>A person has the protected characteristic of marriage and civil partnership if the person is married or is in a civil partnership</p> | <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> |  |  |  |
| <p><b>PREGNANCY AND MATERNITY:</b></p> <p>Protects women because of their pregnancy, pregnancy-related illness, taking or seeking to take maternity leave.</p>                         | <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> |  |  |  |

| EQUALITY GROUP  | DIFFERENTIAL IMPACT  | POSITIVE IMPACT  | NEGATIVE OR ADVERSE IMPACT   | CROSS-CUTTING ISSUES AND THEIR IMPACT   |
|---|--|--|--|---|
| <p><b>SEX:</b></p> <p>Men and women (boys and girls)</p>  | <p>Is there, or is there likely to be, a differential impact on equality groups as a result of the proposed policy, function or service review?<br/>Please describe this.</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> | <p>Please describe stating which specific groups are affected in what way against the general duty, outlined on page 19 and why you believe this to be the case.</p> | <p>Please describe stating which specific groups are affected, in what way against the General Duty outlined on page 19 and why you believe this to be the case.</p> <p>Identify any potential discrimination.</p> | <p>Describe the impact in any other relevant areas including: health (e.g. mental health), access, including rurality, low income, carers and unemployment.</p> |
| <p><b>SEXUAL ORIENTATION:</b></p> <p>Lesbians, gay men or women, bisexual or heterosexual people.</p> | <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>   |  |  |   |



|  |   |
|--|---|
| <p><b>(a) Is the policy intended to increase equality of opportunity by permitting positive action or action to redress disadvantage?</b></p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Please give details.</p>  | <p><b>(b) Is the policy directly or indirectly discriminatory (see note below)?</b></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Please give details.</p> |
| <p><b>Note:</b> If the policy is unlawfully discriminatory under the Equality Act 2010 you MUST identify, in the section on modifications, how the proposal can be amended or justified so the Council acts lawfully.</p> <p>It is unlikely that you will be able to justify a directly discriminatory policy.</p>   |   |
| <p><b>(d) If the policy is not directly or indirectly discriminatory, does it still have an adverse impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></b></p> <p>Please give details specifying the groups for which there is an adverse impact and the nature of the impact.</p> <p>In general terms the LDP is likely to have positive and neutral impacts on particular characteristic groups for example gypsy/traveller people with a disability, younger people and older people</p> |   |

**e) CONSIDER ALTERNATIVES**

**In your consideration of the next questions you should think about the following:**

- How does each option further or hinder equality of opportunity?  
Consider, for example, attitudes, equitable access, equitable outcomes, and participation.
- How does each option increase good relations between different groups?
- How does each option challenge or reinforce stereotypes which influence equality of opportunity?
- What are the consequences for the group(s) and/or the Council of not adopting an option more favourable to equality of opportunity?
- What are the social and economic costs and benefits of implementing each option? (For the group? For the Council?)
- Being proportionate, that is will the benefits of implementing the change outweigh the financial and other costs?

**(a) How could you modify the policy, strategy or service review to eliminate discrimination or to reduce any identified negative impacts?**

If necessary, consider other ways in which you could meet the aims and objectives.

N/A

**(b) How could you modify the policy or function or service review to create or maximise the positive aspects of the proposals and to increase equality?**

N/A

**(c) Describe any modifications which you can make without further delay (for example, easy, few resource implications).**

N/A

**(d) If you propose to make any of the modifications shown above, describe any potential new negative impacts on other groups in society or on the ability to achieve the aims and how you will minimise these.**

N/A

**(e) Please describe the resource implications of any proposed modifications taking into account financial, people and property issues.**

N/A

## 8) INVOLVEMENT OF EQUALITY GROUPS AND THE WIDER COMMUNITY

### (a) State which equality groups are involved in this process and describe their involvement.

The Council is keen to ensure that all interested individuals are given ample opportunity to contribute to the LDP preparation process. The Council does, however, have to balance this with resources available to undertake engagement and consultation. The Council sought the views of the following bodies and key agencies in the compilation of the main issues report which feeds into the LDP.

- The Scottish Ministers
- Scottish Environment Protection Agency (SEPA)
- Scottish Natural Heritage (SNH)
- Historic Scotland
- Scottish Water
- NHS Ayrshire and Arran
- Transport Scotland
- Strathclyde Partnership for Transport
- Forestry Commission
- Scottish Enterprise
- The Council has also consulted with :
  - Access Panels
  - Ayrshire Multi Ethnic Association
  - South Forum on Disability
  - Cumnock & District Blind Club
  - Kilmarnock Blind Club
  - Woman's Aid
  - LGBTQ
  - East Ayrshire North Communities Federation Ltd
  - Coalfields Community Federation
  - East Ayrshire Public Partnership Forum
  - Council of Voluntary Organisations (EA) (LTD)
  - The Volunteer Centre (East Ayrshire, Kilmarnock)
  - Young People's Forum
  - Yip World
  - The Zone Initiative Ltd
  - IQRAA

### (b) Describe any planned involvement saying when this will take place and who is responsible for managing the involvement process.

See (f) below.

**(c) Give details of any existing local or national evidence which has been used to inform the development of your policy.**

The LDP was based on a full monitoring statement which has provided the evidence base for the East Ayrshire Local Development Plan. The Monitoring Statement can be accessed via this link: <http://www.east-ayrshire.gov.uk/Resources/PDF/M/MIRMonitoringStatement.pdf>. In addition the environmental report which accompanies the local development plan provided environmental evidence base for the plan.

**(d) What methods of involvement are proposed? (These should take account of the attributes of the individuals or groups being consulted.)**

For example:

- Within other planned consultation
- Surveys/questionnaires
- Individual interviews
- General information meetings
- Existing representative groups
- Separate meetings for interest/equality group
- Focus Group
- Citizens' Panel
- Other – please give details

**(e) What methods are being considered to ensure full information and participation? Please describe.**

For example:

- Accessible formats?
- Community languages?
- Oral information?
- Taking account of different needs?
- Taking account of different customs, festivals etc?
- Accessible venues e.g. acoustics, transport, wheelchair-accessible, loop/signing/translation facilities
- Use of advocates?
- Training or other support for potential participants?
- Other – please give details.

**(f) Describe the results of the involvement and how you have taken these into account.**

The following steps were taken after publication of the Main Issues Report, which has been fed into the Local Development Plan to ensure that the maximum amount of people and organisations were able to put across their views.

1. Press release in all local newspapers circulating within East Ayrshire, and on the Council's web site, advising people of the consultation period.
2. All Council Executive Directors and Heads of Department, together with all Community Councils within the local authority area were contacted individually for their views.
3. All persons/bodies/organisations that made representation on/objections to the Alteration to the East Ayrshire Local Plan were contacted for their views on the documents. A database of all interested parties is being built up over time and used for every consultation undertaken in the plan preparation process with new respondents being added at each stage.
4. A meeting was held with local businesses/retailers to discuss issues arising from the MIR.

5. All bodies and key agencies that were consulted during the compilation of the Main Issues Report were consulted again for their views.
6. Two evening workshops were held in early December 2012 to facilitate the engagement of the general public and local community groups at this stage of the local plan development process. One workshop was held at the Palace Theatre, Kilmarnock and the other in the Council offices at Cumnock. Both workshops were widely advertised in the local press, on the Council's web site. Members of the Council's five area based residents panels were contacted directly and invited to attend the workshop taking place closest to them. The workshops involved splitting into groups and discussing key questions asked in the MIR.
6. Five interactive consultation sessions were held; four of which were in local supermarkets in Kilmarnock, Cumnock, Stewarton and Galston with the fifth taking place in Dalmellington Local Centre. These were four hour long sessions that involved members of the public stating their views and leaving comments. Display boards were produced for these events.
7. An afternoon workshop was held with a class of geography students at Doon Academy in Patna. This was successful in engaging the younger members of the community in the plan making process.
8. Copies of the Main Issues Report, Monitoring Statement and Environmental Report were placed in all local community libraries and in Council Offices for information and consultation purposes. The documents were also available be placed on the Council's web site and arrangements made for representations on the documents to be submitted to the Council electronically via a dedicated local development plan email address.
9. Two information events, one in Kilmarnock and one in Cumnock were held during the proposed plan consultation period in early 2015 whereby members of the public could seek clarification on the content of the plan.
10. In cases where a proposal for development of a specific site is likely to have a significant effect on the use or amenity of that site or of neighbouring land, formal notification of the preparation of the proposed plan was also given, in terms of Regulation 14(1) of the Town and Country Planning (Development Planning) (Scotland) Regulations 2008, to the owner, lessee or occupier of any premises situated on that site or to the owner, lessee or occupier of any premises situated on the neighbouring land concerned.





**9) THIS SECTION SHOULD BE COMPLETED AFTER INVOLVEMENT HAS BEEN CARRIED OUT. DECISION-MAKING**

**(a) Following consultation, what is the RECOMMENDATION?**

|  |   |
|--|---|
| <input type="checkbox"/> <b>Reject the policy, function or service review.</b>   | <input checked="" type="checkbox"/> <b>Introduce the policy, function or service review without amendment.</b><br><br>Ensure you have explained any justification being offered for continuing with any identified adverse impacts. |
| <input type="checkbox"/> <b>Amend the policy, function or service review.</b><br><br>Ensure you have considered any new impacts and mitigated any new adverse impacts. | Please describe what amendments are recommended and any impact.   |
| <input type="checkbox"/> <b>Other – please explain.</b>  | If you have identified the need for a particular type of impact assessment, for example, health or environmental please state this here.  |

|  |   |
|--|---|
| <p><b>f) MONITORING AND REVIEW</b></p>   | <p><b>(a) How will the implementation and impact of the policy, function or service review be monitored, including implementation of any amendments? For example, what type of monitoring will there be? How frequently?</b></p> <p>The action programme will be reviewed every two years. The monitoring statement will be reviewed in advance of the new Local Development Plan which has to be updated on a five yearly cycle.</p> |
| <p><b>(b) What are the practical arrangements for monitoring? For example, who will put this in place? When will it start?</b></p> <p>This will be undertaken in-house by the Development Planning and Regeneration Section and will occur as above from the date of adoption of the plan.</p> | <p><b>(c) How will results of monitoring be used to develop future policies, functions or service reviews?</b></p> <p>The monitoring statement etc. will be reviewed in the preparation of the new plan.</p>  |
| <p><b>(d) When is the policy or function due to be reviewed?</b></p> <p>As (a)</p>   | <p><b>(e) Who is responsible for ensuring this happens?</b></p> <p>Karl Doroszenko, Development Planning and Regeneration Manager</p>   |

**g) PUBLIC AVAILABILITY OF REPORTS/RESULTS**

**(a) Who is responsible for the Equality Impact Assessment report?**

(Specify if different people are responsible for writing the report and publishing the report.)

Claire Launson, Senior Planning Officer  
 Alyia Zaheed, Corporate Officer (Equality and Diversity)  
 Susan Fulton, Disability Awareness Advisor

**(b) What are the arrangements for publishing each of the following?**

(Describe the method and formats to be used to ensure the information will reach the appropriate audience(s), including when the results are due to be published. The Publishing Summary form should be prepared for all full EIQAs. Specify if a separate narrative or summary report is also being prepared.)

The EQIA summary will be published on the Council's websites and the fill EIQA will be held by Planning and Economic Development.

| <b>(i) Results of the impact assessment.</b>   | <b>(ii) Results of the consultation.</b>  | <b>(iii) Results of monitoring</b><br>(e.g. service users/non-users and stakeholder views) |
|--|---|--|
| The results of the EQIA will be published on the Council's websites. Hard copies are available on request. | The results of the consultation have been published on the Council's website. Hard copies are available on request. | The monitoring statement etc will be reviewed in the preparation of the new plan.          |

**Signed**  
 (Lead Officer for Equality Impact Assessment)

**Date**

**Counter Signature**  
 (Head of Service or Executive Director)

Date

## FORM D: EAST AYRSHIRE COUNCIL EQUALITY IMPACT ASSESSMENT PUBLISHING SUMMARY

|   |  |
|---|--|
| <b>1. Policy details</b>  |  |
| <b>Policy Title</b>   | Local Development Plan (Proposed)  |
| <b>Policy Lead Officer</b>  | Karl Doroszenko  |
| <b>Telephone Number:</b>  | 01563 576751<br><b>E-mail address:</b> karl.doroszenko@east-ayrshire.gov.uk  |
| <b>Others involved:</b>   | Clare Laurenson, Senior Planning Officer<br>Alyia Zaheed, Corporate Officer (Equality and Diversity)<br>Susan Fulton, Disability Awareness Advisor |
| <b>Date Assessment completed</b>  |  |
| <b>2. Summary of policy aims</b>  |  |
| The Local Development Plan (LDP) provides the planning framework for all of East Ayrshire. It guides the future use and development of land, towns, villages and the rural area, it also indicates where development, including regeneration, should happen and where it should not. The Vision outlines what the Council thinks East Ayrshire will look like in 20 years' time, this includes aspirations for the rural area, the 5 hub towns (Kilmarnock, Cumnock, Stewarton, Dalmellington and Galston) and villages in East Ayrshire. |  |
| <b>3. Key issues and judgments</b>  |  |
| The policy deals with the physical environment seeking good quality developments that meets the community needs – social, economic, and environmental. Therefore in general terms the Proposed Plan is likely to have positive and neutral impacts on particular characteristic groups for example the elderly and disabled and those on lower incomes. However mitigating factors have been highlighted within each of these occasions.  |  |
| <b>4. Summary of involvement with groups</b>  |  |
| The Council have involved a number of statutory groups and non-statutory local groups which cover the protected characteristics. Groups have been involved at different stages of the development of the proposed Local Development Plan and the through the Mains Issues report which had fed into the proposed Local Development Plan.  |  |
| <b>5. Key Recommendations</b>   |  |
| To approve the proposed Local Development Plan  |  |
| <b>For further information or a copy of the full assessment, please contact the above mentioned Lead Officer</b><br><b>Assessments are available in alternative formats or languages on request</b>   |  |



