



Tendring District Council Equality Impact Assessment (EqIA)

October 2017

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1. Introduction

1.1 Local Authorities are required under legislation to undertake an Equality Impact Assessment (EQIA) when reviewing or developing new policies, strategies and functions to determine if there is any adverse impact or illegal discrimination or any unmet need or requirements.

1.2 This duty is set out in the Equality Act 2010, including age discrimination and public sector Equality Duty. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

1.3 The legislation imposes duties on local authorities to promote equality and tackle discrimination related to:

- **Age**
- **Disability**
- **Gender**
- **Gender Reassignment**
- **Marriage and Civil Partnership**
- **Race**
- **Religion or belief**
- **Pregnancy or maternity**
- **Sexual orientation**

This assessment aims to comply with the National Planning Policy Framework (NPPF). Specifically in regards to the following paragraphs:

• **Paragraph 50:** To deliver a wide choice of high quality homes, widen opportunities for home ownership and create sustainable, inclusive and mixed communities, local planning authorities should plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes).

• **Paragraph 69:** The planning system can play an important role in facilitating social interaction and creating healthy, inclusive communities. Local planning authorities should create a shared vision with communities of the residential environment and facilities they wish to see. To support this, local planning authorities should aim to involve all sections of the community in the development of Local Plans.

• **Paragraph 155:** Early and meaningful engagement and collaboration with neighbourhood, local organisations and businesses is essential. A wide section of the community should be proactively engaged, so that Local Plans, as far as possible, reflect a collective vision.

2. Initial Screening

Name of policy, strategy or function being assessed	Local Plan (Publication Draft)
Is this a new or existing policy, strategy or function?	New – replaces the Tendring District Council 2007 Adopted Local Plan and the 2016 Preferred Options Local Plan.
Person responsible for the assessment	Alexander Davidson – Planning Policy Officer
Service area	Planning Policy
Manager	Simon Meecham – Planning Policy Manager
Additional screening	
Head of Service	Catherine Bicknell
Date	May 2017

2.1 What is the main purpose of the Policy, Strategy or Function?

The Local Plan is a long term strategy for the development that will take place within the Tendring District. The plan will replace The Adopted Local Plan (2007). The National Planning Policy Framework (NPPF) requires local planning authorities to plan positively and significantly boost the number of new homes being built. The Local Plan will include development management policies and key objectives and sites allocated for development within the district.

During the preparation of the Local Plan there have been formal stages of public consultation. This includes:

- Issues and Options (6 weeks)
- Preferred Options Local Plan (8 weeks)

The public consultations have been carried out in accordance with the Statement of Community Involvement and at each stage the Council has sought feedback from public and key consultees on the emerging Local Plan to help guide its development.

The Local Plan will be subjected to the final formal stage of public consultation for 6 weeks 16 June – 28 July 2017 prior to submission to the planning inspectorate.

2.2 Who are you delivering your service to/who will be affected by the Strategy, Policy or Function?

All those who engage with the planning system and require planning guidance and advice.

- The main stakeholders for both documents include:
- Private individuals/residents of Tendring District
- Developers/landowners
- Local organisations and agencies
- Community and interest groups
- Town and Parish Councils
- Neighbouring Authorities
- Existing communities
- Service providers
- Local businesses/employers
- All protected groups that live, work and travel to the District will be affected by the Local Plan.

2.3 As stated in 1.6 the Local Plan has gone through various formal stages of consultation where members of the public have been invited to comment on the proposals in Local Plan at consultation events, newsletters, questionnaires and email.

2.4 For the submission consultation we will use a range of methods to inform the public and organisations (including various equality groups) including notification by letter, email and newsletter. Following this public consultation period, the submission Local Plan, together with all the comments and responses received will be sent to a Government Planning Inspector. The Planning Inspectorate at a Public Hearing will then be required to determine whether or not the Local Plan is sound and legally compliant.

3. Appraisal of the Draft Local Plan

3.1 The following symbols have been used in the appraisal of the draft Local Plans general appraisal where the plan is considered as a whole:

Key	
++	The Local Plan is likely to have significant positive effect upon the protected group
+	The Local Plan is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The Local Plan is considered to have a neutral effect
-	The Local Plan could have a negative effect upon a protected group
--	The Local Plan could have a significant negative effect upon a protected group

3.2. The following symbols have been used in the appraisal of the draft Local Plans when looking at specific policies:

Key	
++	The Local Plan is likely to have significant positive effect upon the protected group
+	The Local Plan is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The Local Plan is considered to have a neutral effect
-	The Local Plan could have a negative effect upon a protected group
--	The Local Plan could have a significant negative effect upon a protected group

3.3 Assessment of the draft Local Plan taken as a whole

Does the Local Plan as a whole improve access to public transport, promote car pools, car sharing and voluntary mini bus service, and encourage cycling and walking? Ensure development is located so as to reduce reliance on private car?	From the view point of:		Supporting comments	Evidence
	Equality group			
	Age	++		
	Gender	+		
	Race	++		
	Gender reassignment	+		
	Pregnancy or maternity	++		
	Sexual orientation	+		
	Religion or belief	++		
	Disability	++		
Marriage or civil partnership	++			

Does the Local Plan as a whole Protect, enhance and manage quality and diversity of natural environment and habitats of Tendring District?	From the view point of:		Supporting comments	Evidence
	Equality group			
	Age	+		
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

Does the Local Plan as a whole Protect and enhance tourist and visitor facilities and infrastructure?	From the view point of:		Supporting comments	Evidence
	Equality group			
	Age	+		
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

Does the Local Plan as a whole Diversify and strengthen rural economy?	From the view point of:		Supporting comments	Evidence
	Equality group			
	Age	+		
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

			Plan seeks to encourage expansion of broadband provision and appropriate home working. Improved internet accessibility will inevitably benefit those in rural areas, and those who may not have internet improving social inclusion.	
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Does the Local Plan as whole Improve employment opportunities in Tendring District?	From the view point of:			
	Equality group		Supporting comments	Evidence
	Age	+	The Local Plan broadens opportunities for business and secures delivery of employment land in the District. This could positively impact on all equality groups improving accessibility to employment opportunities and supporting the economy of the Tendring District as a whole. The Local Plan seeks a flexible and broadly skilled workforce to support the economy. This could assist those people who would benefit from flexible working	The following policies are viewed to support the question: SP3; SP4; SP7; SP8; SP9; SP10; SPL2; PP1; PP2; PP3; PP4; PP5; PP6; PP7; PP8; PP9; PP10; PP11; PP12; PP13; PP14; PP15; CP3; SAE1; SAE2; SAE3; SAE4; SAE5; SAE6; SAE7
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

			conditions including parents with children, retired persons and carers.	
Does the Local Plan as a whole Provide affordable housing? Provide sites in suitable locations to cater for gypsies and travellers and travelling show people?	From the view point of:			
	Equality group		Supporting comments	Evidence
	Age	+	The Strategic Housing Market Assessment which forms part of the evidence base for the Local Plan confirms the need for more affordable housing in the Tendring District. The provision of affordable housing could benefit younger people (unable to access to private ownership), elderly, those on low incomes, people with disabilities and key workers. The location of affordable housing is an important factor. The Local Plan seeks to ensure they are located in close proximity to local services. The Local Plan also includes the use of exception site policies for affordable housing to meet particular local needs in small villages this could benefit and support the rural communities. The Local also seeks to provide suitable accommodation for Gypsies,	The following policies are viewed to support the question: SPL1; SPL2; SPL3; LP1; LP2; LP3; LP4; LP5; LP6; LP7; LP8; LP9; LP10; LP11; SAMU1; SAMU2; SAMU3; SAMU4; SAMU5; SAH1; SAH2; SAH3
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

			Travellers and Travelling Showpersons.	
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Does the Local Plan as a whole Ensure that the services and facilities required meet the future needs of the community (including health, education, policing, sport, the arts, and local community facilities)?	From the view point of:			The following policies are viewed to support the question: SPL2; SPL3; HP1; HP2; HP3; HP4; HP5; LP10, PP3; PP12; PP14; PPL5; PPL10; CP1; CP2; CP3; DI1
	Equality group		Supporting comments	
	Age	+	The Local Plan seeks to ensure the Council works in partnership with partners, service delivery organisations and development industry to ensure that services and facilities required to provide for the future needs of the community are delivered in a timely, efficient and effective manner. This could potentially positively benefit all the equality groups. The Local Plan seeks to ensure that in the rural area, services and facilities will be supported, developed and located to meet the defined needs of each settlement, and immediate local area. The loss or reduction of existing services and facilities will be resisted unless they are no longer viable or satisfactory alternatives are available. This could benefit those living in rural communities, the elderly, disabled who use	
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

			their local facilities and services such as post offices, public houses, shops etc.	
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Improve health, and promote healthy lifestyles?	From the view point of:			
	Equality group		Supporting comments	Evidence
	Age	+	The Local Plan promotes cycle and pedestrian links this could encourage a healthier lifestyle and reduce reliance on the private modes of transport, reducing carbon emissions. Elderly people, young children and those with particular illnesses may particularly benefit from better air quality. Providing cycle/pedestrian routes to schools may also assist in reducing obesity in school age children. The Local Plan promotes energy efficient design in new developments. Elderly people, those with younger families and the disabled may benefit from energy efficient design and warmer homes more demonstrably. The Local Plan promotes the provision of recreational and community facilities which could encourage	The following policies are viewed to support the question: SPL3; HP1; HP2; HP3; HP4; HP5; PP14
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

			an increase in sports and other healthy activities. This may benefit those who commute regularly using less active modes of travel (car, bus train).	
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Create environments which are safe and reduce crime & fear of crime?	From the view point of:			Supporting comments The Local Plan aims to create environments which are safe and seeks to provide community and recreational facilities to reduce the fear of crime and facilitate community cohesion. This could positively impact across all the equality groups.	Evidence The following policies are viewed to support the question: SPL3; HP5; LP4; LP8; LP10; PP12
	Equality group				
	Age	+			
	Gender	+			
	Race	+			
	Gender reassignment	+			
	Pregnancy or maternity	+			
	Sexual orientation	+			
	Religion or belief	+			
	Disability	+			
Marriage or civil partnership	+				

Secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design and waste recycling facilities?	From the view point of:			Supporting comments The Local Plan seeks to secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design, waste recycling facilities. Providing energy efficient homes could	Evidence The following policies are viewed to support the question: SPL3; LP7; PPL10; DI1
	Equality group				
	Age	+			
	Gender	+			
	Race	+			
	Gender reassignment	+			
	Pregnancy or maternity	+			
	Sexual orientation	+			
Religion or belief	+				

	Disability	+	particularly benefit the elderly and those on lower incomes, reducing fuel bills.	
	Marriage or civil partnership	+		

Minimise land, water, air, light and noise pollution?	From the view point of:			
	Equality group		Supporting comments	Evidence
	Age	+	Minimising all forms of pollution could positively benefit all the equality groups. Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities.	The following policies are viewed to support the question: SPL3; LP7; PPL5; PPL10; PPL13; DI1
	Gender	+		
	Race	+		
	Gender reassignment	+		
	Pregnancy or maternity	+		
	Sexual orientation	+		
	Religion or belief	+		
	Disability	+		
Marriage or civil partnership	+			

3.4 Policy specific assessment of the draft Local Plan

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
SP1 - Presumption in Favour of Sustainable Development	The council shall embrace a positive approach to development.	+	+	+	+	+	+	+	+	+	The Council shall seek to proactively manage development within the District for the benefit and with regard for all sectors of the community. The policy promotes sustainable development, which helps improve access to essential services and amenities for all, and helps reduce the need to travel, particularly by private car.
SP2 - Meeting Housing Need	Ensures that there is a sufficient allocation of homes for the plan period.	+	+	+	+	+	+	+	+	+	Providing a sufficient supply of homes aids all sectors of the community to be housed appropriately.
SP3 - Providing	Ensures	+	+	+	+	+	+	+	+	+	This policy aims to provide a flexible supply of

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
for Employment	that there is a sufficient allocation of employment land for the plan period.										employment land to meet the varying needs of different economic sectors, and to protect and enhance existing employment sites and premises including meeting the employment needs of rural areas. It seeks to direct employment in proportion to the locations planned to take major housing development. This policy will therefore result in an overall improvement in employment prospects for all people, and have benefits in terms of reducing the need to travel to access work, and help reduce associated travel costs.
SP4 - Infrastructure and Connectivity	Seeks to ensure that the appropriate infrastructure is provided with developm	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development has the right provision of infrastructure for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
	ent.										
SP5 - Place Shaping Principal	Ensures that development is to the highest standards in built and urban design.	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development is to the highest standard of design for all sectors of the community. The policy encourages the use of development frame works and masterplans that can aid in addressing or highlighting any likely issues that will arise in the issues that could present themselves that could disadvantage any sector of the community.
SP6 - Spatial Strategy for North Essex	The policy sets out the spatial strategy for Braintree, Colchester and Tendring councils.	+	+	+	+	+	+	+	+	+	The policy sets out the spatial strategy for the three districts. It is unlikely that this will, at this strategic level, have a visible impact upon any protected group particularly. Though the policy seeks to ensure that development is placed in the appropriate areas for the benefit of all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
SP7 - Development and Delivery of New Garden Communities in Essex	Sets out the information regarding the planned garden communities and the principles that they shall adhere to.	+	+	+	+	+	+	+	+	+	The policy seeks the highest quality of design and is based upon community empowerment. This will benefit all sectors of the community.
SP8 - East Colchester/West Tendring New Garden Community	Sets out the envisaged garden community to the East of	+	+	+	+	+	+	+	+	+	The policy sets out that the garden community will have to be designed to the highest standards of built and urban design. As with the other garden communities, each shall be designed with a high proportion of open space for the enjoyment of all and sufficient facilities and services to sustain the community. The use of masterplans will enable any

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
	Colchester / West of Tendring.										design issues likely to arise to be considered early on to ensure all sectors of the community are considered. The policy also requires the community to be empowered and therefore each protected group shall be able to be represented from an early stage.
SP9 - West of Colchester / East Braintree New Garden community	Sets out the envisaged garden community to the West of Colchester / East of Braintree.	+	+	+	+	+	+	+	+	+	The site is outside of the district and therefore will have a negligible effect on any protected group within the Tendring District. However the impact suggested is + for all groups as in principle the garden community is similar in ambition and policy to SP8..
SP10 - West of Braintree New Garden Community	Sets out the envisaged garden community to the	+	+	+	+	+	+	+	+	+	The site is outside of the district and therefore will have a negligible effect on any protected group within the Tendring District. However the impact suggested is + for all groups as in principle the garden community is similar in ambition and policy to SP8.

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
	West of Braintree.										
SPL1 – Managing Growth		+	+	/	/	+	/	/	+	+	
SPL2 – Settlement Development Boundaries		+	+	/	/	+	/	/	+	+	
SPL3 – Sustainable Design		++	+	+	/	+	/	/	++	+	
HP1 – Improving health and wellbeing		++	+	+	/	+	/	+	++	+	
HP2 – Community Facilities		++	+	+	+	+	+	+	+	+	
HP3 – Green infrastructure		+	+	/	/	+	/	/	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
HP4 – Safeguarded Local Green Space		++	+	+	/	+	/	+	+	+	
HP5 - Open Space, sports and recreation facilities		+	+	+	+	+	+	+	++	+	
LP1 – Housing Supply		+	+	+	+	+	+	+	+	+	
LP2 – Housing Choice		++	+	+	+	+	+	/	++	+	
LP3 – Housing Density and standards		+	+	+	/	+	/	/	+	+	
LP4 – Housing Layout		++	+	+	+	++	/	/	++	+	
LP5 – Affordable and Council Housing		+	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
LP6 – Rural exception sites		+	+	+	+	+	+	+	+	+	
LP7 – Self-build and custom-built homes		+	+	/	/	+	/	+	+	+	
LP8 – Backland residential development		+	+	/	/	+	/	/	+	+	
LP9 – Traveller sites		+	+	++	/	+	/	/	+	+	
LP10 – Care and Assisted living		++	+	+	/	/	+	+	++	++	
LP11 – HMO and bedsits		/	+	/	+	+	/	/	+	/	
PP1 – New retail development		+	+	+	+	+	+	+	+	+	
PP2 – Retail hierarchy		+	+	++	+	+	+	++	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
PP3 – Village and neighbourhood centres		+	+	+	+	+	+	+	+	+	
PP4 – Local impact threshold		/	/	/	/	/	/	/	/	/	
PP5 – Town centre uses		/	/	/	/	/	/	/	/	/	
PP6 – Employment sites		+	+	+	+	++	+	+	+	+	
PP7 – Employment allocations		/	/	/	/	/	/	/	/	/	
PP8 – Tourism		+	+	+	+	+	+	+	+	++	
PP9 – Hotels and Guesthouses		+	+	+	+	+	+	+	+	+	
PP10 –		+	+	+	+	+	+	+	/	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
Camping and touring caravan sites											
PP11 – Holiday parks		+	+	+	+	+	+	+	+	+	
PP12 – Improving education and skills		++	+	+	+	+	+	+	+	+	
PP13 – The rural economy		+	+	+	+	+	+	+	+	+	
PP14 – Priority areas for regeneration		++	+	+	++	++	+	+	++	+	
PPL1 – Development and flood risk		/	+	+	+	+	+	+	/	+	
PPL2 – Coastal protection belt		+	+	+	+	+	+	+	+	+	
PPL3 – The		+	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
rural landscape											
PPL4 – Biodiversity and geodiversity		+	+	+	+	+	+	+	+	+	
PPL5 – Water conservation, drainage and sewerage		+	+	+	+	+	+	+	+	+	
PPL6 – Strategic green gaps		+	+	+	+	+	+	+	+	+	
PPL7 – Archaeology		+	+	+	+	+	+	+	+	+	
PPL8 – Conservation areas		+	+	+	+	+	+	+	+	+	
PPL9 – Listed buildings		+	+	+	+	+	+	+	+	+	
PPL10 – Renewable		+	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
energy generation											
PPL11 – The Avenues Area of Special Character, Frinton-on-Sea		-	+	+	+	+	+	+	/	+	It is considered that as the policy specifically restricts the inclusion of flats, that this may have a negative impact on an ageing population.
PPL12 – The Gardens Area of Special Character, Clacton-on-Sea		-	+	+	+	+	+	+	/	+	It is considered that as the policy specifically restricts the inclusion of flats, that this may have a negative impact on an ageing population.
PPL13 – Ardleigh Reservoir catchment area		+	+	+	+	+	+	+	+	+	
PPL14 – Safeguarding of civil technical site, north east of Little		+	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
Clacton/south of Thorpe-le-Soken											
PPL15 – Safeguarding of Hazardous Substance Site, South East of Great Oakley/South West of Harwich		+	+	+	+	+	+	+	+	+	
CP1 – Sustainable transport and accessibility		+	+	+	+	+	+	+	+	+	
CP2 – Improving the transport network		+	+	+	+	+	+	+	+	+	
CP3 –		+	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
Improving the telecommunications network											
SAMU1 – Development at Edme Maltings		++	+	+	+	+	+	+	+	+	
SAMU2 – Development at Hartley Gardens, Clacton		++	+	+	+	+	+	+	+	+	
SAMU3 – Development at Oakwood Park, Clacton		++	+	+	+	+	+	+	+	+	
SAMU4 – Development at Rouses Farm, Jaywick Lane, Clacton		++	+	+	+	+	+	+	+	+	
SAMU 5 – Land south of Thorpe Road, Weeley		++	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
SAH1 – Development at Greenfield Farm, Dovercourt		++	+	+	+	+	+	+	+	+	
SAH2 – Development Low Road, Dovercourt		++	+	+	+	+	+	+	+	+	
SAH3 – Development Robinson Road, Brightlingsea		++	+	+	+	+	+	+	+	+	
SAE1 – Carless Extension		+	+	+	+	+	+	+	+	+	
SAE2 – Land south of Long Road, Mistley		+	+	+	+	+	+	+	+	+	
SAE3 – Lanswood Park, Elmstead Market		+	+	+	+	+	+	+	+	+	
SAE4 – Mercedes Site,		+	+	+	+	+	+	+	+	+	

Policy	Expected Outcomes	Age	Gender	Race	Gender reassignment	Pregnancy or maternity	Sexual orientation	Religion or belief	Disability	Marriage or civil partnership	Comments and recommendations
Bathside Bay											
SAE5 – Development at Mistley Port		+	+	+	+	+	+	+	+	+	
SAE6 – Development at Mistley Marine		+	+	+	+	+	+	+	+	+	
SAE7 – Stanton Europark		+	+	+	+	+	+	+	+	+	
DI1 – Infrastructure Delivery and Impact Mitigation		+	+	+	+	+	+	+	+	+	

4. Monitoring and Review Arrangements

These are as follows:

- The Annual Monitoring Report (AMR) indicators cover the number of affordable homes built, skills and economic inclusion, working age population qualified to NVQ Level 4 or higher, improving community health and the design of new buildings.
- There is also the potential in the future of using an indicator based on equality / related policy within the Annual Monitoring Report and the performance indicators once we have an established baseline for this area of work/policy.
- The use of equality impact assessments carried out at a project/planning application level locally. These could be monitored on a two yearly basis; due to the life span of the Local Plan document.
- When a review of the Tendring District Local Plan takes place, it would be appropriate to carry out an equality impact assessment, to assess any policies changes and their effects.