

South Ayrshire Local Development Plan:  
Proposed Plan

**Equality Impact Assessment**

February 2012

## Equality Impact Assessment

### Introduction

The Equality Act 2010 introduces a duty on public bodies and others carrying out public functions to ensure that they consider the needs of all individuals in their day-to-day work – in shaping policy, in delivering services, and in relation to their own employees.

The purpose of an Equalities Impact Assessment (EqIA) is to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations to help ensure that the Council does not discriminate in the delivery of its services or in the design of its policies and, where possible, the Council identifies opportunities to promote equality and good relations between individuals and groups.

An EqIA involves anticipating the consequences of the Council's functions and policies on different sections of the community (and colleagues), making sure that, as far as possible, any negative impact (discrimination) on any group is eliminated and that opportunities for promoting equality are maximised.

**Direct discrimination** means that treating a person less favourably than another on the grounds of their protected characteristics.

**Indirect discrimination** means the application of a provision, criteria or practice that puts people from different backgrounds at a particular disadvantage and cannot be shown to be a proportionate means of achieving a legitimate aim.

The assessment extends to monitoring the actual effects of the function or policy and requires the Council to take action if there are any concerns that the function or policy is having a detrimental impact on any of the protected character groups and the Equality and Diversity Themes relevant to South Ayrshire:-

Equality Strands	Protected Characteristic Group
Race	Black and Minority Ethnic Group (BME) including Gypsies and Travellers
Sex	Women and/or men
Disability	Disability, physical and mental impairment
Gender	Gender, Women and Men
Sexual Orientation	Lesbian Gay Bisexual Transgender (LBGT)
Religion or Belief	Belief: religious and political
Age	Younger and Older people <sup>1</sup>
Marriage and Civil Partnership	Married or in a civil partnership
Gender Reassignment	Proposed, started or completed process to change sex
Pregnancy and Maternity	Being pregnant or expecting a baby

<sup>1</sup>Younger age range includes children and young adults up to and including the age of 25 years old and the older range includes adults aged 65 and over

## Equality and Diversity Themes relevant to South Ayrshire

Health	Issues and impacts affecting people's health
Human Rights	Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.
Rurality	Impacts relating to living and working in a rural community
Deprivation	Issues relating to poverty and social exclusion, and the disadvantage that results from it.

### Equalities Impact Assessment (EqIA) process

An Equalities Impact Assessment should be carried out for any new Council policy that is being developed or for an existing policy that is being revised or updated. The aim is to assess any potential impact that the policy will have on the range of stakeholder groups, including those with protected characteristics.

The Equality Impact Assessment considers two types of impacts:

**Positive** - An impact that could improve equality of opportunity and/or relations between different protected characteristic groups. The positive impact may be differential where the positive impact on one Protected Characteristic Group is likely to be greater than on another. This is permissible but it must always be demonstrated that any positive impacts justifiable in law do not amount to discrimination (direct or indirect) for any other Protected Groups.

**Negative** – An impact that could disadvantage one or more Protected Characteristic Groups. This disadvantage may be differential where the negative impact on one Protected Characteristic Group is likely to be greater than on another.

When any negative impact is identified, further assessment is required to identify the level of impact. Steps should then be taken to remove the negative impact where the policy is shown to be unlawfully discriminatory. There may be circumstances, however, where a negative impact cannot be eliminated altogether.

### The process of preparing the Proposed Local Development Plan

The Proposed Local Development Plan (LDP) contains a suite of planning policies dealing with a range of different land use and planning issues. A full list of the policies is contained in Appendix A.

The Development Plan Scheme (DPS) provides information on the Council's programme for preparing and reviewing its LDP and is required to be up-dated annually. The DPS provides details of the timetable of the main stages involved in preparing the LDP and also details of how and when stakeholders can be involved in the formulation of the plan – the Participation Statement. The Main Issues Report (MIR) was the first stage in preparing the Local Development Plan and was published in May 2010 for consultation. The MIR sets out the key planning issues for the area and options for change to existing policies, as well as a vision for the LDP. The main purpose of the MIR is to stimulate discussion and feedback on key planning issues to shape future stages of the LDP, and is the principal opportunity in the LDP process for public engagement in the production of the Plan.

At the early drafting stage of the policies, their aim and purpose was considered along with any priorities associated with the policy. The main stakeholders were identified and consideration was

given as to whether any of the policies affects one or more protected characteristic group(s) in a different way to other groups.

An extensive community consultation and engagement exercise was undertaken on the Main Issues Report (MIR), between 17<sup>th</sup> May and 12<sup>th</sup> July 2010. This was co-ordinated by a **Consultation Strategy**, which utilised a range of activities, techniques and media to communicate and engage with local communities, including:

- The creation of an electronic portal on the Council's website,
- Adverts placed in newspapers, online, local radio, health facilities, GP surgeries, supermarkets and local shops
- Distribution of the MIR and summary leaflets to Council buildings and libraries.
- 5 regional community sessions held in Ayr, Prestwick, Girvan, Troon and Maybole with a total of 88 participants who gave their views on the main issues and spatial options presented.
- A Planning Forum was formed in September 2009, to engage regularly with the local community to discuss policy development issues for the LDP, together with other Planning Service performance issues. The Forum meets around three times per year with twenty to thirty members being invited to each meeting.
- Establishment of a LDP Contacts mailing list to keep members of the public, developers, landowners, businesses and other interested parties informed of key LDP progress.

Consultation on the MIR was also undertaken with a range of bodies and key agencies including the Scottish Government, Scottish Water, Scottish Natural Heritage, Scottish Environment Protection Agency (SEPA), Historic Scotland, Scottish Enterprise, Transport Scotland, West of Scotland Archaeology. Internal Council services were also consulted, including Estates, Enterprise, Roads, Environment and Sustainability, Housing and Development Management. In addition landlords, developers, landowners, Community Councils, major employers and local business were consulted, including:-

**Major Employers** – NHS, Ayr College, University of the West of Scotland, ABP Ports, Glasgow Prestwick Airport (Infratil), William Grant Distillers.

**Local Businesses and Developers** – Including: Ayrshire Housing, West of Scotland Housing Association, MacTaggart and Mickel, Homes for Scotland, Hanover (Scotland) Housing Association, Banks Developments, Savills, Dawn Group, Lawrence McPherson Architects.

The feedback from the Main Issues Report consultation process was reported to Council on 23<sup>rd</sup> November 2010.

### The Proposed Local Development Plan

The LDP will be assessed as a single policy document on the basis that the LDP introduces controls over the physical environment which may impact directly on people and their daily lives.

The full list of policies contained within the Proposed Plan is contained in Appendix A.

Although it is not intended to adopt the Local Development Plan (and its associated policies) until 2013, the EqIA is being presented alongside the Proposed Plan and represents the Council's view as to what the final adopted content of the Plan should be.

Consultation on the Proposed Plan will take place following publication of the Plan for a period of 6 weeks. The consultation exercise is likely to include:

- Publishing the plan on the Council's website;
- Publishing a notice/article in a local newspaper stating that the document is available to view at certain locations and that comments on its content are welcomed and encouraged;
- Making the plan available to view at Council offices and public libraries;

- Sending a copy of the plan to each of the key agencies and having follow up discussions where required;
- Sending letters/e-mails out to all who responded or made representations following the publication of the MIR and informing them of where the plan is available for inspection;
- Sending out neighbour notifications to those affected by site specific proposals;
- Meeting with community groups, Community Councils and other interested parties where appropriate; and
- Providing feedback forms both online and in paper form.

Additionally, exhibition sessions on the Proposed Plan may be held.

Unresolved representations to the Proposed Plan may lead to certain policies being subject to further (independent) examination by Scottish Government Reporters at the end of 2012. Recommendations from the Reporters will be binding and any changes to the Plan (and policies) will be published as modifications before the Plan is put forward for adoption. The EqIA will be revisited at this time to ensure such changes are assessed, and republished to accompany the Adopted Plan.

The individual policies within the Proposed LDP have been assessed against the protected characteristic and Equality and Diversity Themes and the results are set out in Appendix B. The results of the full EqIA process on the Proposed LDP are set out in Appendix C.

In addition, as the Consultation Strategy for the Main Issues Report was developed before the EqIA process had been fully developed and implemented, an assessment of the Consultation Strategy against the protected characteristic groups and Equality and Diversity Themes has been undertaken as set out in Appendix D, to ensure that all groups and themes have been fully considered and included in the consultation process. Any negative impacts identified (in terms of particular consultation techniques potentially not being accessible to certain groups) are addressed in Section 4 of the Proposed LDP EqIA (in Appendix C)

### Conclusions

In relation to the LDP assessed through the EqIA process, in general terms the proposed plan is likely to have a positive impact on particular characteristic groups, e.g. the disabled, younger and older people and those on lower incomes.

Development proposals are assessed against the Development Plan (and other material considerations). The Plan is an integrated planning tool and all aspects of it require to be fully considered in determining planning applications for development. The whole suite of policies that make up the development plan (and any relevant national planning policy) will be considered in reaching a planning decision. Planned 5-yearly reviews of the Local Development Plan will enable changes to policies to be introduced with reasonable frequency, to reflect any changing requirements and new opportunities. In addition, policies can be reviewed sooner should this be required in response to the results of monitoring their impact.

## APPENDIX A

### List of Policies within the Proposed Plan

Number	Policy
1.	LDP Policy: Spatial Strategy
2.	LDP Policy: Greenbelt
3.	LDP Policy: The Coast
4.	LDP Policy: Sustainable Development
5.	LDP Policy: Delivering Infrastructure
6.	LDP Policy: Business & Industry
7.	LDP Policy: Glasgow Prestwick Airport
8.	LDP Policy: Newton-on-Ayr
9.	LDP Policy: Heathfield
10.	LDP Policy: Ports
11.	LDP Policy: Development Opportunities
12.	LDP Policy: Office Development
13.	LDP Policy: Tourism
14.	LDP Policy: Galloway and Southern Ayrshire Biosphere
15.	LDP Policy: General Retail
16.	LDP Policy: Town Centres
17.	LDP Policy: Local Centres & Small Settlement Town Centres
18.	LDP Policy: Maintenance and Protection of an Effective Housing Land Supply
19.	LDP Policy: Residential Policy within Settlements, Release Sites and Windfall Sites
20.	LDP Policy: Rural Housing
21.	LDP Policy: Affordable Housing
22.	LDP Policy: Open Space
23.	LDP Policy: Belleisle

24.	LDP Policy Craigie Estate
25.	LDP Policy: Community Facilities
26.	LDP Policy: Telecommunications
27.	LDP Policy: Landscape Quality
28.	LDP Policy: Landscape Protection
29.	LDP Policy: Woodland & Forestry
30.	LDP Policy: Tree Preservation
31.	LDP Policy: Green Networks
32.	LDP Policy: Water Environment
33.	LDP Policy: Flooding & Development
34.	LDP Policy: Agricultural Land
35.	LDP Policy: Air, Noise and Light Pollution
36.	LDP Policy: Minerals & Aggregates
37.	LDP Policy: Renewable Energy
38.	LDP Policy: Wind Energy
39.	LDP Policy: Historic Environment
40.	LDP Policy: Archaeology
41.	LDP Policy: Estates
42.	LDP Policy: Natural Heritage
43.	LDP Policy: Waste Management
44.	LDP Policy: Dark Skies
45.	LDP Policy: Land Use and Transportation
46.	LDP Policy: Rail Investment
47.	LDP Policy: Strategic Road Development
48.	LDP Policy: Public Transport
49.	LDP Policy: Freight Transport
50.	LDP Policy: Town Centre Traffic Management
51.	LDP Policy: Cycling and Walking

Appendix B: LDP Policies Equalities Impact Assessment

LDP Policy	Protected Characteristics											Equality and Diversity Themes Relevant to South Ayrshire				Actions	
	Race	Sex	Disability	Age	Religion or Belief	Sexual Orientation	Marriage and Civil	Gender Reassignment	Pregnancy and Maternity	Multiple/Cross Cutting	Health	Human Rights	Rurality	Deprivation			
<b>SPATIAL STRATEGY</b>																	
<b>Spatial Strategy</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from protection and improvements to open space networks and access	No predicted negative impacts	Potential positive impact from enhanced open space networks and access and promotion of rural south and rural economy	Potential positive impact and access to employment opportunities and housing		
<b>Greenbelt</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from green networks	No predicted negative impacts	Potential positive impact from green networks	No predicted negative impacts		
<b>The Coast</b>	No predicted negative impacts	No predicted negative impacts	Potential improvements to connections and accessibility	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to potential improvements to connections and accessibility	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		
<b>Sustainable Development</b>	No predicted negative impacts	No predicted negative impacts	Positive impacts from barrier free design, accessibility and promotion of public transport.	Potential positive impact to allow greater access to services	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from improvements to open space networks, access and overall higher quality environment	No predicted negative impacts	No predicted negative impacts	Potential positive impact through regeneration of vacant and derelict land		
<b>Delivering Infrastructure</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of improvements to linkages and amenities	Potential positive impact to allow greater access to services	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to provision for improved infrastructure	Potential positive impact from improvements to open space, travel networks and access	No predicted negative impacts	No predicted negative impacts	Potential positive impact through improving access to services and employment		
<b>ECONOMIC DEVELOPMENT</b>																	
<b>Business &amp; Industry</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impacts as employment land is safeguarded and and new, diverse employment opportunities are promoted in accessible, central locations	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact as a result of increased access to employment opportunities within rural areas.	Potential positive impact to areas identified within the 5% most deprived in Scotland (based on Scottish Index of Multiple Deprivation (SIMD)), through protection of employment land and support for job creation		
<b>Glasgow Prestwick Airport</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential negative impact due to air pollution as a result of increased air traffic	No predicted negative impacts	No predicted negative impacts	Potential positive through increased employment opportunities. (and possible increase in business/trade of local airport service providers e.g. haulage, taxis, hotels and B&B)		
<b>Newton-on-Ayr</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from amenity improvements to area	No predicted negative impacts	No predicted negative impacts	Potential positive impact on access to employment opportunities, as Newton area is identified as most deprived data zone on the SIMD 2009 employment domain in South Ayrshire.		
<b>Heathfield</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact to restricting leisure use to town centre	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		
<b>Ports</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impacts from improved leisure and recreation uses at smaller harbours and positive impact due to reducing freight journeys by road in favour of sea-freight.	No predicted negative impacts	Potential positive impact due to support for development and potential increased visitor/tourist numbers at smaller harbours in rural south.	Potential positive impact due to increased employment opportunities associated with further development of ports.		

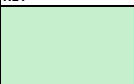
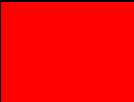




Office Development	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to accessibility of office premises by various modes of transport.	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts				
Tourism	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of improved accessibility	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential improved rural access and tourism may result in potential positive impacts on health	+	Potential improved rural access and support for tourism opportunities in rural areas	+	Potential positive impact within rural area due to additional facilities to support tourists and the local community.	+	Potential positive impact to access to employment opportunities as areas within South Ayrshire identified in the SIMD 2009	+
Development Opportunities	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		Potential positive impact due to the re-use of vacant and redundant sites resulting in sites being economically active.	+
Galloway and Southern Ayrshire Biosphere	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of rural access and recreation, and local food production within Biosphere	+	No predicted negative impacts		Potential positive impact within rural areas as actively encouraging sustainable economic and community development.	+	Potential positive impact on deprivation within rural areas due to support for sustainable economic and community development opportunities.	+
<b>COMMUNITIES</b>																			
General Retail	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of accessibility and support for town centres as primary location for retail, and major leisure	+	Potential positive impact due to a wide range of transport options available to access town centres.	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to support for retail in the most accessible locations, encouraging active travel rather than just vehicle access.	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		Potential positive impact as retail and services are more accessible.	+
Town Centres	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	+	Potential positive impact due to a wide range of transport options available to access centres.	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact as greater number of people can access by a combination of various modes of transport.	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		Potential positive impact as services more accessible.	+
Local Centres & Small Settlement Town Centres	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to policy safeguards and promotes local services, which are accessible and important to local communities	+	Potential positive impact due to policy safeguards and promotes local services, which are accessible and important to local communities	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to policy safeguards and promotes local services, which are accessible to local communities, and may encourage active, rather than car-based, travel	+	No predicted negative impacts	Potential positive impact as safeguards and promotes local services, and potential employment opportunities, in rural areas	+	Potential positive impact as retention of services/retail at local level reduces travelling costs, reduces potential for exclusion and creates local employment opportunities.	+	
Maintenance and Protection of an Effective Housing Land Supply	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Support for new housing to meet varying needs, in accessible, sustainable locations. Re-using vacant, brownfield sites	+	No predicted negative impacts	Potential positive impact as growth is directed to sustainable locations with low environmental impact, and sustainable growth in rural areas is supported	+	Potential positive impact due to provision of sites for housing which may include affordable housing.	+	
Residential Policy within Settlements, Release Sites and Windfall Sites	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of high residential amenity standards, including accessibility and design	+	Potential positive impact due to promotion of high residential amenity standards, including accessibility and design	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from reduction of vacant sites, access to open space networks and promotion of high residential amenity standards.	+	No predicted negative impacts	Potential positive impact to preserve rural character	+	Promotion of high residential amenity standards could potentially help improve living standards and access to amenities and open space	+	
Rural Housing	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Positive impact due to support for sustainable rural housing in appropriate locations to high design standards, and to support needs of rural businesses.	+	Potential positive impact due housing that supports needs of rural businesses - new diversification and employment opportunities.	+	

Affordable Housing	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to support for provision of a range of special needs and affordable housing in accessible locations, and designed	Potential positive impact for all as new housing will be designed to be barrier free and will be allow varying needs to be met in various locations.	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from a range of housing tenures and high quality, energy efficient housing.	No predicted negative impacts	Potential for this policy to have less positive impact on rural areas due to the scale of development possible in these locations.	There is potential positive impact due to the increased number and availability of affordable housing as a result of the policy in areas of high accessibility to all groups.
Gypsy and Traveller Accommodation	Potential positive impact due to promotion of sites for gypsies and travellers	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to greater access to health services and on-site sanitation services	No predicted negative impacts	No predicted negative impacts	There is potential positive impact due to support for permanent sites which could lead to increased access to education and lead to greater social integration.
Open Space	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Access to open space for recreation and leisure may result in potential positive impacts on health as well as the reduction in emissions through encouraging active transport.	No predicted negative impacts	No predicted negative impacts	By improving poor quality open space, this can improve health and well being of communities and lead to greater social integration.
Belleisle & Rozelle Estates	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Access to open space for recreation and leisure may result in potential positive impacts on health	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts
Craigie Estate	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact to increase educational opportunities for various groups.	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Access to open space for recreation and leisure may result in potential positive impacts on health	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to the increased educational provision from secondary school to further education.
Community Facilities	No predicted negative impacts	No predicted negative impacts	Potential positive impact due promotion of local, accessible facilities	Potential positive impact due promotion of local, accessible facilities	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact from support for community facilities, including recreational/health	No predicted negative impacts	Potential positive impact from support for community facilities, including recreational/health	Potential positive impact due to improved provision of community facilities accessible to all.
Telecommunications	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts
ENVIRONMENT AND CLIMATE CHANGE			Positive impacts on mental health and well-being	Positive impacts for children, young people and older people											
Landscape Quality	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact to ensure high quality environment	No predicted negative impacts
Landscape Protection	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact to ensure high quality environment	No predicted negative impacts
Woodland and Forestry	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact on health from networks and access	No predicted negative impacts	Potential positive impact due to increased access to employment opportunities.	Potential positive impact due to increased access to employment opportunities.
Tree Preservation	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts
Central Scotland Green Network	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact on health due to increased accessibility to green areas.	No predicted negative impacts	Potential positive impact due to increased accessibility to rural areas and routes	Potential positive impact due to increased access to employment opportunities.
Water Environment	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact on health as water quality improved within rivers and at coast.	No predicted negative impacts	Potential positive impact to improve and protect water quality and support biodiversity.	No predicted negative impacts
Flooding and Development	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to overall benefits from new developments reducing the risk of flooding.	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts

<b>Agricultural Land</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential health benefits from supporting local food production	+	No predicted negative impacts	Potential positive impact in retaining prime agricultural land	+	No predicted negative impacts	
<b>Air, Noise and Light Pollution</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to limits on types of development close proximity of pollution sources.	+	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	
<b>Minerals and Aggregates</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential negative impact caused by dust particles in the air from operations.	-	No predicted negative impacts	Potential negative impact to rural areas setting during operations.	-	No predicted negative impacts	
<b>Low and Zero Carbon Buildings</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential to create warmer, drier houses which are cheaper to heat-could lead to positive health impacts.	+	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	
<b>Renewable Energy</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	Potential negative impact on the setting of rural area as a result of the apparatus/equipment.	-	No predicted negative impacts	
<b>Wind Energy</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential negative impact on health due to noise and shadow	-	No predicted negative impacts	Potential negative impact on the setting of rural area as a result of the apparatus/equipment.	-	Potential positive impacts in terms of potential economic growth and job creation	+
<b>Historic Environment</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	
<b>Archaeology</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	
<b>Estates</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	Potential positive impact due to the promotion and diversification of estates to encourage viability.	+	Potential positive impact due to employment opportunities through diversification.	+
<b>Natural Heritage</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Improved access to, and environmental quality of, sites may result in potential positive impacts on health	+	No predicted negative impacts	Positive benefits, economic and social, from safeguarding and enhancing key natural resources, generally in rural areas	+	No predicted negative impacts	
<b>Waste Management</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to reduction of landfill and associated environmental/health risks	+	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	
<b>Dark Skies</b>	No predicted negative impacts	No predicted negative impacts	Potential negative impact due to insufficient lighting	-	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	Potential positive impact of tourism to area	+	Potential positive impact due to increased employment opportunities derived from increased tourism.	+
<b>TRANSPORT</b>																		
<b>Land Use and Transportation</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to reduction of road based transportation	+	No predicted negative impacts	No predicted negative impacts		Potential positive impact as public transport promoted.	+
<b>Rail Investment</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to reduction of road based transportation	+	No predicted negative impacts	No predicted negative impacts		No predicted negative impacts	
<b>Strategic Road Development</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	Potential positive impact as to encourage businesses to the area as greater linkages to wider Scottish road network.	+	Potential positive impact as to encourage businesses to the area as greater linkages to wider Scottish road network.	+
<b>Public Transport</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	+	Potential positive impact due to increased promotion of accessibility	+	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	-	No predicted negative impacts	Potential positive impact as public transport promoted.	+	Potential positive impact as public transport promoted.	+

<b>Freight Transport</b>	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to reduction of road based transportation	No predicted negative impacts	Potential positive impact due to introduction of rail halt	No predicted negative impacts	
<b>Town Centre Traffic Management</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of improved accessibility	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	
<b>Outdoor Public Access &amp; Core Paths</b>	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to increased promotion of accessibility	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential positive impact due to promotion of improved accessibility and active travel	No predicted negative impacts	Potential positive impact due to promotion of improved accessibility, linkages between routes and areas and provision for active travel, including rural areas.	Potential positive impact due to safeguarding and improving linkages and accessibility, which could help reduce travel costs.	

KEY	
	Potential general positive impact across whole community
	Potential negative impacts across protected characteristics/themes
	Potential key positive impact across protected characteristic/theme
	Potential positive across all sectors however more positive across particular geographical areas

**Appendix C:**

**SOUTH AYRSHIRE COUNCIL  
EQUALITY AND DIVERSITY IMPACT ASSESSMENT**

**Section One: Policy Details\***

Name of Policy Document	South Ayrshire Proposed Local Development Plan
Lead Officer (Name/Position)	Ms Christina Cox, Planning Manager
Policy Development Team (Names/Positions)	Neale McIlvanney, Supervisory Planner James Hall, Supervisory Planner David Clark, Planner Kenneth Campbell, Planning Environmental Officer Shirley Curran, Planner
Critical friend (s)	Lorraine Finlayson, Strategic Management Officer

\*Policy could include strategy, project or application: see guidance attached.

What are the main <b>aims</b> of the policy document?	To support development that promotes the sustainable economic development of South Ayrshire, enhances the environment and assists to create sustainable communities. This is achieved by setting out a policy framework to determine planning applications.
What are the intended <b>outcomes</b> of the policy document	<ul style="list-style-type: none"> <li>a) Encourage economic activity across South Ayrshire by making use of unique assets of the area</li> <li>b) Enhancement of the overall environmental quality of South Ayrshire</li> <li>c) Promotion of more sustainable development patterns of economic growth</li> <li>d) Increased employment opportunities through allocation of land for industry and business</li> <li>e) Allocation of land for new homes to meet identified housing needs and demand</li> <li>f) Supporting sustainable and sensitive additions to rural housing clusters and small settlements</li> </ul>

	<ul style="list-style-type: none"> <li>g) Improvements to accessibility within and between settlements</li> <li>h) Improvements to infrastructure to support economic development and communities</li> <li>i) Protection of our natural environment for future generations</li> <li>j) Protection of our historic environment</li> <li>k) Encourage diversification to secure future use of land/buildings</li> <li>l) Regeneration/reuse of derelict and vacant land/buildings</li> <li>m) To promote energy efficiency and reduction in greenhouse gas emissions</li> <li>n) To promote healthier lifestyles through encouraging active travel within new developments</li> <li>o) To promote social integration by encouraging mixed affordable and private housing areas.</li> <li>p) Maintaining the vitality and viability of town centres, local centres and small settlements</li> </ul>
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**Section Two: What are the Likely Impacts of the Policy?**

<p>Will the policy document impact upon the whole population of South Ayrshire or particular groups within the population (please specify</p>	<p>The policies within this document have the potential to positively impact on the whole population of South Ayrshire including promoting accessibility through green networks, delivering infrastructure, encouraging development within town centres which are accessible by a wide range of transport modes, providing housing to varying needs.</p>
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the policy document have for the group or community.

List any likely positive and/or negative impacts

Protected Characteristics	Positive and/or Negative Impacts
<p><b>Race:</b> Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers</p>	<p>The LDP is aimed at improving the environment irrespective of racial group, ethnic or national origin.</p> <p>As with all Council literature, the document will be available in alternative formats, including different languages, upon request.</p> <p>Potential positive impacts on gypsy and traveller groups due to support for proposals for sites to accommodate gypsies and travellers.</p> <p>Further engagement with ethnic minority communities is proposed to ensure a fuller understanding of race equality impacts – section 4 refers.</p>
<p><b>Sex:</b> Issues specific to women or men</p>	<p>This LDP is aimed at improving the environment for both male and female members of the community.</p>
<p><b>Disability:</b> Issues relating to disabled people</p>	<p>The LDP has a potential overall positive impact on this group as it promotes accessibility; through greater emphasis on public transportation, promotion of new paths and improved linkages to existing path networks and barrier free housing, schools and community facilities.</p> <p>There are potential negative impacts for disabled groups through the Dark Sky Park policy, which aims to limit light pollution through controlling exterior lighting in the Galloway Forest Dark Sky Park. No group will be actively discriminated against, as any planning application will take account of visual requirements, balanced against the need to protect the intrinsic qualities of the Dark Sky Park area.</p> <p>Furthermore, a spatial assessment has been carried out of the coverage and impact of the Dark Sky Park core and buffer zones. This indicates that the impact on communities will be almost negligible due to the remoteness and forested nature of much of the area.</p>
<p><b>Age:</b> Issues relating to a particular age group e.g. older people or children and young people</p>	<p>Potential positive impacts through improved access to services through increased emphasis on active transport and public transport. Support for provision of housing to meet varying needs, throughout the geographical area. The LDP promotes the protection of built and natural environments to ensure they are there for future generations to enjoy and utilise.</p>
<p><b>Religion or Belief:</b> issues relating to a person's religion or belief (including non-belief)</p>	<p>The LDP is available for all religions and faiths (including non-belief) within the community.</p>

<p><b>Sexual Orientation:</b> Issues relating to a person's sexual orientation i.e. lesbian, gay , bi-sexual, heterosexual</p>	<p>The LDP is not specifically directed at any sexual orientation, but there will be benefits to the LGBT community as part of the wider community of South Ayrshire. Please also see the actions identified within Section 4</p>
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<p><b>Marriage and Civil Partnership:</b> Issues relating to people who are married or are in a civil partnership.</p>	<p>The LDP has no specific impacts in relation to this protected characteristic.</p>
<p><b>Gender Reassignment:</b> Issues relating to people who have proposed, started or completed a process to change his or her sex.</p>	<p>The LDP has no specific impacts in relation to this protected characteristic.</p>
<p><b>Pregnancy and Maternity:</b> Issues relating to the condition of being pregnant or expecting a baby and the period after the birth.</p>	<p>The LDP has no specific impacts in relation to this characteristic.</p>
<p><b>Multiple / Cross Cutting Equality Issues</b> Issues relating to multiple protected characteristics.</p>	<p>There are positive cross cutting impacts relating to all protected characteristics.</p>

**Equality and Diversity Themes Particularly Relevant to South Ayrshire Council**

<p><b>Health</b> Issues and impacts affecting people's health</p>	<p>The LDP has health benefits as it aims to improve the overall environmental quality of the area which contributes to improved wellbeing particularly for disabled people, including people with mental health issues. The aims include:</p> <ul style="list-style-type: none"> <li>• To protect open space, natural and historic environments and large estates.</li> <li>• Assist in providing attractive, accessible and visible environments for current and future needs of the community.</li> <li>• The promotion of green networks and active travel routes to assist in promoting healthier lifestyles and encouraging alternatives to motorised transport.</li> <li>• Improved access to rural areas and the coast are seen to have benefits to the well being of the population.</li> <li>• The LDP will recognise that new housing requires to comply with Building Standards Regulations, making them warmer and more energy efficient which will assist in improving the health of residents.</li> <li>• The promotion of sites, within the LDP for gypsies and travellers has the potential to lead to increased health and well being benefits.</li> <li>• To assist in reducing the effects of Climate Change associated with emissions by encouraging forestry</li> </ul>
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	<p>and protecting existing trees, promoting sustainable urban drainage systems (SUDS), reducing the impact and potential for harmful flooding on property.</p> <ul style="list-style-type: none"> <li>• Promoting and encouraging the implementation of Water Framework Directive will bring improvements to water quality in rivers, bodies of water and at the coast which will bring health improvements.</li> </ul> <p>There are however the following potential negative impacts, for which mitigating actions have been identified in Section 4:</p> <ol style="list-style-type: none"> <li>a) The promotion of Glasgow Prestwick Airport for both freight and passenger travel may have an adverse impact on health if flight volume is increased significantly. However, advances in aeronautical design may eliminate any adverse health risks. Furthermore, stringent monitoring of air quality will ensure that the air quality is not compromised beyond acceptable levels and there is existing statutory enforcement of these standards.</li> <li>b) The minerals and aggregates policy of the LDP permits extraction only where there is an overall environmental benefit and the proposal is small scale and short term. Nonetheless, there may be potential for some adverse health impacts on communities adjacent to sites.</li> <li>c) The wind energy policy of the LDP seeks to promote wind turbines in particular areas this may have a minor impact on the health of individuals.</li> </ol>
<p><b>Human Rights:</b> Issues and impacts affecting people’s human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections.</p>	<p>The LDP seeks to protect and enhance residential and environmental amenity, education facilities, open space, access and travel and housing opportunities across South Ayrshire. By the promotion of delivering infrastructure, this will ensure any new developments provide facilities and/or contribute to the upgrading of physical infrastructure required to accommodate increased population.</p>
<p><b>Rurality</b> Impacts relating to living and working in a rural community</p>	<p>The LDP relates to the whole of South Ayrshire whether urban or rural, aiming to ensure that there is a framework in place to protect the environment whilst assisting to create economic growth and sustainable rural communities.</p> <p>The spatial strategy within the LDP aims to promote improved linkages between areas through the green networks and by encouraging varying modes of transport.</p> <p>The LDP supports housing development in rural areas where it comprises: a conversion of a disused, traditional building, an extension or replacement of an existing</p>

	<p>house, a house to support the needs of a rural business or a limited addition to an existing cluster or small settlement if the impact on the form/character of the cluster is acceptable.</p> <p>The affordable housing policy has a potential greater impact on urban areas, but not to the detriment of rural areas. For example, developments are normally considered to be economically viable at 20 units before on-site provision of affordable housing is required. However, in South Ayrshire there is a lower threshold of 15 units or 0.6 hectares, to encourage delivery of affordable housing.</p> <p>Please note the South Ayrshire Council Housing Needs and Demand Analysis Equality Impact Assessment provides further relevant detail on the equality impacts within our rural communities.</p>
<p><b>Deprivation</b> Issues relating to poverty and social exclusion, and the disadvantage that results from it.</p>	<p>The LDP has the potential to have a positive impact on the whole of South Ayrshire in terms of access to employment opportunities and housing.</p> <p>The sustainable development policy of the LDP seeks to promote the regeneration of vacant and derelict land. Where regeneration occurs this has the potential to reduce anti-social behaviour and increase social inclusion.</p> <p>There is evidence to indicate that there is a shortfall in affordable housing provision within South Ayrshire, particularly in Ayr, Prestwick and Troon. The affordable housing policy seeks to ensure that there is a range of affordable tenure types in the areas where there is a shortfall of provision.</p> <p>The promotion of sites for gypsies and travellers within the LDP has the potential to lead to social inclusion.</p> <p>The promotion of education and community facilities within South Ayrshire, which are accessible to all, has the potential to boost social inclusion.</p>

### Section Three: Evidence Used in Developing the Policy Document

<p><b>Involvement and Consultation</b> In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? <b>Who</b> did you involve, <b>when</b> and <b>how</b>?</p>	<p>Consultation programme started in 2009 to engage with Scottish Government, partner agencies, private sector organisations, community groups and the general public. The Development Plan Scheme (DPS) sets out the context and different stages to the LDP programme, including a timetable of the process. The DPS also includes a Participation Statement, which indicates the opportunities for public engagement in the LDP process, and the methods that will be utilised at each stage.</p>
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The Main Issues Report (MIR) stage is the primary opportunity for public engagement in the LDP production. The Council utilised a wide range of consultation techniques in the MIR consultation exercise, held between May and July 2010, to attempt to reach out to all communities and groups. A Consultation Strategy directed the various activities held during the MIR stage. An Equalities Assessment of the impact of this Strategy has been undertaken and is included as ANNEX A to this Assessment. Any gaps/negative impacts identified are addressed in Section 4.

Consultation methods and actions used for the MIR included:

On-line publication of the Main Issues Report (MIR) accompanied by a feedback form.

A series of four community discussion sessions across South Ayrshire were also held during May and June 2010, with a further drop-in session held in Prestwick. A report presenting the findings from these community sessions has been produced. The report also provides a summary of participants' feedback together with an independent evaluation of the events.

Copy of MIR published and made available at Council offices and public libraries within South Ayrshire.

Local radio announcements, newspaper adverts, adverts placed in supermarkets, local shops, GP surgeries and health facilities and news items on the Council website advertised the consultation events, where the document was available for inspection and how to submit feedback on the document.

The Planning Forum held discussions with members of the local community and other interested parties in relation to the Main Issues Consultation in October 2011. The Planning forum has papers, evaluations and outcome reports which are available on the Council's website.

Copies of the Main Issues Report were sent to key agencies for comment and thereafter a programme of meeting was held to discuss issues raised.

Summary leaflets were provided in public places to highlight the DPS and MIR.

The Planning Service holds a contacts database which is open to stakeholders and our communities to join.

The LDP Project Board was formed in 2009 and is made up of Elected Members and senior Council staff – Minutes and action logs are available.

Consultation has included the neighbouring Councils:

- a) Dumfries and Galloway;
- b) East Ayrshire and;
- c) North Ayrshire

	<p>In addition landlords, developers, landowners, Community Councils, major employers and local business were consulted, including:-</p> <p><b>Major Employers</b> – NHS, Ayr College, University of the West of Scotland, ABP Ports, Glasgow Prestwick Airport (Infratil), William Grant Distillers</p> <p><b>Local Businesses and Developers</b> – Including: Ayrshire Housing, West of Scotland Housing Association, MacTaggart and Mickel, Homes for Scotland, Hanover (Scotland) Housing Association, Banks Developments, Savills, Dawn Group, Lawrence McPherson Architects</p>
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<p><b>Data and Research</b>          In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p>	<p>As a comprehensive land use planning document and legal framework for development, the Local Development Plan is informed and guided by numerous and diverse data sources, research and publications.</p> <p>Furthermore, the Plan is prepared in accordance with a wide range of national and EU legislation and guidance. Rather than attempt to list all evidence and sources used, the following is a selection of key documents and pieces of work carried out, as examples:</p> <p>Key documents/Government policies:</p> <ul style="list-style-type: none"> <li>• Scottish Planning Policy</li> <li>• Scottish Government Planning Advice Notes</li> <li>• National Planning Framework 2</li> <li>• Planning etc. (Scotland) Act, 2006</li> <li>• Habitats Directive (92/43/EC)</li> <li>• Environmental Assessment (Scotland) Act 2005</li> <li>• South Ayrshire Council Housing Needs and Demand Assessment (HNDA) 2010</li> </ul> <p>Significant evidence gathering was conducted as part of the preparation of the Monitoring Statement, which informed the Main Issues Report stage. Other important pieces of work carried out include: Strategic Environmental Assessment of policies and sites, a Greenbelt Review and an Audit of Industrial and Employment Land.</p>
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<p><b>Partners data and research</b> In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p>	<p>As with the previous section, numerous partners and key agencies have provided a wide range of data and representations to inform the Plan, so that it is not possible to list each piece of evidence. The following is a non-exhaustive list of partners who have provided information and data, and participated in shaping the LDP through the consultation process:</p> <ol style="list-style-type: none"> <li>1) The Directorate of the Built Environment of the Scottish Government</li> <li>2) Transport authorities including Transport Scotland, Network Rail, Strathclyde Partnership for Transport and Stagecoach</li> <li>3) Scottish Enterprise</li> <li>4) Scottish Natural Heritage</li> <li>5) Scottish Environmental Protection Agency (SEPA)</li> <li>6) Historic Scotland</li> <li>7) Scottish Water</li> <li>8) Other Services in South Ayrshire Council including, for example, Housing, Roads, Education, Neighbourhood Services.</li> <li>9) Major Employers –e.g. NHS, Ayr College, Glasgow Prestwick Airport</li> </ol>
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<p><b>Gaps and Uncertainties</b> Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p>	<p>There are gaps in our knowledge and understanding of the needs of our communities by protected characteristics.</p>
	<p>There are a number of hard to reach groups within our communities, due to both rurality issues and the introduction of the new protected characteristics under the Equality Act 2010 that we need to establish communication links with to give them the opportunity to shape future planning policies.</p>
	<p>The LDP highlights where supplementary guidance will be produced to give more clarity and advice to applicants and stakeholders. Consultation on the supplementary guidance will take place in accordance with Government requirements and a further Equality Impact Assessment will be undertaken.</p>

**Section Four: Detailed Action Plan to address identified gaps in:**

**a) evidence and**

**b) to mitigate negative impacts**

The negative impacts from the matrix need to be included here and in the summary

<b>No</b>	<b>Action</b>	<b>Lead Officer(s)</b>	<b>Timescale</b>
1	To address gaps in knowledge and further understanding the needs of our communities by protected characteristic we will consult with the: <ul style="list-style-type: none"> <li>I. South Ayrshire Council Equality and Diversity Forum.</li> <li>II. South Ayrshire Council Employees Forum</li> <li>III. Ayrshire Ethnic Minority Community Association.</li> </ul>	<b>James Hall</b>	Summer 2012
2	To ensure that under-represented groups, stakeholders and all protected characteristic communities have the opportunity to shape future planning policies we will further publicise the Planning Forum.	<b>James Hall</b>	Summer 2012
3	The LDP highlights where supplementary guidance will be produced to give more clarity and advice to applicants and stakeholders. Consultation on the supplementary guidance will take place in accordance with the Government's requirements and a further Equality Impact Assessment will be undertaken.	<b>Neil Feggans</b>	Dependent on the adoption of the LDP, scheduled for 2013.
4	Review the Development Planning Consultation Strategy to ensure that it is inclusive and reaches out to all protected characteristic groups as identified within the Equality Act 2010.	<b>James Hall</b>	Spring 2012
5	The Council will monitor and regulate, in association with SEPA, air quality of the Airport regularly as this is a requirement under the Air Qualities Standard (Scotland) Regulations 2010. Our work involves working with SEPA and the airport operator to manage, retain and improve air quality.	<b>Environmental Health Services</b>	Spring 2012
6	In relation to mineral and aggregate extraction, the use of effective and environmentally sensitive management practices on site is critical for the control of dust. In order to achieve this, any minerals extraction will be subject to planning conditions and other Environmental Regulations to control and monitor dust throughout the operational life of the site and aftercare period. We will work with partners, operators and the affected community to develop and implement an appropriate site management system.	<b>Development Management</b>	Dependent on the operations of the site(s)
7	The shadow flicker caused by wind turbines magnitude varies spatially and is dependent on a number of environmental conditions. An	<b>Development Management</b>	Dependent on the operations

	assessment of the potential impacts of development would be carried out on each site/application by Development Management and appropriate mitigation measures put in place, if necessary.		of the site(s)
8	The noise impact associated with wind turbines will be mitigated through ensuring good acoustic design and siting of each turbine to minimise the potential for the generation of noise which may have an impact on properties within close proximity of the wind turbine. This should form part of any planning application and shall be assessed by Development Management. Conditions may be placed on Planning Permissions to reduce any negative effects following the assessment and rating of the noise produced from the turbine(s). This will ensure that the Council is in accordance with PAN 1/2011 – Planning and Noise and will mitigate any noise on local communities.	<b>Development Management</b>	Dependent on the operations of the site(s)
9	Rural areas are more likely to be affected by larger scale renewable energy and minerals extraction due to their geological and topographical attributes. However the Council aims to mitigate any negative impacts through identifying search areas for wind energy and through protecting the natural environment of designated area. Furthermore, planning conditions and other statutory environmental controls are placed on renewable, wind and mineral developments in association with monitoring regimes tailored to sites to ensure the quality of life in the rural areas affected by these types of developments is maintained.	<b>Development Planning and Development Management</b>	Spring 2012
10	Dark Skies - a spatial assessment has been carried out of the coverage and impact of the Dark Sky Park core and buffer zones. This indicates that the impact on communities will be almost negligible due to the remoteness and forested nature of much of the area.	<b>Neil Feggans</b>	Feb 2012

### Section Five - Performance monitoring and reporting

Considering the policy document as a whole, including its equality and diversity implications:

When is the policy document intended to come into effect?	27 <sup>th</sup> February 2012
When will the policy document be reviewed?	Every 5 years as part of the Plan review process
Which Scrutiny Panel will have oversight of the policy document?	Development and Environment Standing Scrutiny Panel

## Summary Equality Impact Assessment Implications & Mitigating Actions

**Name of Policy document:** Proposed Local Development Plan

This policy document will assist or inhibit the Council's ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

### Eliminate discrimination

The LDP has the potential to impact positively on the whole population of South Ayrshire. In particular the LDP will assist in reducing discrimination by providing opportunities for all through enhancing accessibility, allocating land for particular uses and protecting our environment for future generations.

### Advance equality of opportunity

The LDP provides a framework within which the Council's Planning Service will promote sustainable economic development whilst protecting the built and natural environment for future generations.

The LDP advances equality for opportunity for all by promoting sustainable economic development in appropriate locations which protects our environmental assets which make a significant contribution to the quality of life within South Ayrshire.

### Foster good relations

The LDP may help to foster good relation between the Council and all its communities both urban and rural by aiming to ensure that there is an appropriate balance between development and the protection of our historic and natural environment. The LDP aims to ensure the landscape and quality of life is sustainable and will meet the needs of future generations.

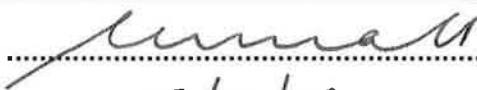
Furthermore, the preparation of the LDP is based on a process of extensive and inclusive engagement with the communities of South Ayrshire.

### Summary of Action Plan to Mitigate Negative Impacts

Actions	Timescale
<p>To address gaps in knowledge and further understanding the needs of our communities by protected characteristic we will consult with the:</p> <ul style="list-style-type: none"> <li>I. South Ayrshire Council Equality and Diversity Forum.</li> <li>II. South Ayrshire Council Employees Forum</li> <li>III. Ayrshire Ethnic Minority Community Association.</li> </ul>	<b>Summer 2012</b>
<p>To ensure that under-represented groups, stakeholders and all protected characteristic communities have the opportunity to shape future planning policies we will further publicise the Planning Forum.</p>	<b>Summer 2012</b>
<p>The LDP highlights where supplementary guidance will be produced to give more clarity and advice to applicants and stakeholders. Consultation on the supplementary guidance will take place in accordance with the Government's requirements and a further Equality Impact Assessment will be undertaken.</p>	<b>Dependent on the adoption of the LDP, scheduled for 2013</b>



Review the Development Planning Consultation Strategy to ensure that it is inclusive and reaches out to all protected characteristic groups as identified within the Equality Act 2010.	<b>Spring 2012</b>
The Council will monitor and regulate, in association with SEPA, air quality of the Airport regularly as this is a requirement under the Air Qualities Standard (Scotland) Regulations 2010. Our work involves working with SEPA and the airport operator to manage, retain and improve air quality.	<b>Spring 2012</b>
In relation to mineral and aggregate extraction, the use of effective and environmentally sensitive management practices on site is critical for the control of dust. In order to achieve this, any minerals extraction will be subject to planning conditions and other Environmental Regulations to control and monitor dust throughout the operational life of the site and aftercare period. We will work with partners, operators and the affected community to develop and implement an appropriate site management system.	<b>Dependent on the operations of the site(s)</b>
The shadow flicker caused by wind turbines magnitude varies spatially and is dependent on a number of environmental conditions. An assessment of the potential impacts of development would be carried out on each site/application by Development Management and appropriate mitigation measures put in place, if necessary.	<b>Dependent on the operations of the site(s)</b>
The noise impact associated with wind turbines will be mitigated through ensuring good acoustic design and siting of each turbine to minimise the potential for the generation of noise which may have an impact on properties within close proximity of the wind turbine. This should form part of any planning application and shall be assessed by Development Management. Conditions may be placed on Planning Permissions to reduce any negative effects following the assessment and rating of the noise produced from the turbine(s). This will ensure that the Council is in accordance with PAN 1/2011 – Planning and Noise and will mitigate any noise on local communities.	<b>Dependent on the operations of the site(s)</b>
Rural areas are more likely to be affected by larger scale renewable energy and minerals extraction due to their geological and topographical attributes. However the Council aims to mitigate any negative impacts through identifying search areas for wind energy and through protecting the natural environment of designated area. Furthermore, planning conditions and other statutory environmental controls are placed on renewable, wind and mineral developments in association with monitoring regimes tailored to sites to ensure the quality of life in the rural areas affected by these types of developments is maintained.	<b>Spring 2012</b>
Dark Skies - a spatial assessment has been carried out of the coverage and impact of the Dark Sky Park core and buffer zones. This indicates that the impact on communities will be almost negligible due to the remoteness and forested nature of much of the area.	<b>Feb 2012</b>

Signed:  Head of Service  
Date: 17/2/12

Appendix D: MIR Consultation Strategy Equalities Impact Assessment

Consultation Activity	Protected Characteristics										Equality and Diversity Themes Relevant to South Ayrshire				Actions
	Race	Sex	Disability	Age	Religion or Belief	Sexual Orientation	Marriage and Civil Partnership	Gender Reassignment	Pregnancy and Maternity	Multiple/Cross Cutting Equality Issues	Health	Human Rights	Rurality	Deprivation	
Online publication of MIR, accompanied by feedback forms;	Access to ICT/communications may vary. *	No predicted negative impacts	Access to ICT/communications may vary*	Access to and familiarity with ICT/communications may vary*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential broadband internet coverage limitations*	Access to ICT/communications *	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Hard copy published and made available at Council offices and public libraries	Gypsy/travellers may be less likely to use Council facilities*	No predicted negative impacts	Potential limitations on travel to buildings*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential limitations on travel/access to buildings*	No predicted negative impacts	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Publishing an advert and a news article in a local newspaper stating that the documents are available to view at certain locations and that comments on their content are welcomed and encouraged;	Language difficulties may limit access in terms of reading newspapers. *	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Making both documents available to view at Council offices and public libraries;	No predicted negative impacts	No predicted negative impacts	Potential limitations on travel/access to buildings*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential limitations on travel/access to buildings*	No predicted negative impacts	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Providing feedback forms for both paper copies of the report and for electronic copies;	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	
Sending letters out to all of those that responded to the DPS to bring the documents to their attention;	Gypsy/travellers may be less likely to respond to Council consultations*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	More deprived groups potentially less likely to engage in consultations*	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Holding facilitated sessions where appropriate i.e. in relation to specific issues which are raised within the MIR. Any relevant issues raised at these sessions will be given consideration in progressing the plan;	Gypsy/travellers may be less likely to use Council facilities*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential limitations on travel/access to buildings, although meetings held across South Ayrshire*	No predicted negative impacts	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Meeting with community groups and other interested parties where appropriate; and	Gypsy/travellers may be less likely to be engaged in community groups*	No predicted negative impacts	No predicted negative impacts	Young people may be less likely to be engaged in community groups*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Sending copies of the documents out to the key agencies previously identified.	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	
Radio advert on WestSound for MIR and details of how to be involved	No predicted negative impacts	No predicted negative impacts	Potentially not available to deaf/hard of hearing*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	Potential radio coverage limitations*	No predicted negative impacts	*Mitigating action(s) identified in the EqIA of the Proposed LDP
Planning Forum meetings to discuss LDP issues	Gypsy/travellers may be less likely to be engaged in community groups*	No predicted negative impacts	No predicted negative impacts	Young people may be less likely to be engaged in community groups*	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	No predicted negative impacts	More deprived groups potentially less likely to engage in consultations*	*Mitigating action(s) identified in the EqIA of the Proposed LDP