

Equality Impact Assessment (EIA) Tool:

Title of proposal	Leicester Local Plan (2020-2036)
Name of division/service	Planning, Development and Transportation
Name of lead officer completing this assessment	Elizabeth Logan/ Richard Gregory
Date EIA assessment commenced	Current EIA commenced 10 th February 2026 (EIA conducted throughout process)
Date EIA assessment completed (<i>prior to decision being taken as the EIA may still be reviewed following a decision to monitor any changes</i>)	27 th February 2026
Decision maker	For EIA - Director Planning, Development and Transportation For Local Plan adoption - Full Council
Date decision taken	03/03/2026

EIA sign off on completion:	Signature	Date
Lead officer	Elizabeth Logan/ Richard Gregory	27/02/2026
Equalities officer (has been consulted)	Sukhi Biring	02/03/2026
Divisional director	Andrew L Smith	03/03/2026

Please ensure the following:

- a) That the document is **understandable to a reader who has not read any other documents** and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy but must be complete and based in evidence.
- b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.
- d) That the equality impact assessment is started at an early stage in the decision-making process, so that it can be used to inform the consultation, engagement and the decision. It should not be a tick-box exercise. Equality impact assessment is an iterative process that should be revisited throughout the decision-making process. It can be used to assess several different options.
- e) Decision makers must be aware of their duty to pay 'due regard' to the Public Sector Equality Duty (see below) and 'due regard' must be paid before and at the time a decision is taken. Please see the Brown Principles on the equality intranet pages, for information on how to undertake a lawful decision-making process, from an equalities perspective. Please append the draft EIA and the final EIA to papers for decision makers (including leadership team meetings, lead member briefings, scrutiny meetings and executive meetings) and draw out the key points for their consideration. The Equalities Team provide equalities comments on reports.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will the needs of those who are currently using the service continue to be met?

The Local Plan was examined against the revised National Planning Policy Framework (NPPF) which was published by the Government in September 2023. In December 2024, the Government published a further revised NPPF. The NPPF requires Local Planning authorities like Leicester City Council to support sustainable development and to plan positively for it by preparing new Local Plans. In view of this, Leicester City Council has produced a Local Plan which sets out the vision and objectives for the growth of the city over the next 15 years.

The plan:

- Identifies locations for development
- Allocates strategic development sites
- Sets clear policies that guide decisions on planning applications

- Indicates how the plan will be delivered and how progress will be monitored

Its purpose is to provide the overall strategic and spatial vision for the future of Leicester administrative area. The Local Plan must be flexible to allow for future changes in circumstances, including different policy frameworks or changes to the local, regional or national economy. Proposed development also needs to be viable. This is important as the current economic climate presents significant challenges for place shaping. Building on recent progress in house building and job creation, the Local Plan will provide the framework and certainty that will attract investment to Leicester allowing us to guide investment in ways that the community has signed up to.

The Leicester Local Plan is the development plan for the city and sets out the vision and framework for future development for the plan period 2020 to 2036. When adopted, the Leicester Local Plan will replace the existing Core Strategy (2014) and Saved Policies from the 2006 Adopted Local Plan. A range of evidence has been commissioned or undertaken by the Council to underpin the Local Plan.

The Local Plan will be used to manage development through the determination of planning applications, making it clear where development is acceptable and helping to provide certainty for the local community that the development planned is co-ordinated, well designed and will make a positive contribution to the city.

The Local Plan includes numerous different policies. This equality impact assessment considers the potential for disproportionate impacts and opportunities for advancing equality of opportunity and fostering good relations in respect of the Local Plan. However, this does not negate the need to consider individual policies in greater detail in relation to the PSED aims. The approach has been to undertake a high-level assessment (RAG) in partnership with individual service areas on policy areas which are likely to impact on people with different protected characteristics. The aim of this is to identify key areas of focus and where a more detailed individual equality impact assessment on a specific policy, undertaken by the service area is likely to be required. To achieve positive equalities outcomes, there will be an on-going commitment from all service areas involved to iteratively assess and, where they exist, to mitigate, disproportionate impacts on particular protected characteristics. The PSED is an on-going duty and should be paid proportionate attention according to the relevance at various stages.

The Draft Plan was out for consultation between September and December 2020. The plan was further published for consultation on the Submission version (Reg 19) between the 16th of January 2023 to the 27th of February 2023 and was then submitted to the Government for independent examination in September 2023. The Examination then took place during October and November 2024 with the Main Modifications Consultation taking place in June and July 2025. The Final Inspector's Report was received on the 5th of February 2026. The final document is expected to be formally adopted by late spring 2026.

Furthermore, as part of this process, a Statement of Common Ground relating to Housing and Employment Land Needs between the city council and the district councils was agreed in May 2022.

Stage	Dates
Issues and Options	October 2014 to January 2015
Emerging Options consultation	July to December 2017
Draft Local Plan stage (preferred options)	September 2020 to December 2020
Pre-Submission Consultation	January 2023 to February 2023
Submission	September 2023
Examination	October to November 2024
Main Modifications Consultation	June to July 2025
Inspectors Report	Received 5 th February 2026
Adoption	May 2026

2. Equality implications/obligations

Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.

a. Eliminate unlawful discrimination, harassment and victimisation

- How does the proposal/service aim to remove barriers or disproportionate impacts for anyone with a particular protected characteristics compared with someone who does not share the same protected characteristics?
- Is this a relevant consideration? What issues could arise?

The Local Plan has the potential to impact positively on all residents and visitors to Leicester; equalities implications were considered at an early stage and integrated into policy development. The policies set out within the plan guide development and promote opportunities, for example they include polices for the allocation of housing sites to meet housing need, allocating employment sites and spaces for commercial development to boost and support the economy as well as protecting and enhancing the natural and built environment. The plan contains policies that will benefit the community, including those with protected characteristics.

There are specific policies where accessible design will need to be a central feature, to ensure that potential barriers to access are anticipated and avoided.

b. Advance equality of opportunity between different groups

- Does the proposal/service advance equality of opportunity for people?
- Identify inequalities faced by those with specific protected characteristic(s).
- Is this a relevant consideration? What issues could arise?

The Local Plan will have a broad and positive impact on advancing equality of opportunity on all sections of our communities. Several policies benefit the wider community and seek to deliver improved and accessible transport, recreation, education and other infrastructure and services, for the benefit of all. The housing mix policies seek to deliver a range of housing that will benefit those with special needs including older people (Policy Ho06. Older Person's Housing Policy), those with disability, and those who are unable to afford market housing (Policy Ho04) as well as meeting the needs of gypsies and travellers (Policy Ho12).

c. Foster good relations between different groups

- Does the service contribute to good relations or to broader community cohesion objectives?
- How does it achieve this aim?
- Is this a relevant consideration? What issues could arise?

The Local Plan sets out policies aimed at supporting cohesive and inclusive development through appropriate design, layout, mixed housing, retail, employment, and environmental policies that contribute positively to broader community cohesion. The Local Plan sets out within it, inclusive development and aims to foster good relations between those who share a protected characteristic and those who do not.

3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include people who currently use the service and those who could benefit from, but do not currently access the service. Where possible include data to support this.

The Local Plan considers development throughout the whole city and will affect everyone who lives and works in Leicester. The Local Plan policies are based against recent Census data from 2011, primarily, and also the 2021 Census.

The 2011 Census, however, is now out of date. As such, it is important to assess the equality impact of the Local Plan against 2021 Census data.

The administrative area of the city council covers nearly 7,500 hectares, with a population of about 368,300 making it the largest city in the East Midlands (ONS 2022 Census). The Leicester Local Authority area's population grew faster than all the England core cities between 2011 – 2021 at 11.8%. The city's population density is now the third highest outside of London.

Leicester's population is relatively young compared with England; a third of all city households include dependent children, 17.2% of Leicester's population (63,402) are aged 20-29 years (12.59% in England and Wales) and 11.8% of the population (43,505) are aged over 65 (18.56% in England and Wales). The large proportion of younger people in Leicester reflects the student population attending Leicester's two universities and inward migration to the city. The city's two universities, University of Leicester and De Montfort University have a combined total of 46,175 students registered in the 2022/23 academic year (HESA, 2024).

People with disability

In 2011, over a quarter (32,447) of city households included a person with a long-term health problem or disability that limits the person's day-to-day activities, and has lasted, or is expected to last, at least 12 months. In 2021, 57,148 (15.5%) of Leicester's total population identified as having a long-term health problem or disability that limits the person's day-to-day activities, and has lasted, or is expected to last, at least 12 months. This includes problems that are related to old age. Table 1 demonstrates Leicester's Local Authority area figures compared to comparable counterparts.

Local authority (district or unitary)	All usual residents	Day-to-day activities limited a lot	Day-to-day activities limited a little	% of residents with day-to-day activities limited a lot	% of residents with day-to-day activities limited a little	% of residents with day-to-day activities limited a little or a lot
Birmingham	1,444,900	92,328	105,736	6.34%	7.32%	13.66%
Nottingham	323,600	26,527	33,691	8.20%	10.41%	18.61%
Coventry	345,300	25,400	31,825	7.36%	9.22%	16.58%
Bradford	546,400	43,720	49,977	8%	9.15%	17.15%
Leicester	368,581	25,692	31,456	6.97%	8.53%	15.5%
Luton	225,300	13,900	17,032	6.17%	7.56%	13.73%

Source: Census 2021 (ONS, 2021)

25,692 (6.97%) of Leicester's residents has a long-term health problem or disability (25,692) which impacts their day-to-day activities a lot, with 31,456 (8.53%) whose day-to-day activities are limited a little. The incidence of disability in the city is highest in Eyres Monsell and lowest in Castle (where the population is younger). This evidence indicates the incidence of disability is lower in areas where the population is younger (for example, the city centre).

Moreover, the Active Lives Survey 2019-20 shows health inequalities in physical activity levels. Those living with a long-term limiting disability are almost 10% more likely to be inactive (39%) than those without a disability (27%) The link for the Active Lives Survey 2019-20 can be found here: <https://activelives.sportengland.org/Result?queryId=64298>.

In 2021, 7.2% of usual city residents were providing unpaid care (26,527). Of this group, over half (58.67%) were giving 20 or more hours care a week (15,564). Some of these people are young carers. The level of unpaid caregiving in the city is lower than that in the East Midlands region (9.4%) and England (8.7%). This is due, in part, to the relatively youthful age profile of Leicester, with fewer older people households than regional and national averages. The Leicester Health and Wellbeing Survey 2024 showed that 11% of residents look after a family member, partner or friend who needs help because of their illness, frailty or disability.

Migration

Leicester is home to a diverse range of faiths and communities. Leicester residents come from over 50 different countries. Over a third of Leicester residents were born outside of the UK (41.1%, Census 2021). According to the 2011 Census, 28% of Leicester's population were born outside of the EU. In addition to this, the arrival of third country nationals (this includes individuals who are in transit and/or applying for visas in countries that are not their country of origin or individuals who have come via the UK either as students or because of government recruitment to address labour shortages), accounts for some of this migration. Leicester has also been a National Asylum Seeker Service (NASS) designated dispersal city since 2001.

The Local Plan considers the demographics of Leicester to inform need and there is a range of evidence underpinning the policies contained within the Local Plan. The consultation responses so far have been considered in policy development and the consultation responses from the consultation between September 2020 and December 2020 have been reviewed in the final plan. Equality Monitoring was undertaken as part of the consultation to ensure that the response is representative of people from across a range of protected characteristics in line with the demographics of Leicester. The policy team undertook targeted engagement of stakeholder groups who may be able to offer insights into the possible impacts for protected characteristics and groups like e.g. Racial Minority CVS, NHS National Commissioning Board; Age UK; Federation of Muslim Organisations (Leicestershire); Mencap and The Georgian Group.

Generally, the Local Plan aims to be positive for all, however it is recognised that there needs to be additional consideration paid in respect of the needs of people with specific protected characteristics to ensure that the policies are inclusive and that everyone can reap the same benefits regardless of protected characteristic. We have an evidence base upon which the policies have been drafted, which take these aspects into account.

4. Information used to inform the equality impact assessment

- What **data, research, or trend analysis** have you used?
- Describe how you have got your information and what it tells you

- Are there any gaps or limitations in the information you currently hold, and how you have sought to address this? E.g. proxy data, national trends, equality monitoring etc.

The Leicester Local Plan has been informed by the aims of other city-wide plans and strategies including:

- Design
 - National Design Guide (MHCLG) (2021)
 - National Model Design Code (MHCLG) (2021)
- Health and Wellbeing
 - Leicester's Health Care and Wellbeing Strategy (2022 – 2027)
 - Leicester Food Plan (2021 – 2026)
 - Building for a Healthy Life (2020)
 - Burial Space Strategy (2014)
- Housing
 - Local Housing Needs Assessment (2022)
 - Gypsy and Traveller Accommodation Needs Assessment (2024)
 - Strategic Housing and Economic Land Availability Assessment (SHELAA) (2022)
 - National Space Standards Local Evidence (2022)
 - Central Development Area (CDA) Capacity Study (2022)
 - Townscape Analysis and Design Guidance - Evidence for Character Areas (2022)
 - Tall Development in Leicester (2022)
 - Strategic Growth Plan (2018)

- The Economy
 - Overall
 - Economic Recovery Plan – First Steps (2023)
 - Employment
 - Economic Development Needs Assessment (2021)
 - Leicester City Centre Offices Study (2019)
 - Local Industrial Strategy (2019)
 - Strategic Distribution Warehousing and Logistics in Leicester and Leicestershire: Managing growth and change (2021)
 - Leicester & Leicestershire Economic Growth Strategy 2021 – 2030 (LLEP)
 - Retail
 - Leicester Retail and Leisure Study (2021)
- The Environment
 - Air Quality Action Plan (2015 – 2026)
 - Climate Ready Leicester Plan (2023 – 2028)
 - Energy and Sustainable Design & Construction Study (2022)
 - Strategic Flood Risk Assessment (2021)
 - Leicester Carbon Neutral Roadmap and Evidence Base (2022)
 - Water Cycle Study (2022)
 - Green Wedge Review Joint Methodology (2011)

- A Green Wedge Review (2017) and Addendum Report (2020)
- Open Space, Sport, and Recreation Study (2017)
- Playing Pitch Strategy Assessment Report and Action Plan (2017)
- Playing Pitch Strategy Position Statement (2022)
- Allotment Strategy (2015 – 2020)
- Biodiversity Action Plan (2021 – 2031)
- Green Infrastructure Strategy (2015 – 2025)
- Tree Strategy (2018 – 2023)
- Heritage
 - Draft Leicester Heritage Action Plan (2022)
 - Leicester Local Heritage Asset Register (2022)
 - Leicester Heritage at Risk Register (2020)
- Tourism
 - Leicester and Leicestershire Tourism Growth Plan (2019)
- Transport
 - Leicester Transport Plan (LTP3) (2011 – 2026)
 - Leicester Cycling and Walking Improvement Plan (2019)
 - Draft Leicester Transport Plan 4 (2021 – 2036)
 - Midlands Connect Strategic Transport Plan for the Midlands (2022)

- Leicester and Leicestershire Strategic Transport Priorities (2020 – 2050)
- Infrastructure Delivery Plan (2023)
- Cycle City Action Plan (2015 – 2024)
- Leicester and Leicestershire Rail Strategy (2017)
- Waste Management
 - Leicester and Leicestershire Waste Development Framework Core Strategy and Development Management Policy Document (2010)
 - Waste Needs Assessment (2021)

The Local Plan has been informed by the Census data (2011 and 2021) from the ONS and previous consultations (Issues and Options & Emerging Options and the Regulation 18 draft plan). These were public consultations during which all people in the city including statutory organisations, and where possible groups with protected characteristics, were given an opportunity to comment on the plan. For further, more detailed information please see the consultation responses from the Issues and Option consultation ‘You said, we did’ on our website:

[Draft Leicester Local Plan 2020 - Leicester City Council - Citizen Space](#)

Evidenced based studies further underpin the Local plan on the housing need and mix. These studies were constantly updated throughout the local plan preparation as we worked towards submitting the plan to the planning inspectorate.

Equalities Monitoring – 2020 Consultation

Equalities monitoring information was collected as part of the consultation on the draft local plan between September 2020 and December 2020. The results from the equality monitoring information show there was slightly more comments from women compared with men (c. 45% for women and 37% for men), with a range of different beliefs and religions who took part in the online consultation; as well as a diverse mix of people with ethnic backgrounds which represent a good range of views in line with the demographics of Leicester.

Only a few participants mentioned that they have disabilities such as hearing issues (e.g., deafness, severe hearing impairment), mental health issues (e.g., anxiety, dementia), mobility issues (e.g., using a wheelchair, Arthritis), learning difficulty or disability (e.g., Down's syndrome, dyslexia, autism) as well as physical impairment (e.g., difficulty using arms, poor eyesight) and long-standing illness or health condition (e.g., cancer, HIV, diabetes, chronic heart disease, epilepsy).

Equalities Monitoring – Final Submission Consultation (2023)

The final submission consultation aimed to encourage all people living, working, or with an interest in the city to submit their comments on the Local Plan as well as the evidence base.

The representations received during this consultation have found that no adverse impacts to any groups with protected characteristics have been identified so far. Each comment has been considered by the council and responses from the Planning Policy team. Where appropriate amendments were made to the submission version of the Local Plan.

The final submission consultation received 283 responses. Of those, 124 (43.8%) were women and 128 (45.2%) were men. In addition, a range of different beliefs and religions who took part in the online consultation; as well as a diverse mix of people with ethnic backgrounds which represent a good range of views in line with the demographics of Leicester. A variety of different ages took part in the consultation with ages 36 to 65 (54.1%) representing the majority of participants.

20 participants stated that they have disabilities such as hearing issues (e.g., deafness, severe hearing impairment), mental health issues (e.g., anxiety, dementia), mobility issues (e.g., using a wheelchair, Arthritis), learning difficulty or disability (e.g., Down's syndrome, dyslexia, autism) as well as physical impairment (e.g., difficulty using arms, poor eyesight) and long-standing illness or health condition (e.g., cancer, HIV, diabetes, chronic heart disease, epilepsy).

The representations received during this consultation have found that no adverse impacts to any groups with protected characteristics have been identified so far. Each comment has been considered by the council and responses from the Planning Policy team will be released alongside the submission version of the Local Plan.

5. Consultation

Have you undertaken consultation about the proposal with people who use the service or people affected, people who may potentially use the service and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

The Council has utilised a range of previous consultation activity and evidence to help formally shape the vision and Objectives for the city for the next 10 years. The Statement of Community Involvement (SCI) sets out how the public, organisations and other interested parties are involved and engaged in the preparation the new Local Plan. The SCI produced and was amended in reflection of Covid-19 impacts. Consultation on Issues and Options was undertaken from October 2014 to January 2015. The original consultation period was extended to provide the community of Leicester and other stakeholders with more time to suggest any issues that they feel should be addressed, comment on which options they think are most appropriate, or tell us about any other options that they may have. Consultation on the draft Local Plan (Emerging Options) was undertaken from July to December 2017. Further consultation on the draft local plan stage was undertaken between September 2020 and December 2020. This was initially scheduled for March 2020 but was delayed due to Covid 19 restrictions, to allow for more participation from members of the public and other stakeholders. The time period for consultation was extended beyond existing typical timescales to allow more people to comment on the plan and notifications were sent out to inform of this delay. This is explained in more detail within the consultation methods section below.

Stage	Dates
Issues and Options	October 2014 to January 2015
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Adoption	May 2026
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Consultation Methods

Internet: E-government

In accordance with government regulations the draft Local Plan was available to view on the council's website during the full length of the consultation period. The initial consultation period was due to take place in March 2020 but was delayed due to Covid restrictions, an explanation of the delay was provided upon undertaking the consultation in September 2020 to inform respondents and ask for their views on the plan as usual. An online questionnaire was also available to complete and submit electronically during the consultation. Alternatively, an email contact address as well as a postal address was provided for comments to be sent directly to the council. Existing consultees (including statutory consultees) on the consultation database, local councillors and members of parliament were directly invited predominantly via an email (due to Covid 19 restrictions) to comment on the document to cover a wide range of different organisations. The ability to send letters and for residents to receive letters was more limited due to Covid 19 restrictions, so this email method was most important to be able to include more people. However, a leaflet directing people to the 2020 consultation internet pages was sent to all households within Leicester and greater Leicester Urban area.

Hard Copies

Members of the public had the opportunity to inspect the draft document and submit a representation on the response form at council offices and in libraries across the city. Customer service teams were informed of how to direct stakeholders to consultation hub and keep them updated of location of hard copies. Covid 19 restrictions caused some public spaces to close during the consultation, which had impacts on people being able to view the documents in these places. This did have impacts to those with lower levels of computer literacy; however hard copies were able to be requested throughout the consultation period by contacting the planning department to request this to be sent via post to provide an alternative service. The consultation period was extended past usual timescales to allow these groups to receive, review and respond with their comments. These approaches were used to consult those who may have been digitally excluded.

Local Media

The council publicised details of consultation through the local media. There was a press release in the Leicester Mercury and an item on the Local Plan was broadcast on BBC Radio Leicester. In addition, consultation was also publicised via social media on Twitter, Facebook and e-bulletins on Your Leicester. Furthermore, we sent citywide letters to all households to inform about the Local Plan consultation.

Presentations / Exhibitions

Presentations and subsequent discussions took place online due to Covid 19 restrictions. This provided the public with an opportunity to provide feedback on the draft document in an informal environment and directed people to the consultation hub to submit formal views. Face to face workshops might not have been appropriate at the time of consultation as people may have been required to stay at home due to isolation guidance (in particular some of those with protected characteristics) and possible venues may not have been open to the public. Social distancing requirements caused by Covid 19 restrictions may have restricted the number of people who could attend and limit the ability for certain groups to communicate. This influenced the decision to hold presentations online to allow the most amount of people to participate, an example of this was ward meetings. Where some people were having difficulties making written representations and using the internet (for example through language barriers or with visual impairments), the council encouraged these groups to nominate someone to share views on their behalf or make representations over the telephone. These were dealt with on a case-by-case basis and checked with the equalities and communication teams.

Workshops

To help develop policies and proposals, online workshops were held for stakeholders, community groups and organisations. These events involved high level presentations on the local plan and sites in ward meetings followed by additional engagement discussions where needed. The agenda of each workshop was clearly set out beforehand with discussions encouraged to ensure meaningful engagement. As part of understanding the impacts potential policies might have had on different protected characteristics, the council organised a workshop specifically for the Leicester Racial Minority Voluntary and Community Sector (VCS) Assembly. During the workshop the council emphasised the importance of the Local Plan, the key issues it sets out, the timetable, the consultation process and where as well as how individuals and organisations can take part. The workshop included a discussion regarding issues relating to equality,

as well as content to be considered as part of the Local Plan Equalities Impact Assessment. These workshops were carried out at the Emerging Options consultation, but not for the Regulation 18 consultation due to covid-19.

In addition, as part of the New Local Plan, contact information is provided for people who need help reading the document or require the Local Plan in another format.

Letters/site notices to residents at/near sites

Letters were sent out to residents nearby to the proposed site allocations, and site notices put up, to provide locals with more specific information about the nearby site allocation. This allowed local people to be made aware of the proposed allocation at an early stage and as much information as possible provided to allow people to submit a full consultation response. This also helped to allow people with protected characteristics to raise any local issues e.g. for site allocations and disability access.

Letters to site owners

Letters were sent out to site owners to inform them that their site is proposed for allocation and invite comments on the local plan. This helped to understand any changing circumstances with the sites and identify any protected characteristics for site owners.

Duty to Cooperate

There is a duty to cooperate in the Local Plan process, and the council has engaged with its partners. Leicester City Council has embraced the Duty to Cooperate through actively engaging with the other district and boroughs councils within Leicestershire. This has ensured a proactive, focused and continuous approach to strategic planning. This has successfully enabled the Council and its neighbours to recognise cross boundary issues (such as allocations of sites) and identify the need or otherwise for joint or individual policy responses. In response to Leicester City Council's declaration of an unmet need for both housing and employment land in 2017, for instance, a Statement of Common Ground between the City Council and the District Councils relating to the Housing and Employment Land Needs was agreed in 2022.

6. Potential Equality Impact

Based on your understanding of the service area, any specific evidence you may have on people who use the service and those who could potentially use the service and the findings of any consultation you have undertaken, use the table below to explain which

individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts. This could include indirect impacts, as well as direct impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant groups that may be affected, along with the likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics

Impact of proposal:

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal? This may also include **positive impacts** which support the aims of the Public Sector Equality Duty to advance equality of opportunity and foster good relations.

Risk of disproportionate negative impact:

How likely is it that people with this protected characteristic will be disproportionately negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For disproportionate negative impacts on protected characteristic/s, what mitigating actions can be taken to reduce or remove the impact? You may also wish to include actions which support the positive aims of the Public Sector Equality Duty to advance equality of opportunity and to foster good relations. All actions identified here should also be included in the action plan at the end of this EIA.

a) Age

Indicate which age group/s is/ are most affected, either specify general age group (children, young people, working aged people or older people) or specific age bands.

What is the impact of the proposal on age?

The Local Plan will have a positive impact in this context.

The aim of the Housing policies in the Local Plan is to ensure a wide range of housing development. This also includes homes for certain groups of people like elderly and students (who are usually, although not always, within a particular age range). These age groups may include older people, young people and families with children who may need affordable housing if they cannot enter the housing market. In this context, Policy Ho04 seeks to ensure affordable housing.

The Local Plan's Climate Change policies seek to ensure that development provides sustainable design and reduces carbon emissions, whilst increasing energy efficiency. This should be beneficial to elderly and young people, helping to reduce running and maintenance costs and improving health outcomes.

The Local Plan's Open Space policies will benefit all age groups, particularly children through the provision of play areas and facilities, including retaining existing playing pitches.

Design policy DQP03 supports inclusive design by meeting the needs of disabled and elderly people in new development. This supports safety and convenience in new development to react to demographic trends.

It is the government's requirement to meet the needs of older people, those with children, students through the Local Plan policies. Having identified the need based on existing evidence (Local Housing Needs Assessment, 2022), the protected characteristic group will have their needs met through the draft policies of the Local Plan.

What is the risk of disproportionate negative impact on age?

These policies are not likely to cause any disproportionate negative impact as the needs of different age ranges have been considered in policy development.

The Local Housing Needs Assessment (2022) found there was an evidenced need for older person's housing within Leicester. In response, a new Local Plan policy has been incorporated to address and tackle this need (Policy Ho06. Older Person's Housing).

What are the mitigating actions?

During both the emerging options consultation undertaken in 2017 and the draft local plan in 2020, the council monitored information relating to equalities, this helped obtain views from a range of different ages in line with the demographics of Leicester. In addition, the council informed organisations like 'Age UK' to get a better overview about the issues and ideas of age-related groups.

The Local Housing Needs Assessment (2022) found there was an evidenced need for older person's housing within Leicester. In response, a new Local Plan policy has been incorporated to address and tackle this need (Policy Ho06. Older Person's Housing).

b) Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. If specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness, or health condition.

What is the impact of the proposal on disability?

It is expected that the Local Plan will have a positive impact.

The objectives of Policy DQP03 seek to ensure that proposals are accessible and adaptable to people with disabilities e.g. wheelchair accessible homes, as well as public places.

The objectives of the Policy Ho03 seek to ensure that proposals for wheelchair accessible dwellings will be encouraged to meet the technical standard for access of Building Regulations 2015 Part M4(3), or any subsequent revision.

Retail, leisure and health facilities are required to be accessible for everyone as well (Policy CT01, CT02, TCR03, OSSR03). This includes the use of advertisement and associated impacts to highway safety which is covered by policy DQP09.

The purpose of the planning system is to contribute to sustainable development (September 2023 NPPF, Chapter 2). In addition, the transport policies within the Local Plan promote accessible public transport, particularly in policies T01 and T03.

The needs of the protected characteristic are relevant to the proposal as its the government requirement to meet the needs of the community, including those with disabilities. There is significant potential to advance equality of opportunity through the built environment and infrastructure, provided the needs of people with different protected characteristics are fully considered in the early policy and planning stages, through to design.

The Local Plan policies have been consulted on, and all people were given an opportunity to comment on the Local Plan. As part of the consultation process, the documents were made available in an accessible format on request.

What is the risk of disproportionate negative impact on disability?

Not likely to have any disproportionate negative impact as the needs of people with different disabilities have been considered in policy development. However, the consultation has provided some further information to inform if there are any disproportionate impacts which have not been identified to date. Responses will be made to consider the needs of the people with particular protected characteristics such as this and published as part of the full submission for further engagement.

What are the mitigating actions?

The publication of most of the documents on our website are uploaded in an accessible format which seeks to increase the accessibility and readability of our materials. These documents are displayed in an easy-to-read format for screen readers which will help people with visual impact. Under the telephone number in the beginning of the Local Plan a large, printed format, or help with the language for people whose native language is not English, can be requested.

The consultation involved engaging with groups representing this protected characteristic and others, to ensure that this was representative and obtained views from a range of people who may have particular needs arising from a disability. Equality monitoring took place as part of the consultation and will continue to be undertaken.

c) Gender reassignment

Indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected. a trans person is someone who proposes to, starts, or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected.

What is the impact of the proposal on gender reassignment?

There will be a neutral impact for this specific group. However, they will not be excluded from receiving the positive benefits that are intended for all.

What is the risk of disproportionate negative impact on gender reassignment?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

d) Marriage and civil partnership

Please note that the under the Public Sector Equality Duty this protected characteristic applies to the first general duty of the Act, eliminating unlawful discrimination, only. The focus within this is eliminating discrimination against people that are married or in a civil partnership with regard specifically to employment.

What is the impact of the proposal on marriage and civil partnership?

There will be a neutral impact for this specific group. However, they will not be excluded from receiving the positive benefits that are intended for all.

What is the risk of disproportionate negative impact on marriage and civil partnership?

Not likely to have any disproportionate negative impact. Marriage and civil partnership, under the Equality Act only protects you from discrimination at work because you are married or in a civil partnership.

What are the mitigating actions?

Not applicable.

e) Pregnancy and maternity

Does the proposal treat someone unfairly because they're pregnant, breastfeeding or because they've recently given birth.

What is the impact of the proposal on pregnancy and maternity?

There will be a neutral impact for this specific group. However, they will not be excluded from receiving the positive benefits that are intended for all.

What is the risk of disproportionate negative impact on pregnancy and maternity?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

f) Race

Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A racial group can be made up of two or more distinct racial groups, for example Black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

What is the impact of the proposal on race?

The Local Plan policies, proposals and allocations will aim to ensure that sites are available to provide sufficient housing to meet a significant proportion of housing needs of all groups in Leicester.

In terms of housing, the Local Plan supports the delivery of mixed sizes and tenures, including the provision of affordable housing for all groups in need. No disproportionate negative impacts upon any racial group have been identified.

The local plan will look to support a diverse range of businesses including racial minority owned businesses in Policy E07. Further, Policy CT02 seeks to safeguard Assets of Community Value encouraging communities to share spaces.

Gypsies and Travellers are considered in a specific policy. An accommodation needs assessment has been carried out, which has informed Policy Ho12 of the proposed Local Plan. The city needs to plan to accommodate 32 permanent Gypsy and Traveller pitches over the plan period to 2036. There is also a need for a transit site that can accommodate up to 12 caravan spaces. Following consideration at the Local Plan Examination three sites have been allocated for gypsy and traveller accommodation. These include a site for permanent pitches on the Former Western Park Golf Course (SL02) and two potential transit sites on Beaumont Park (Policy SL06) and Thurstaston Road/ Hadrian Road Open Space (Policy E01). However, there is a shortfall in the number of sites needed and this will be considered as part of an Early Local Plan review (Policy Mo01: Plan Review). In helping to provide decent residential accommodation for all, the City Council will meet the accommodation needs of Gypsies and Travellers and Travelling Showpeople.

What is the risk of disproportionate negative impact on race?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

For people whose first language is not English, special requests can be made via telephone for alternative provision.

No other mitigations applicable until and unless any impacts identified through the consultation.

g) Religion or belief

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. This must be a belief and not just an opinion or viewpoint based on the present state of information available and;

- be about a weighty and substantial aspect of human life and behaviour
- attain a certain level of cogency, seriousness, cohesion, and importance, and
- be worthy of respect in a democratic society, not incompatible with human dignity and not in conflict with fundamental rights of others. For example, Holocaust denial, or the belief in racial superiority are not protected.

This also refers to services that are sensitive to different religious requirements e.g., times a customer may want to access a service, religious days and festivals and dietary requirements.

What is the impact of the proposal on religion or belief?

The Policy CT05 Places of Worship seeks to retain these places and associated community facilities unless it can be demonstrated that there is no longer a need for them.

Places of Worship can cause a lot of traffic and noise. Therefore, these issues need to be carefully addressed in selecting suitable locations for Places of Worship and when considering proposals for redevelopment or extension. Overall, there will be a neutral impact for this specific group.

What is the risk of disproportionate negative impact on religion or belief?

Not likely to have any disproportionate negative impact if the issues of noise and traffic can be adequately addressed and considered.

What are the mitigating actions?

Not applicable until and unless the places of worship will have any impacts on highway safety and function, or nearby residential amenity.

h) Sex

Indicate whether this has potential impact on either males or females.

What is the impact of the proposal on sex?

Policies in the 'Delivering Quality Places' chapter, such as Policies DQP01 and DQP03, ensure that all places are designed as high quality overlooking places to give everyone the feeling of safety. All these policies in the Local Plan will have an impact upon everyone who lives in, works in, has business in, travels through or visits Leicester. This is expected to impact on people of a different sex or gender in the same way.

There are no disproportionate negative impacts identified resulting from the Local Plan objectives and proposed policies.

What is the risk of disproportionate negative impact on sex?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

i) Sexual orientation

Indicate if there is a potential impact on people based on their sexual orientation. The Act protects heterosexual, gay, lesbian or bisexual people.

What is the impact of the proposal on sexual orientation?

There will be a neutral impact for this specific group. However, they will not be excluded from receiving the positive benefits that are intended for all.

What is the risk of disproportionate negative impact on sexual orientation?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

7. Summary of protected characteristics

a. Summarise why the protected characteristics you have commented on, are relevant to the proposal?

The Local Plan will have an impact on all those living and working in Leicester. Therefore, all the protected characteristics are relevant to the proposals, some more directly than the others. The policies aim to support inclusive and cohesive development.

b. Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?

Not applicable.

8. Armed Forces Covenant Duty

The Covenant Duty is a legal obligation on certain public bodies to 'have due regard' to the principles of the Covenant and requires decisions about the development and delivery of certain services to be made with conscious consideration of the needs of the Armed Forces community.

When Leicester City Council exercises a relevant function, within the fields of healthcare, education, and housing services it must have due regard to the aims set out below:

a. The unique obligations of, and sacrifices made by, the Armed Forces

These include danger; geographical mobility; separation; Service law and rights; unfamiliarity with civilian life; hours of work; and stress.

b. The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the Armed Forces

A disadvantage is when the level of access a member of the Armed Forces Community has to goods and services, or the support they receive, is comparatively lower than that of someone in a similar position who is not a member of the Armed Forces Community, and this difference arises from one (or more) of the unique obligations and sacrifices of Service life.

c. The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces

Special provision is the taking of actions that go beyond the support provided to reduce or remove disadvantage. Special provision may be justified by the effects of the unique obligations and sacrifices of Service life, especially for those that have sacrificed the most, such as the bereaved and the injured (whether that injury is physical or mental).

Does the service/issue under consideration fall within the scope of a function covered by the Duty (healthcare, education, housing)? Which aims of the Duty are likely to be relevant to the proposal? In this question, consider both the current service and the proposed changes. Are members of the Armed Forces specifically disadvantaged or further disadvantaged by the proposal/service? Identify any mitigations including where appropriate possible special provision.

It is expected that the Local Plan will have a largely neutral impact on current and former members of the Armed Forces. The Local Plan will have an impact on all those living and working in Leicester. The policies aim to support inclusive and cohesive development.

For instance, Policy Ho03 relating to Housing Mix seeks to provide an appropriate mix and size of dwellings to meet the needs of current and future households in the city including family housing, extra care and accessible housing, and self-build/custom-build plots having regard to the latest evidence of housing need published by the Council. This policy has regard to Aim A of the Armed Forces Covenant Duty.

In relation to Aim B, the Local Plan does not reduce the level of access a member of the Armed Forces Community has to goods and services, or the support they receive. The Local Plan's employment, housing, community, and retail policies all seek to ensure and maintain or improve the services that all members of Leicester's residents, including current and former members of the Armed Forces, have access to.

9. Other groups

Other groups

Impact of proposal:

Describe the likely impact of the proposal on children in poverty or any other people who we may consider to be vulnerable, for example people who misuse substances, care leavers, people living in poverty, care experienced young people, carers, those who are digitally excluded. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?

Risk of disproportionate negative impact:

How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA. You may also wish to use this section to identify opportunities for positive impacts.

a. Care Experienced People

This is someone who was looked after by children's services for a period of 13 weeks after the age of 14', but without any limit on age, recognising older people may still be impacted from care experience into later life.

What is the impact of the proposal on Care Experienced People?

There will be a neutral impact for this specific group. However, they will not be excluded from receiving the positive benefits that are intended for all.

For instance, Policy Ho03 relating to Housing Mix, seeks to maintain and improve the provision of care facilities within the City based on evidenced needs. It is intended that this would have a positive impact for those children living in care by ensuring the necessary number of care facilities and places in the local area.

Furthermore, Policy DI01 relating to Developer Contributions and Infrastructure outlines the intention of the Council to continue to secure development specific infrastructure including community facilities. The development of this infrastructure would have a positive impact on those that have experienced care.

More broadly, the Open Space, Sports and Recreation chapter seeks to retain open space and playing pitches in Leicester which would have a positive impact for care experienced people having ease of access to open space. This intention is reinforced by the Local Plan's health and wellbeing policies (such as Policy HW01).

What is the risk of negative impact on Care Experienced People?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

b. Children in poverty**What is the impact of the proposal on children in poverty?**

The proposal will have a positive impact on children with poverty. For instance, Policy Ho04 seeks encourage the provision of affordable housing in the City. These policies are based on the existing evidence which was updated prior to submission.

The Open Space, Sports and Recreation chapter seeks to retain open space and playing pitches in Leicester which would have a positive impact for children in poverty having ease of access to open space.

What is the risk of negative impact on children in poverty?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

c. Other (describe)**What is the impact of the proposal on any other groups?**

The health and wellbeing chapter ensures a wide range of groups are considered in the Local Plan e.g. families, people living in poverty as well as people with different health issues like obesity. The proposal will have a neutral impact on any of the groups.

What is the risk of negative impact on any other groups?

Not likely to have any disproportionate negative impact.

What are the mitigating actions?

Not applicable.

10. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include:

- other proposed changes to council services that would affect the same group of service users;
- Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents;
- external economic impacts such as an economic downturn.

There are several potential national policy changes currently undergoing consultation, such as the NPPF, Strategic Development Strategies, and Local Government Reorganisation, which could have a significant impact on citizens in Leicester. At current, however, it is difficult to determine their potential impact and, as such, the city council will continue to review its local plan policies based on these changes in line with evidenced needs and consultation responses.

11. Human rights implications

Are there any human rights implications which need to be considered and addressed (please see the list at the end of the template), if so, please outline the implications and how they will be addressed below:

The specific Articles of the ECHR relevant to planning include Article 6 (Right to a fair and public trial within a reasonable time), Article 8 (Right to respect for private and family life, home and correspondence), Article 14 (Prohibition of discrimination) and Article 1 of Protocol 1 (Right to peaceful enjoyment of possessions and protection of property).

12. Monitoring impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

If you want to undertake equality monitoring, please refer to our [equality monitoring guidance and templates](#).

We have undertaken a Sustainability Appraisal (SA), which assesses the social, economic and environmental impact of policies and objectives, at each stage of the Local Plan and was consulted on as one of the key pieces of evidence. The findings have informed policy development at each stage of the Local Plan process.

Policy Mo01 of the new Leicester Local Plan sets an expectation that a review will be complete within three years of adoption of this Local Plan, and will have regard to changes to relevant legislation, policy, and guidance. The subsequent reviews will undergo public consultations as well as EIAs which will help identify any impacts as the Plan progresses. Further, monitoring outcomes will normally be reported on an annual basis for a year which begins on 1 April and ends on 31 March, unless data is not available for such a period. In addition, an Authority Monitoring Report (AMR) is anticipated to be produced in December each year, and this is the main record of monitoring information. The need to intervene, or otherwise, will be kept under regular review.

13. EIA action plan

Please list all the equality objectives, actions and targets that result from this assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Outcome	Action	Officer Responsible	Completion date
Annual Monitoring	<p>An Authority Monitoring Report (AMR) is anticipated to be produced in December each year, and this is the main record of monitoring information.</p> <p>This will ensure all policies are kept under consistent and thorough review and any equalities concerns are raised in a timely manner.</p>		Annually, every December
Local Plan Review	<p>Policy Mo01 of the new Leicester Local Plan sets an expectation that a review will be complete within three years of adoption of this Local Plan, and will have regard to changes to relevant legislation, policy, and guidance. The subsequent reviews will undergo public consultations as well as EIAs which will help identify any</p>		3 years after adoption (expected to be 2029)

Equality Outcome	Action	Officer Responsible	Completion date
	impacts as the Plan progresses.		
<p>Keep up to date with local, regional, and national strategies</p>	<p>As part of the Local Plan review process, Leicester City Council and the Planning Policy Team will continually keep up to date with local and national strategies and policies that may impact the Local Plan and its equality outcomes.</p> <p>Based on this continuing research, the Planning Policy Team will continually review Local Plan policies and their potential impact on equality outcomes.</p>		<p>Ongoing</p>
<p>Up to date consultation database</p>	<p>Consultation database to be kept updated including harder to reach groups, for future consultations to ensure all groups are notified about future Local Plan reviews and can participate and raise any concerns.</p>		<p>Ongoing</p>

Human rights articles:

Part 1: The convention rights and freedoms

Article 2: Right to Life

Article 3: Right not to be tortured or treated in an inhuman or degrading way

Article 4: Right not to be subjected to slavery/forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Right to freedom of thought, conscience and religion

Article 10: Right to freedom of expression

Article 11: Right to freedom of assembly and association

Article 12: Right to marry

Article 14: Right not to be discriminated against

Part 2: First protocol

Article 1: Protection of property/peaceful enjoyment

Article 2: Right to education

Article 3: Right to free elections