

2020

Equality Impact Assessment – Screening Report

Greater Exeter Strategic Plan

Draft Policies and Site Options Consultation

May 2020

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Equality Impact Assessment – Screening Report

What is the purpose of an Equality Impact Assessment (EqIA)?

Under the Equality Act 2010 local authorities have a legal duty (Public Service Equality Duty) to eliminate discrimination and promote equality within service delivery. Local authorities are required to have 'due regard' to the need to:

- Eliminate discrimination, harassment, victimisation and any other prohibited conduct;
- Advance equality of opportunity (remove or minimise disadvantage, meet people's needs, take account of disabilities, encourage participation in public life); and
- Foster good community relations between people (tackle prejudice and promote understanding).

The equality strands protected under the Equality Act (the 'protected characteristics') are:

- Age
- Disability – including physical disability, mental health
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex/Gender
- Sexual orientation

'Due regard' to the Public Sector Equality Duty is demonstrated through undertaking an equality impact assessment. The purpose of the assessment is:

- To understand the actual or potential effect of functions, policies or decisions on different people
- To consider if there are any unintended consequences for some groups
- To consider if the policy will be fully effective for all target groups
- To help identify practical steps to tackle any negative effects or discrimination
- To advance equality and to foster good relations
- To document the results

This document sets out how the equality impact assessment of the Greater Exeter Strategic Plan – Draft Policies and Site Options has been undertaken and the findings that have arisen as a result.

Name of the proposed strategy being assessed

Greater Exeter Strategic Plan – Draft Policies and Site Options Consultation.

Team responsible for completing the Equality Impact Assessment

Officers of the Local Authorities preparing the Greater Exeter Strategic Plan (GESP).

Who are the key people that are involved, for example decision-makers, staff implementing it, service users and equality groups?

The GESP is being prepared in partnership between East Devon, Exeter, Mid Devon and Teignbridge Councils with assistance from Devon County Council, which has a key role in terms of transport infrastructure, education and social care. The joint strategic plan for the Greater Exeter area is considered an effective way of ensuring a collaborative and co-ordinated approach to the delivery of the housing and employment needs of the area. This is due to the scale of influence of Exeter, which has expanded to encompass the surrounding districts and sets the functional geography for the plan.

To facilitate the preparation of the GESP, the authorities have combined both financial and staff resources to set up a GESP team, tasked with preparation of the plan and background evidence. The team has engaged with officers and councillors across the councils in preparing the Draft Policies and Site Options Consultation.

In preparing evidence for the GESP a broad spectrum of stakeholders have been involved and engaged, including numerous teams within the Local Authorities, the Local Economic Partnership, Homes England, Highways England, Natural England, Environment Agency, Exeter City Futures, Exeter University, low carbon specialists and operators, various specialist consultants, large employers, developers, land agents and landowners. NHS England, the local Clinical Commissioning Groups and utilities companies are also informing the evidence base for the GESP. Dialogue with key stakeholders will continue as preparation of the GESP progresses.

A Statement of Community Involvement has also been prepared for the GESP. This sets out the general principles for consultation and involvement on the preparation of the plan (addressing equality strands). This is available on www.gesp.org.uk.

What is the purpose of the policies and what are the intended outcomes?

The feedback from the Draft Policies and Site Options consultation will inform the first draft of the Greater Exeter Strategic Plan. The GESP covers the planning authority areas of East Devon, Exeter, Mid Devon and Teignbridge (it does not include any of Dartmoor National Park). It will provide a long term strategy for development, infrastructure and conservation which looks at the area as a whole, rather than considering each of the different administrative areas separately. It will contain policies which need to be decided over a wider area than just one council, and will allocate the major, strategic sites which are needed to continue the area's growth in the most sustainable manner.

The reason for planning over this wide area is that it closely follows the most recent indication of the Exeter city region (the Travel to Work Area). This means that it is a closely integrated economy and a reasonably self-contained area, with commuter and other flows which tend to stay within it.

The GESP will cover the period 2020 – 2040 and will address the key strategic issues which face the area. It will:

- Set an overall vision for the Greater Exeter area
- Provide a spatial development strategy for the area, covering the overarching direction of the area considering climate emergency declarations, housing, economy, connectivity, environment and healthy and resilient communities
- Set the overall amount of growth for the period 2020 – 2040, also identifying what infrastructure is required to support that growth
- Promote the Liveable Exeter vision by allocating urban regeneration sites in the city for more than 100 homes and 1ha of employment land
- Implement the overall vision and spatial development strategy by allocating strategic sites of 500 or more homes and 5ha of employment land outside of Exeter which may include urban extensions and new settlements
- Provide district local plans with targets for non-strategic development
- Identify monitoring indicators

The Draft Policies and Site Options Consultation provides information about the level of growth required across the area and explores possible approaches to distributing this growth. A number of potential sites have been identified which are aligned with the recommended spatial development strategy for the GESP. Some of the growth identified will already be committed (through existing planning permissions and site allocations in adopted Local Plans) and the district councils will plan for delivering any residual growth in reviews of their Local Plans.

The draft GESP Vision has been prepared as a guide for the whole plan and is the result of considering the place, its strengths and weaknesses and its opportunities and threats. It also responds to national and regional requirements.

Greater Exeter – Draft Vision

THE PLAN

The Greater Exeter Strategic Plan makes the big, cross-boundary decisions about growth, infrastructure and environment in the Greater Exeter area looking many years ahead. The innovative planning and ambitious investment decisions taken together by the local authority partners aim to realise our potential by creating great places for all people to live full lives.

THE PLACE

In 2040 we are a sustainable, accessible and networked city region of linked but distinct communities. Our economy is carbon neutral and productive. We invest in our citizens, celebrate the area’s beauty and continue to work together for mutual long term benefit. We fully utilise our unique south western city-town-country-coast environment and our growing academic and skills base for smart growth. We enable prosperous and healthy lives in high quality homes and increasingly self-sufficient communities with access to great greenspaces and high quality jobs linked by a reliable, sophisticated and sustainable transport system.

THE PRIORITIES

- Greater efficiency – to be carbon neutral by 2040
- Greater ambition – hardwiring delivery in from the start
- Greater innovation – fast growth in cutting edge businesses including becoming the UK centre for data analytics, environmental futures, health innovation, smart transport and other digital future businesses
- Greater connectivity –gigabit ready communities with majority sustainable travel
- Greater prosperity – local wages rise to above the national average
- Greater places for people – providing the homes we need in high quality neighbourhoods with the right infrastructure in the right places
- Greater places for nature – rebuilding biodiversity and peoples’ access to it
- Greater education – nurturing, attracting and retaining a world class workforce
- Greater wellbeing – healthy active communities with a range of facilities and services

The draft policies proposed to be included in the GESP, included in the Draft Policies and Site Options Consultation, are set within the following themes:

- **Sustainable Development:** including a commitment between the authorities to supporting sustainable development and resilience through preparation and implementation of development plan documents
- **Climate Emergency:** including a target of net-zero carbon by 2040, proposing measures for the reduction of carbon emissions in new development, enabling decentralised low carbon/renewable energy networks and the decarbonisation of existing energy networks and transportation.
- **Prosperity:** providing economic opportunities to individuals and communities, maintaining an outward-facing networked city region, with the key focus on increasing productivity
- **Homes:** setting out a target for delivering new homes with further requirements to ensure an appropriate mix of types and tenures, including provision for traveller communities, and ensuring new homes are accessible.
- **Movement and Communication:** promoting low carbon and sustainable transport measures through a sustainable transport hierarchy, alongside a major expansion in digital infrastructure.
- **Nature:** setting out an approach to rebuild biodiversity and improve access to nature through ensuring developments achieve an overall enhancement in biodiversity, woodland creation, protection of internationally important wildlife sites, and defining a new boundary for the Clyst Valley Regional Park.

- **Quality Places and Infrastructure:** providing a focus on achieving high quality development and timely provision of infrastructure to deliver great places in the Greater Exeter area through masterplanning and appropriate delivery mechanisms, application of garden city principles and how decisions on prioritising infrastructure and funding will be made.

Spatial Development Strategy and Site Options: The 40 site options identified in the Draft Policies and Site Options Consultation are based on a spatial development strategy that primarily concentrates the defined level of growth at public transport nodes (i.e. key bus and rail interchanges) and corridors including significant intensification and housing delivery in Exeter and the expansion of a number of other main towns with strong economic roles. Key potential growth areas are identified as: Central, North, South and East and the site options fall within these four growth areas.

What existing sources of information will you use to help you identify the likely equality on different groups of people?

The consultation on the issues and scope of the GESP (the 'Issues' consultation, February – April 2017) included a call for sites. Following the consultation, the councils have undertaken the work necessary to progress to the Draft Policies and Site Options Consultation. The results of the Issues consultation has enabled officers to identify the potential impacts on communities and utilise evidence to consider and address these impacts. The evidence base to inform the preparation of the GESP is available at www.gesp.org.uk

The work has included:

- Revising the GESP's Vision to focus on The Plan, The Place and The Priorities
- Undertaking an assessment of need for additional homes and jobs in the Greater Exeter area
- Considering a spatial development strategy to accord with the GESP's vision
- Preparing a detailed evidence base to inform the draft policies
- Carrying out detailed assessments of strategic sites for residential, employment or mixed uses

The Draft Policies and Site Options Consultation has been prepared in consideration of the Sustainability Appraisal and Strategic Environmental Assessment (SA/SEA). This provides regular checks on the social, economic and environmental impacts of a plan, and determines whether or not significant negative effects are likely. Existing sources of information that provide a profile of the different equality groups within the Greater Exeter area are listed in Appendix 1.

The Greater Exeter Strategic Plan aims to improve the quality of life for everyone, regardless of age, disability, sex/gender, race, pregnancy or maternity, marital status, religion or belief, gender reassignment or sexual orientation. The GESP seeks to improve accessibility to homes, jobs and services through better transport, and proximity to services. It also seeks to improve digital networks and to create inclusive communities. New homes will have to be of the right size, type, and tenure to meet the needs of the area (see supporting GESP evidence document - Local Housing Needs Assessment).

Having analysed the initial and additional sources of information including feedback from consultation, what impact (positive/adverse/none) is the policy going to have on any of these different groups of people and/or promote equality of opportunity?

The purpose of this stage is to assess whether or not it is necessary to carry out a full equality impact assessment. It aims to assess if there are any likely impacts on a particular equality group/s or if there are any gaps in knowledge about the likely impact. The outcome from this initial screening will determine whether a full EqIA needs to be undertaken.

Table 1: EqlA Screening of the Draft Policies for the Greater Exeter Strategic Plan

Equality Group	Type of Impact (Positive, Adverse, Neutral/ Negligible)	Reasons
Age (a person belonging to a particular age or range of ages)	Positive Impact	<p>The draft vision and some of the draft policies relating to the themes of low carbon, prosperity, homes, movement and communication, and quality places and infrastructure, have the potential to provide a positive impact for people of all ages.</p> <p>The section on homes particularly has regard to housing types and tenures to ensure suitability for all age ranges.</p>
Disability (including a physical or mental impairment that has a substantial long term adverse effect on that person's ability to carry out normal day-to-day activities)	Positive Impact	<p>The draft policies have the potential to provide a positive impact for disabled groups e.g. a policy requiring accessible and adaptable homes including a proportion that are wheelchair adaptable or accessible. The draft transport and connectivity policies also have the potential to provide a positive impact for people with accessibility issues.</p> <p>The majority of the plan will have a neutral impact on mental health issues. The aim of the emerging plan is to provide healthy lives in great places with access to high quality green spaces. Therefore, the impact of the plan with regard to equal opportunities for people with mental health disabilities is likely to be negligible.</p>
Gender reassignment (person proposing to undergo, is undergoing or has undergone reassigning their sex)	Neutral/ negligible Impact	There is no clear or direct impact on equal opportunities for people proposing to undergo, undergoing, or that have undergone gender reassignment from the emerging plan.
Marriage and civil partnership (a union between a man and a woman or between a same-sex couple)	Neutral/ negligible Impact	There is no clear or direct impact on equal opportunities for people who are married or within a civil partnership.
Pregnancy and maternity (the condition of being pregnant – maternity is the period after birth and is linked to maternity leave in the employment context)	Neutral/ negligible Impact	There is no clear or direct impact on equal opportunities for pregnant women/women on maternity leave from the emerging plan.
Race (a group of people defined by their race, colour and nationality, ethnic or national origins – including Gypsies and Travellers)	Positive Impact	The majority of the draft policies in the plan will have a neutral impact in terms of race issues. A draft policy is included for the provision of sufficient pitches/plots to accommodate the needs of gypsies and travellers over the plan period.
Religion or belief (any religion/belief, including a lack of religion/belief – generally a belief should affect a person's life choices or the way a person lives)	Neutral/ negligible Impact	There is no clear or direct impact on equal opportunities for different religious/faith/belief groups from the emerging plan.

Equality Group	Type of Impact (Positive, Adverse, Neutral/ Negligible)	Reasons
Sex/Gender (applies to men and women of any age)	Positive Impact	Some policies, including those on transport/connectivity and work skills provide potential positive impacts for women. Also, where other equality groups have been identified as benefiting from positive impacts, these have the potential to positively impact on women as well (e.g. being more common than men in having primary care responsibilities for disabled or elderly relatives as well as children).
Sexual orientation (whether a person’s sexual attraction is towards their own sex, the opposite sex or both sexes)	Neutral/ negligible Impact	There is no clear or direct impact on equal opportunities for different sexual orientation groups from the emerging plan.

The screening has indicated that equality impacts are either positive, or no impact is recorded due to neutral or negligible effects on certain equality groups. A full screening of each policy in the plan is set out in Appendix 2.

Local Plans within each of the four districts that make up the Greater Exeter area will provide further detailed policies and smaller allocations for development necessary for their area that reflect the local context. Reviews of these plans will include a range of smaller sites and sites within smaller settlements to address the needs of rural communities.

Conclusion

Is a full EqIA required and/or should the Plan be amended to ensure that the Public Sector Equality Duty is met?

A full EqIA is not required, and the Duty is met, because:

- The screening of the Draft Policies and Site Options Consultation identifies that the plan content is unlikely to result in negative equality impacts that would require justification or mitigation.
- There is unlikely to be equality impacts that generate negative public opinion or media coverage about the proposed changes.
- An opportunity has not been missed to promote equality of opportunity and further details do not need to be provided of action that can be taken to remedy this.

A review of the EqIA will take place at each key stage of the preparation of the GESP to screen for unexpected equality impacts and to ascertain whether a full EqIA is required.

Appendix 1: Equality Profile of Greater Exeter

Gender

No. and % males and females

The 2018 mid-year population estimates state that of a total population of 489,284 in the Greater Exeter area, 238,797 (49%) were male and 250,487 (51%) were female.

Age

The population estimate (2018) puts the population of the four combined Greater Exeter Authorities as 489,284 – an increase of 37,000 since the 2011 census (452,200). Figure 1 shows the age profile for each Local Authority and the combined Greater Exeter area, compared against the national and regional profiles. This shows that the Greater Exeter area has a similar age profile to the wider South West Region with a noticeably higher proportion of the population aged 65 and over, than England as a whole.

Figure 1: Age profile for GESP area Local Authorities (ONS Mid-Year Population Estimates June 2018)

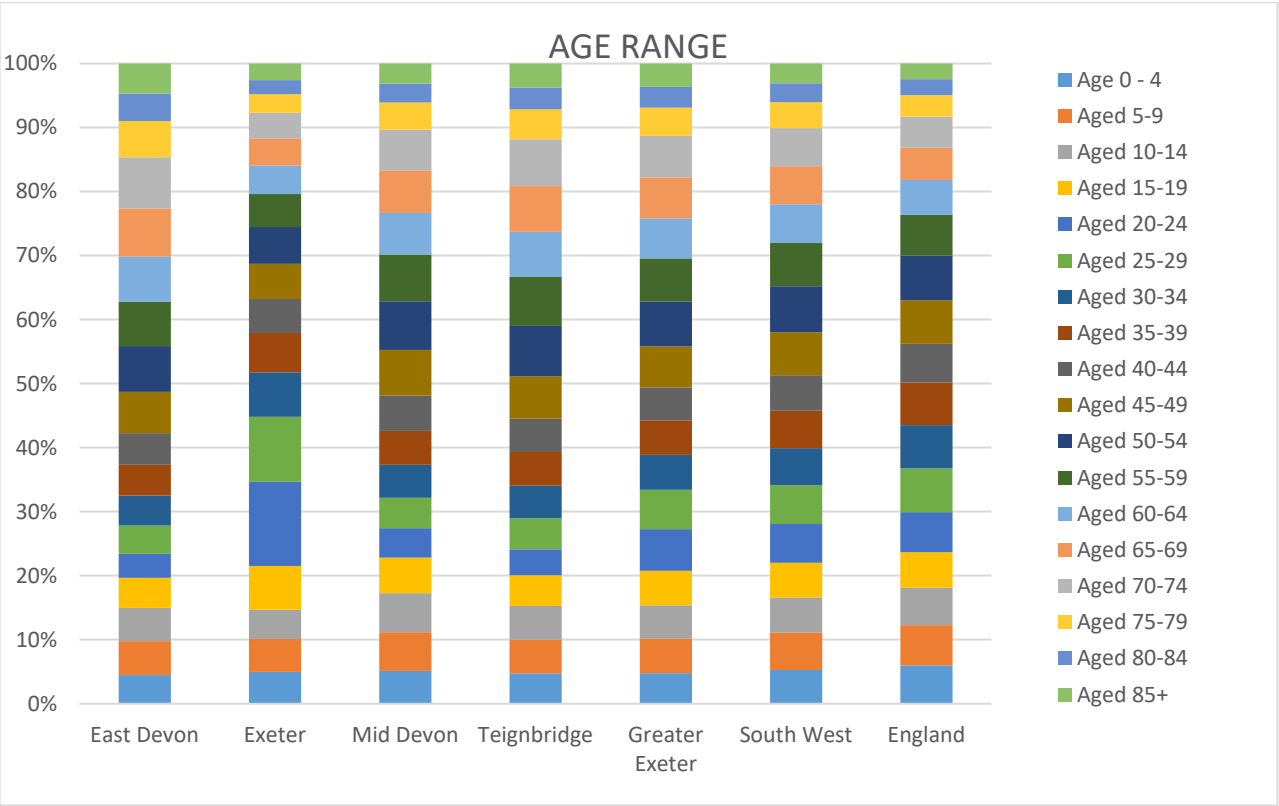


Table A1.1 2018 Mid-Term Population Estimates

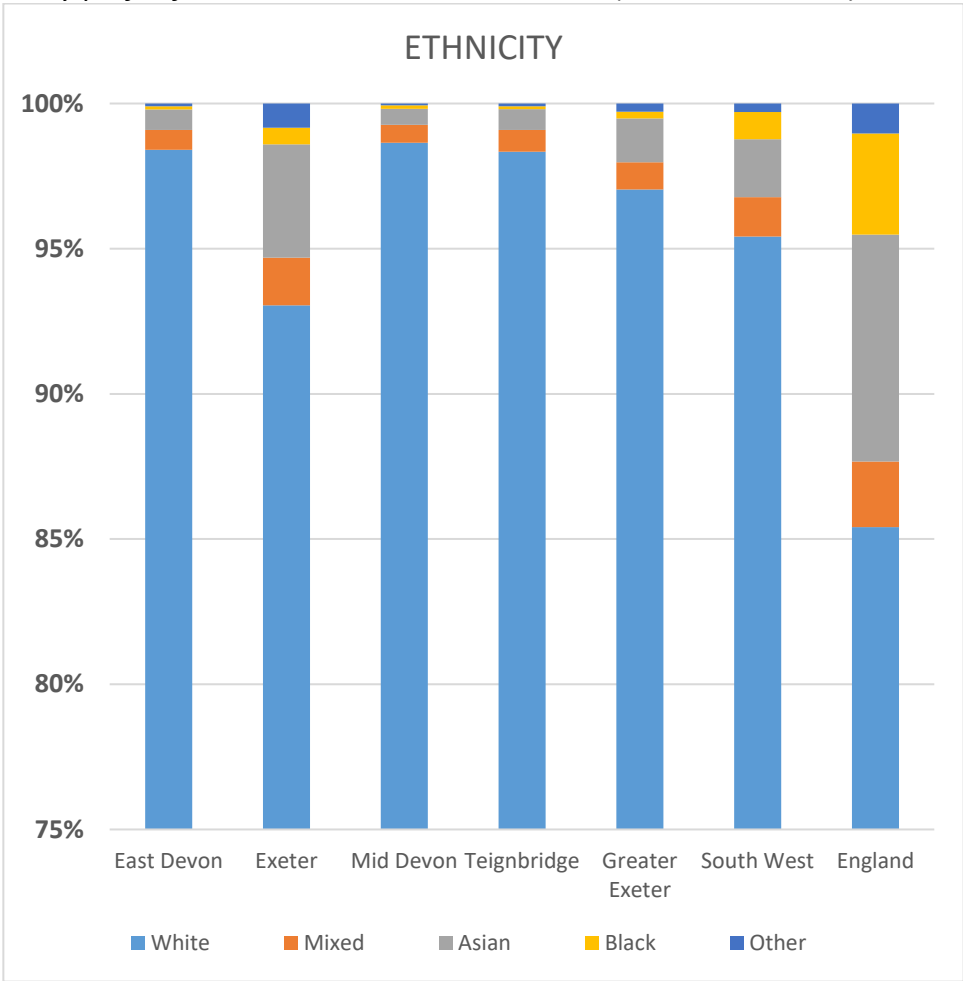
Age Range	East Devon	Exeter	Mid Devon	Teignbridge	Greater Exeter	South West	England
Age 0 - 4	4.50%	4.98%	5.11%	4.70%	4.78%	5.29%	5.98%
Aged 10-14	5.21%	4.54%	6.11%	5.22%	5.18%	5.49%	5.85%
Aged 15-19	4.67%	6.84%	5.55%	4.82%	5.43%	5.43%	5.53%
Aged 20-24	3.75%	13.18%	4.61%	4.07%	6.49%	6.06%	6.28%
Aged 25-29	4.44%	10.13%	4.76%	4.85%	6.12%	6.02%	6.82%
Aged 30-34	4.65%	6.94%	5.13%	5.07%	5.46%	5.84%	6.77%
Aged 35-39	4.82%	6.17%	5.31%	5.27%	5.39%	5.85%	6.64%
Aged 40-44	4.94%	5.27%	5.49%	5.19%	5.19%	5.56%	6.06%

Age Range	East Devon	Exeter	Mid Devon	Teignbridge	Greater Exeter	South West	England
Aged 45-49	6.44%	5.54%	7.13%	6.65%	6.37%	6.67%	6.79%
Aged 50-54	7.14%	5.71%	7.60%	7.82%	7.02%	7.19%	6.99%
Aged 55-59	6.99%	5.15%	7.32%	7.65%	6.74%	6.78%	6.38%
Aged 5-9	5.28%	5.15%	6.05%	5.33%	5.39%	5.81%	6.30%
Aged 60-64	7.03%	4.48%	6.49%	7.06%	6.27%	6.05%	5.44%
Aged 65-69	7.50%	4.21%	6.66%	7.14%	6.38%	5.94%	5.04%
Aged 70-74	8.01%	4.03%	6.33%	7.29%	6.47%	5.95%	4.87%
Aged 75-79	5.62%	2.90%	4.27%	4.72%	4.42%	4.03%	3.33%
Aged 80-84	4.30%	2.19%	2.96%	3.39%	3.27%	2.99%	2.51%
Aged 85+	4.70%	2.60%	3.13%	3.76%	3.62%	3.07%	2.44%

Ethnicity

The chart and table below show the ethnicity of the resident populations of the Greater Exeter districts and Greater Exeter area as a whole, at Census 2011. This illustrates that Exeter is the most ethnically diverse local authority area of the Greater Exeter Councils and the South West as a whole.

Figure 2: Ethnicity profile for the Greater Exeter Authorities (ONS Census 2011)



*Note that the % axis starts from 75%

Table A1.2 Further detail of ethnicity (2011 Census):

Ethnic Group	Greater Exeter	South West	England
Asian/Asian British: Bangladeshi	0.09%	0.16%	0.82%
Asian/Asian British: Chinese	0.60%	0.42%	0.72%
Asian/Asian British: Indian	0.32%	0.65%	2.63%
Asian/Asian British: Other Asian	0.46%	0.55%	1.55%
Asian/Asian British: Pakistani	0.04%	0.22%	2.10%
Black/African/Caribbean/Black British: African	0.15%	0.46%	1.84%
Black/African/Caribbean/Black British: Caribbean	0.06%	0.29%	1.11%
Black/African/Caribbean/Black British: Other Black	0.02%	0.19%	0.52%
Mixed/multiple ethnic group: Other Mixed	0.24%	0.31%	0.53%
Mixed/multiple ethnic group: White and Asian	0.36%	0.40%	0.63%
Mixed/multiple ethnic group: White and Black African	0.12%	0.16%	0.30%
Mixed/multiple ethnic group: White and Black Caribbean	0.23%	0.49%	0.78%
Other ethnic group: Any other ethnic group	0.12%	0.19%	0.62%
Other ethnic group: Arab	0.16%	0.11%	0.42%
White: English/Welsh/Scottish/Northern Irish/British	94.09%	91.81%	79.75%
White: Gypsy or Irish Traveller	0.09%	0.11%	0.10%
White: Irish	0.44%	0.54%	0.98%
White: Other White	2.41%	2.96%	4.58%

Disability

Long term health problem or disability

Figure 3 – General Health (Census 2011)

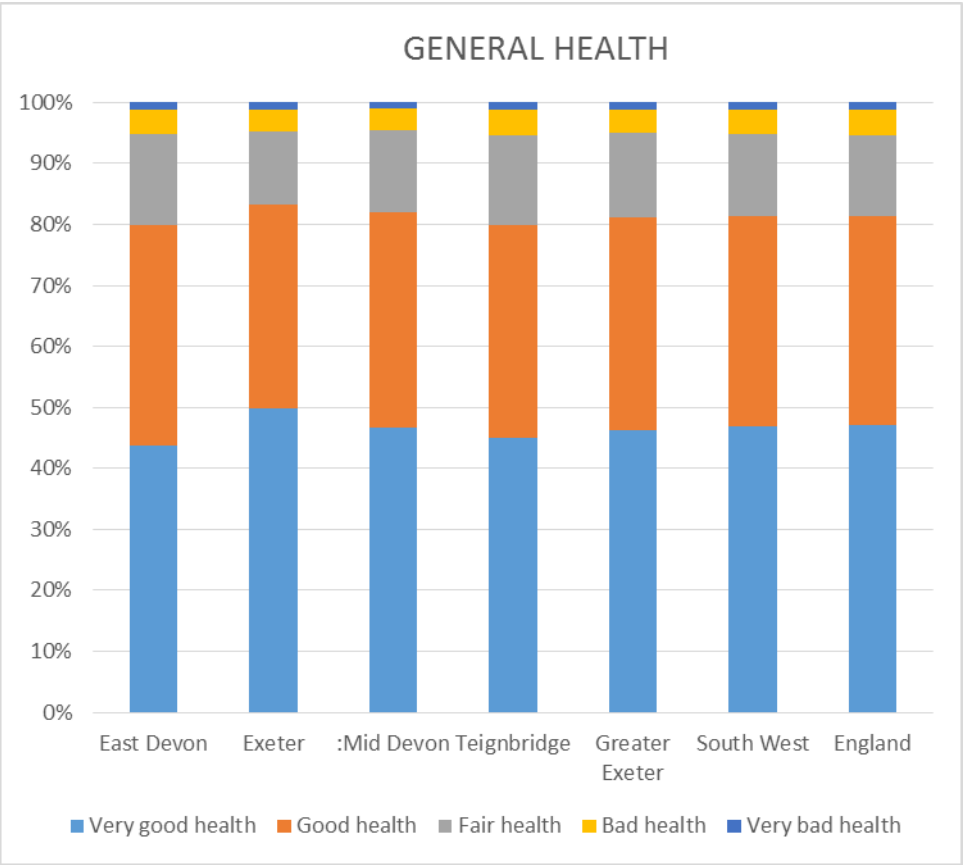


Table A1.3 2011 Census (ONS) General Health

GENERAL HEALTH	GREATER EXETER	SOUTH WEST	ENGLAND
Bad health	3.91%	4.01%	4.25%
Fair health	13.86%	13.43%	13.12%
Good health	34.92%	34.56%	34.22%
Very bad health	1.12%	1.14%	1.25%
Very good health	46.19%	46.85%	47.17%

Table A1.4 2011 Census (ONS) – Day to Day Activities (Limitations)

Day to Day Activities – Limitations	Greater Exeter	South West	England
Day-to-day activities limited a little	10.72%	10.15%	9.33%
Day-to-day activities limited a lot	8.44%	8.26%	8.31%
Day-to-day activities not limited	80.84%	81.59%	82.36%

As shown by the tables above, Greater Exeter area residents are generally in line with regional and national averages in terms of general health, and slightly higher in terms of day-to-day activities limitations.

Disability living allowance claimants

In November 2018 there were 12,320 Disability Living Allowance claimants within the Greater Exeter area, which equates to approximately 2.5% of the Greater Exeter population.

Religion and Belief

The table below shows the detailed breakdown of the Greater Exeter area's religious beliefs in 2011. This shows a higher proportion of residents with no religion (or religion not stated) compared to national statistics, but a significantly lower proportion of residents identifying Islam as their religion.

Table A1.5 2011 Census (ONS) Religion

RELIGION	GREATER EXETER	SOUTH WEST	ENGLAND
Buddhist	0.37%	0.37%	0.45%
Christian	61.03%	60.39%	59.38%
Hindu	0.13%	0.31%	1.52%
Jewish	0.10%	0.12%	0.49%
Muslim (Islam)	0.54%	0.97%	5.02%
No religion: Total	29.01%	29.29%	24.74%
Other religion: Total	0.54%	0.55%	0.43%
Religion not stated	8.24%	7.88%	7.18%
Sikh	0.04%	0.11%	0.79%

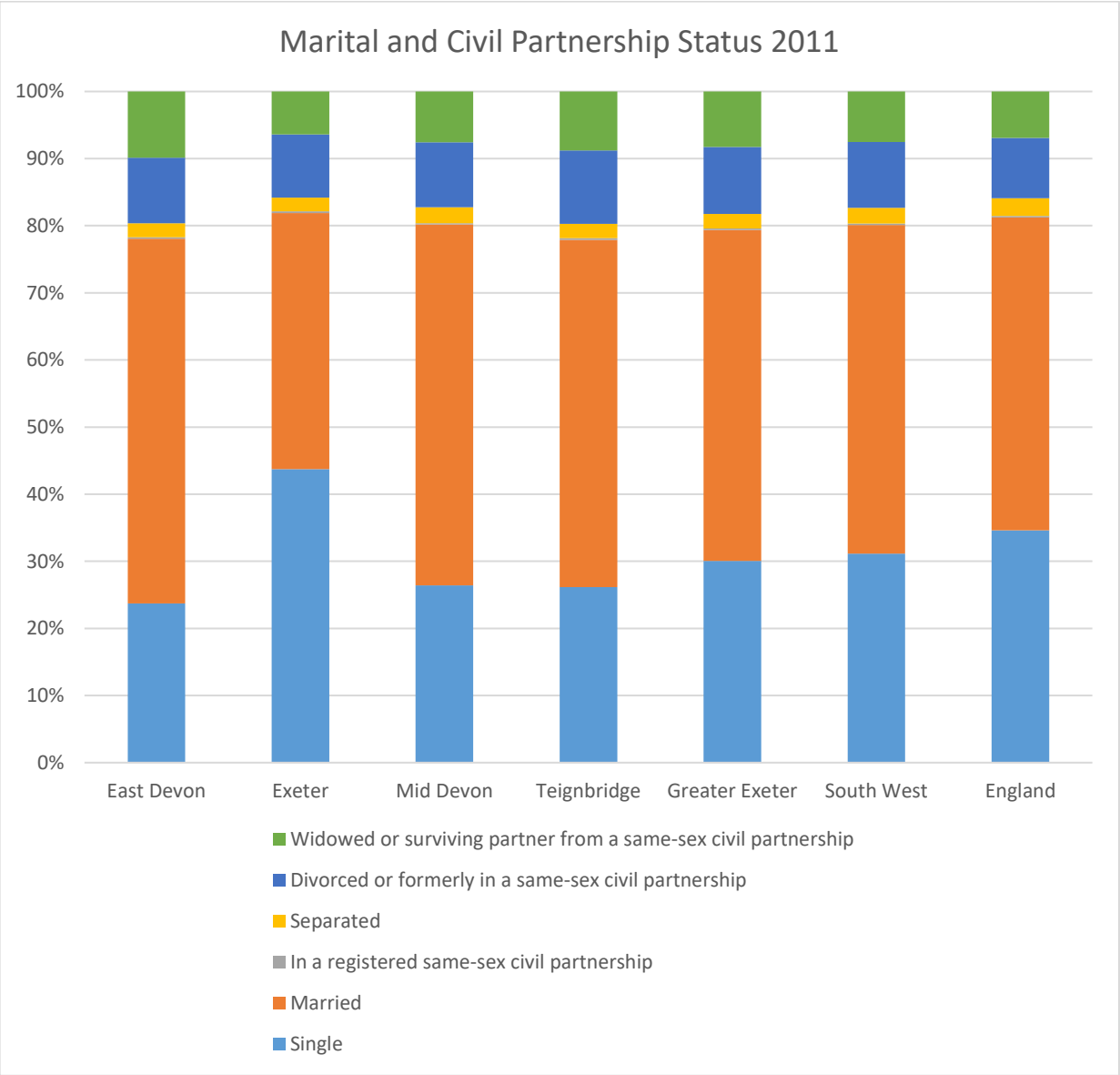
Marital Status
Sexual Orientation (same-sex civil partnership)

Generally the marital status of residents in the Greater Exeter area is similar to that of the South West region. There is a slightly higher proportion of residents who are married or widowed, and a lower proportion of single people compared to national figures.

Table A1.6 Census 2011 (ONS) Marital Status

STATUS	GREATER EXETER	SOUTH WEST	ENGLAND
Divorced or formerly in a same-sex civil partnership	9.99%	9.84%	8.97%
In a registered same-sex civil partnership	0.22%	0.22%	0.23%
Married	49.31%	48.97%	46.59%
Separated	2.13%	2.32%	2.65%
Single	30.07%	31.13%	34.64%
Widowed or surviving partner from a same-sex civil partnership	8.27%	7.51%	6.91%

Figure 4: Marital Status



Pregnancy and Maternity
Fertility rates and Conceptions

This data is from the Joint Strategic Needs Assessment produced per district by Devon County Council. Exeter has the lowest birth rate of the four Greater Exeter authorities which is consistent with a younger population and higher rate of single people.

Table A1.7

District	Female Population aged 15-44 (2011 Census)	Live births to females aged 15-44 (2012 – 2016)	Birth rate per 1,000 female population aged 15-44 (2012-2016)
East Devon	19,325	5,732	60.3
Exeter	27,759	6,791	46.3
Mid Devon	13,176	4,024	62.7
Teignbridge	19,699	5,915	60.9
Devon	-	35,986	62.3*
South West	-	-	65.5*
England	-	-	55.1

*Figures for 2011-2015

Note that the population figures are for 2011 rather than between 2012 and 2016

Appendix 2: Screening Equality Impact on Groups by Policy

Each policy in the GESP Draft Policies and Site Options Consultation document has been subject to an EqlA screening assessment. The table below sets out if the policy has been screened out (because it has been assessed as having no differential impact for the identified equalities groups – see the commentary in column 3 of the table), or in (because it has been assessed as having a potential impact on the identified groups – again, see the commentary in column 3 of the table). As can be seen, of the policies that have been screened in, the screening has indicated that equality impacts are potentially positive. Findings have informed Table 1 of the main report.

Policy	Screen In or Out	Commentary
GESP1 Sustainable Development	OUT	No differential impact for equality groups is envisaged.
GESP2 Climate Emergency	OUT	No differential impact for equality groups is envisaged.
GESP3 Net-Zero Carbon Development	IN	Potential effects on fuel poverty, which can be more prominent in certain groups such as the elderly.
GESP4 Low Carbon Energy	OUT	No differential impact for equality groups is envisaged.
GESP5 Heat Networks	OUT	No differential impact for equality groups is envisaged.
GESP6 Suitable Areas for Solar PV Development	OUT	No differential impact for equality groups is envisaged.
GESP7 Suitable Areas for Onshore Wind Development	OUT	No differential impact for equality groups is envisaged.
GESP8 Energy Storage	OUT	No differential impact for equality groups is envisaged.
GESP9 Economic Targets	IN	No differential impact for the equality groups envisaged. These targets should generally help to address inequalities - depending on the type and accessibility of employment secured.
GESP10 Transformational Sectors	OUT	No differential impact for the equality groups envisaged.
GESP11 Employment Land	OUT	No differential impact for the equality groups envisaged.
GESP12 Economic Delivery	OUT	No differential impact for the equality groups envisaged.
GESP13 Strategic Economic Assets	OUT	No differential impact for the equality groups envisaged.
GESP14 Exeter Airport	OUT	No differential impact for the equality groups envisaged.
GESP15 Inclusive Employment and Skills	IN	Access to jobs varies for different groups. The policy could have particular benefits for low-income groups and those with restricted academic/training and employment prospects.
GESP16 Housing Target and Distribution	IN	This policy sets out the provision of housing required over the plan period to 2040 and how it will be distributed between existing commitments, allocations within the GESP and allocations within Local Plan reviews, and therefore meets the needs of all people. It has positive impacts for those groups where the delivery of homes

Policy	Screen In or Out	Commentary
		(particularly certain standards and tenures of housing) has clear benefits.
GESP17 Affordable Homes	IN	This policy can potentially have a positive impact on all equality groups, particularly younger families, by providing them with a good quality home that meets their needs. This particularly benefits people on low incomes unable to access open market housing. It also helps to encourage community cohesion and reinforces intergenerational cohesion.
GESP18 Build to Rent Homes	IN	Potential beneficial effect on the provision of housing suitable for protected characteristic groups, particularly those on lower incomes.
GESP19 Custom and Self Build	OUT	No differential impact for equality groups is envisaged. The policy will only have benefits for a low proportion of people that have an interest in custom and self-build developments.
GESP20 Accessible Homes	IN	Potential beneficial effect on the provision of housing suitable for protected characteristic groups such as the elderly and people with disabilities. Also potential additional benefit for women (intersectionality).
GESP21 Accommodation for the Gypsy and Traveller Communities	IN	This policy directly benefits a specific minority group by setting the framework for accommodating pitch/plot provision. Further detailed provision will be included in Local Plans of the four councils. It has potential benefits for a range age groups (with particular potential benefit for women), by providing locations accessible to jobs, schools and health facilities. This is particularly important for travellers as at present they have poor health and educational outcomes, compared to the rest of the population.
GESP22 Transport Strategy	OUT	This policy aims to promote an integrated transport strategy for Greater Exeter including measures to promote sustainable travel, it therefore helps all people indirectly.
GESP23 Sustainable Travel in New Developments	IN	Potential beneficial effects on equality groups with accessibility issues.
GESP24 Travel Planning	IN	Potential beneficial effects on equality groups with accessibility issues.
GESP25 Long Distance Strategic Trails	IN	Potential beneficial effects on equality groups with accessibility issues.
GESP26 Rail and Bus Projects	IN	Potential for positive effects on groups with accessibility issues due to the opportunity to improve accessibility and deliver infrastructure improvements.
GESP27 Park and Ride around Exeter	OUT	No differential impact for equality groups is envisaged.
GESP28 Electric Vehicles	OUT	No differential impact for equality groups is envisaged.
GESP29 Highway Links and Junction Improvements	OUT	No differential impact for equality groups envisaged as provision should not affect groups differently.
GESP30 Movement in Exeter	IN	Potential beneficial effects on equality groups with accessibility issues
GESP31 Settlement Specific Enhancements	IN	Potential beneficial effects on equality groups with accessibility issues

Policy	Screen In or Out	Commentary
GESP32 Gigabit Ready Developments	IN	This policy can potentially have a beneficial positive impact on all equality groups, but particularly on equality groups with accessibility issues, with the delivery of good digital connectivity.
GESP33 Digital Spine	IN	Potential for positive effects for a wide range of groups due to the opportunity to improve and deliver transformational digital infrastructure including gigabit-ready full-fibre connectivity. Particular potential for equality groups with accessibility issues, with the delivery of good digital connectivity.
GESP34 Rebuilding Biodiversity	OUT	No differential impact for equality groups is envisaged.
GESP35 Woodland Creation	OUT	No differential impact for equality groups is envisaged.
GESP36 Exe Estuary, Dawlish Warren and East Devon Pebblebed Heaths	OUT	No differential impact for equality groups is envisaged.
GESP37 Clyst Valley Regional Park	OUT	Access to green space is beneficial to all communities. This policy provides a defined area for the regional park which is likely to be beneficial to a wide range of groups. Therefore, no differential impact for equality groups is envisaged.
GESP38 Great Places	IN	This policy requires the strategic allocations within the GESP to be appropriated planned in detail, to ensure infrastructure and development are dovetailed. This approach is aimed to have a positive impact on equalities issues by helping to provide high quality places for healthy and safe lifestyles.
GESP39 Delivering Homes and Communities	OUT	This policy sets out the delivery mechanisms required to deliver the homes needed at a faster pace and higher quality to help achieve the draft vision. As an over-arching policy, improvements could be beneficial to a wide range of groups. Therefore, no differential impacts are envisaged for equality groups.
GESP40 Garden City Principles	IN	As an over-arching policy, these principles for achieving high quality development, based on Garden City principles are likely to be beneficial to a wide range of groups. There are specific principles to provide a variety of flexible, affordable homes and to ensure development is future proofed and resilient to change. There are potential beneficial effects on the provision of housing suitable for protected characteristic groups such as the elderly and people with disabilities.
GESP41 Infrastructure Classification	OUT	No differential impact for equality groups is envisaged.
GESP42 Strategic Infrastructure	OUT	No differential impact for equality groups is envisaged.
GESP43 Viability	OUT	No differential impact for equality groups is envisaged.
Chapter 11 – Spatial Development Strategy	OUT	The preferred approach to the distribution of strategic growth across the Greater Exeter area directs developments to Exeter and the main towns, and to locations along the strategic transport corridors radiating out from the city. This approach will improve access to homes, jobs and essential services for the strategic growth delivered through the GESP, but no differential impacts are envisaged for equality groups.

Policy	Screen In or Out	Commentary
Chapter 12 – Site Options	IN	<p>Potential site options are presented at a range of locations across the Greater Exeter area, aligned with the spatial development strategy. These sites are generally accessible to residents by a range of transport modes and all have potential opportunities for enhancement.</p> <p>There is potential for positive effects for all equality groups due to the potential opportunities to deliver affordable housing, employment, services and facilities, green infrastructure, and other infrastructure improvements.</p> <p>Some sites are also within close proximity to a number of deprived communities and therefore could have enhanced benefits for some equality groups.</p>