

**Equality Impact Assessment:**  
**Melton Local Plan Update**  
**January 2025**

## **Introduction and Methodology**

An Equality Impact Assessment has been undertaken to assess the potential discriminatory impacts of draft policies contained within Melton Local Plan Update and recommends how issues can be mitigated. The Equalities Act 2010 defines nine protected characteristics and discrimination is recognised when treatment of a person or group is impacted by these:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex (Gender)
- Sexual orientation

The public sector equality duty requires public authorities to have due regard to the following objectives when carrying out their functions:

- A. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- B. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- C. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Council has been mindful of behaviour and decisions that are prohibited under the Equalities Act 2010, including:

- Direct Discrimination
- Indirect Discrimination
- Harassment
- Victimisation
- Discrimination by association
- Discrimination by perception
- Pregnancy and maternity discrimination
- Discrimination arising from disability
- Failing to make reasonable adjustments

Equalities considerations have informed the Council's overall approach throughout the plan-making process. This document has been informed by Council Officers who have been directly involved with the policy drafting and has been reviewed by the Council's internal 'Check and Challenge Group'. The Equalities Impact Assessment for each policy is in the following table and makes an assessment with consideration of the above criteria. All equalities matters have been addressed as set out in the table.

Policy	Summary of content	Equalities Impact and Recommendation
Vision and Strategic Priorities	Chapter 3 sets out the vision, delivery and identification of strategic objectives.	<p>The vision for Melton Borough has at the heart health and well-being, local environments and climate change, as key objectives and delivery for the Local Plan. The policies set out below aim to deliver these objectives considering all people equally.</p> <p><b>Potential Impact – plan should specify that planning decisions are to be mindful of the public sector equalities duty.</b></p> <p><b>Action taken - amend Policy D1, which relates to all proposals, to reflect principles of the public sector equalities duty.</b></p>
Policy SS1. Presumption in favour of Sustainable Development	Sets out overarching objectives to help deliver sustainable development.	<p>The policy sets out the high-level strategic principles and would therefore have equal impacts across society. Individual policies in the local plan update elaborate on the delivery of some of these principles and each policy is assessed in this table.</p> <p><b>Neutral impact – no further action.</b></p>
Policy SS3. Unallocated housing in the Rural Area	Sets out the aims for unallocated housing in the rural settlements outside the main urban area.	<p>The policy provides a proportionate approach for development in unallocated sites for housing in rural settlements outside the main urban area. Where development meets the criteria of this policy, alongside other policies in the plan, it meets needs and/or helps sustain local services and facilities that may be related to any protected characteristic.</p> <p><b>Positive impact – no further action.</b></p>

<p>Policy SS4. South Melton Mowbray Sustainable Neighbourhoods</p>	<p>Sets out the criteria to deliver Melton South Sustainable Neighbourhood (MSSN).</p>	<p>The policy sets out the strategic principles for South of Melton Mowbray and would therefore have equal impacts across society. Individual policies in the plan elaborate on the delivery of strategic matters and each are assessed in this table.</p> <p><b>Neutral impact – no further action.</b></p>
<p>Policy SS5. Melton North Sustainable Neighbourhood</p>	<p>Sets out the criteria to deliver Melton North Sustainable Neighbourhood (MNSN).</p>	<p>The policy sets out the strategic principles for North of Melton Mowbray and would therefore have equal impacts across society. Individual policies in the plan elaborate on the delivery of strategic matters and each are assessed in this table.</p> <p><b>Neutral impact – no further action.</b></p>
<p>Policy SS6. Local Plan Review</p>	<p>Sets out the criteria for monitoring and reviewing the local plan.</p>	<p>This is a Local Plan operational policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic. In addition, each policy in the Local Plan will be reviewed against monitoring criteria that are set out in the document, which will be reported annually through the Authority Monitoring Report. This will enable the council to review the effectiveness of policies over time and consider if unintended equalities implications are potentially arising.</p> <p><b>Neutral impact – no further action.</b></p>

<p>Policy C2. Housing Mix</p>	<p>Sets out a requirement for a mix of house types, tenures and sizes.</p>	<p>An increased range of housing mix availability in the borough will ensure that the housing market meets a range of characteristic specific requirements. This will enable people to downsize (typically older people and people with mobility problems) (age, disability) and enable growing households to upsize (age, pregnancy and maternity). A range of tenures, types and property sizes will assist in enabling people to access the housing market with varying economic circumstances, which may be related to any protected characteristic.</p> <p>The policy also makes specific requirements for wheelchair adaptable and wheelchair accessible housing (disability).</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy C3. Internal Space Standards</p>	<p>Sets out the internal space requirements that new dwellings should have, as set out in the National Space Standard.</p>	<p>Minimum space standards will provide a baseline standard for all new dwellings, which will ensure that the typical space requirements of occupiers across society of new homes are met. This will ensure that development is providing basic space standards for all affordable housing and market housing with up to and including 3 bedrooms. Affordable housing and smaller properties are often occupied by younger first-time and older buyers and renters (age) and people with disabilities (disability). The policy also sets out the required space for care homes to ensure they can provide enough space to be accessible for all the required needs of that individual.</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy C4. Affordable Housing Provision</p>	<p>Sets out a requirement for affordable housing to be delivered based on the borough's identified need.</p>	<p>Provision of affordable housing to meet the borough's need will enable people to access housing suitable for their economic circumstances, which may be related to any protected characteristic. This will also include people covered by the Armed Forces Covenant.</p> <p><b>Positive impact – no further action.</b></p>

<p>Policy C7. Community Facilities and Services</p>	<p>Sets out criteria for the protection, retention and enhancement of existing community facilities and the provision of new community facilities.</p>	<p>The availability of community facilities supports the quality of life for everybody therefore the policy is unlikely to have a disproportionately impact people with a protected characteristic. Community facilities provide different functions for different people (such as community centre support groups or access to sport, culture, religion and health facilities) which may provide for any protected characteristic.</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy C8. Self-build and Custom Housebuilding</p>	<p>Sets out general support for proposals for self-build and custom housebuilding.</p>	<p>The policy would make it easier for individuals to build their own home, as it gives general support for people who wish to undertake self and custom build projects and seeks to make land available for these people. This could possibly include proposals that have features for a specific equalities reason such as specific rooms, design and accessibility requirements, etc. These could be related to most protected characteristics.</p> <p><b>Positive Impact – No further action</b></p>
<p>Policy C9. Healthy Communities</p>	<p>Sets out the positive contributions that development can have on health and well-being.</p>	<p>This policy incorporates health and well-being factors being considered to ensure high quality design is provided, alongside accessible local services and facilities to support health. This policy strongly supports health and well-being. It is promoting many factors that could improve health and wellbeing in the town and the borough, which will have a positive impact for all of society.</p> <p><b>Positive impact – no further action.</b></p>

<p>Policy C10. Health Impact Assessments</p>	<p>Sets out the criteria for health impact assessments.</p>	<p>To ensure major and non-major development proposals will have an acceptable impact on health and well-being, criteria for health impact assessments are laid out in this policy. This policy strongly supports health and well-being collectively and individually, as well as consideration for health inequalities through a Health Impact Assessment Screening. The screening criteria have been developed in consultation with County Council Public Health which has informed the needs of the policy. It is promoting many factors that could improve health and wellbeing in the town and the borough, which will have a positive impact for all of society.</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy EC1 Employment Need, Allocations and Development.</p>	<p>Sets out the employment need, allocation and development for the borough.</p>	<p>The policy allocates sites for employment development to meet the borough's need and sets out policy criteria for employment proposals. It is possible that individual sites may have site specific impacts on those with protected characteristics, depending on factors such as the existing use of the site or nearby occupiers. It is considered that site specific equalities matters will be raised and addressed most appropriately through the development management process. Recognition of this should be reflected in the plan.</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy EC2. Rural Economy</p>	<p>Sets out support for rural economic sectors including rural diversification, tourism, community facilities and equestrian related business.</p>	<p>The policy supports the expansion of rural businesses and would therefore have equal impacts across society. Equal access to employment opportunities is protected under employment law and therefore falls outside of the planning process.</p> <p><b>Neutral impact – no further action.</b></p>

<p>Policy EC3. Existing Employment Sites</p>	<p>Sets out protective criteria to retain existing employment sites.</p>	<p>The policy establishes to the principle of protecting employment sites and would therefore have equal impacts across society. Equal access to employment opportunities is protected under employment law and therefore falls outside of the planning process.</p> <p><b>Neutral impact – no further action</b></p>
<p>Policy EC5. Main Town Centre Uses and Melton Mowbray Town Centre</p>	<p>Sets out a hierarchy of designated retail centres and criteria to support appropriate main town centre uses across the borough that are well designed. Policy supports the vitality and viability of Melton Mowbray town centre.</p>	<p>Supporting the viability of designated centres will protect the role of these as social and economic focal points for communities. General support for the widening of uses within centres would make it easier for businesses catering for specific equalities purposes to establish which may be related to any protected characteristic. Supporting appropriate main town centre uses across the borough will make it easier for businesses of all types to establish. This means that shops, organisations and business (some of which could cater for the specific needs of people with protected characteristics) would be more likely to be supported. Giving policy support to proposals that meet localised needs across the borough will provide for people across society.</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy EC8.Tourism</p>	<p>Sets out where the provision of new development proposals for tourism will be supported and highlights areas that require protection, enhancement and expansion.</p>	<p>The policy establishes where new development would be supported in delivering proposals for tourism, visitor and cultural development while also protecting the existing tourism. Tourism provides an economic and social benefit to the area which may be related to any protected characteristic.</p> <p><b>Positive Impact – No further action.</b></p>

Policy EN2A. Protecting Biodiversity and Geodiversity	Sets out criteria to protect and enhance ecological and geological assets.	This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Neutral impact – no further action.</b>
Policy EN2B. Designing with Nature	Sets out the criteria of design and layout of new development to protect and enhance biodiversity.	This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Neutral impact – no further action.</b>
Policy EN3. The Melton Green and Blue Infrastructure Network	Sets out the criteria for protecting, enhancing and extending the Green and Blue Infrastructure (GBI) network.	This policy seeks to protect, enhance and extend the green and blue infrastructure network within the borough in line with evidenced standards. Principles for providing new or enhanced green and blue infrastructure are outlined within the policy, which generally benefit all members of society equally; however, specific criteria seeks new green and blue infrastructure to be inclusive, safe and accessible to all members of the community including those with disabilities, which may advance equality of opportunity for those with a protected characteristic (disability).  <b>Positive impact – no further action.</b>
Policy EN5. Local Green Spaces	Sets out criteria for designated local green spaces.	This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Neutral impact – no further action.</b>

<p>Policy EN7. Open Space, Sport and Recreation</p>	<p>Sets out the criteria and standards for open space, allotments, sport and recreation facilities.</p>	<p>Open space provision has a positive impact across society for a multitude of reasons, including promoting social interaction and active lifestyles. This could particularly have a positive impact on people who are socially excluded or who want to become more active for mental or physical health reasons (age, disability). The policy sets out quantity and accessibility standards for different categories of open space, including provision for children’s play equipment, burial sites and allotments, all of which will disproportionately provide for different demographics (age).</p> <p><b>Positive impact – no further action.</b></p>
<p>Policy EN8. Climate Change</p>	<p>Sets out the criteria to migrate and adapt to climate change.</p>	<p>This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.</p> <p><b>Neutral impact – no further action.</b></p>
<p>Policy EN9A. Ensuring Energy Efficiency and Low Carbon Development</p>	<p>Sets out the criteria for local and national net zero carbon emission reduction targets.</p>	<p>This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.</p> <p><b>Neutral impact – no further action.</b></p>
<p>Policy EN9B. Water Efficient Development</p>	<p>Sets out the criteria for water efficiency in new and existing development</p>	<p>This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.</p> <p><b>Neutral impact – no further action.</b></p>

Policy EN10. Energy Generation from Renewable and Low Carbon Sources	Sets out the criteria for energy generation from renewable and low carbon sources	This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Neutral impact – no further action.</b>
Policy EN11. Minimising the Risk of Flooding	Sets out the criteria for location, layout and design in accordance with the flood risk hierarchy.	This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Neutral impact – no further action.</b>
Policy EN12. Sustainable Drainage Systems	Sets out criteria for Sustainable Urban Drainage Systems (SuDS).	This is a protective environmental policy which is likely to have equal impacts across society and is therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Neutral impact – no further action.</b>
Policy IN1. Melton Mowbray Transport Strategy (MMTS)	Sets out the criteria for transport, accessibility and parking.	Enhanced transport and parking provision will improve the range of access to different modes of transport which will have a positive impact for all of society. Accessibility requirements have been made a requirement for this policy, therefore unlikely to disproportionately impact people with a protected characteristic.  <b>Positive impact – no further action.</b>

Policy IN2. Transport, Accessibility and Parking	Sets out criteria for sustainable travel, accessibility and parking.	Enhanced sustainable transport provision will improve the range of access to different modes of transport which will have a positive impact for all of society. The policy provides specific criteria to support the needs of those with disabilities, mobility issues and other vulnerable highway users.  <b>Positive impact – no further action.</b>
Policy IN4. Communication Infrastructure	Sets out the criteria for the communication and digital infrastructure such as fibre broadband connections.	This policy strongly supports sustainable economic growth, health and well-being. It is promoting connectivity across the town and the borough, which will have a positive impact for all of society.  <b>Neutral/ Positive impact – no further action.</b>
Policy D1. Raising the Standard of Design and Development	Sets out the criteria for the standards of design and development.	Well-designed development has a positive impact across society for a multitude of reasons. The co-benefits of well-designed environments include promoting functionality, social interaction and active lifestyles, all of which could particularly have a positive impact on people who are socially excluded or who want to become more active for mental or physical health reasons (age, disability).  <b>Positive impact – no further action.</b>  <b>Note Policy D1 has been amended to reflect the principles of the public sector equalities duty to address actions required for other policies: -</b> <i>“Section 148 Equality Act 2010 sets out the public sector equality duty. This requires local authorities to eliminate discrimination, advance equality of opportunity and foster good relations between people with and without protected characteristics. Elements of planning proposals can relate to compliance with this duty, particularly in relation to the provision of accessible buildings and public spaces, which is reflected in the policy. There may be other instances where elements of a planning proposal will contribute to the achievement of the objectives of the Equality Act, which would be a material planning consideration.”</i>