

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	Minerals Local Plan Site Options and Draft Policy Framework Consultation Document
Person(s) responsible for completing this statement	Nigel Riglar, Commissioning Director Communities & Infrastructure
Briefly describe the activity being considered including aims and expected outcomes	<p>The County Council is required as Minerals Planning Authority to produce a Minerals Local Plan. As part of this process it is proposed to undertake consultation on potential planning policy options and potential site allocations to be included in the Minerals Local Plan.</p> <p>The aims and objectives of the Minerals Local Plan Site Options and Draft Policy Framework Consultation Document can be summarised as follows:</p> <ul style="list-style-type: none">• To allow all stakeholders the opportunity to comment on the overall emerging strategy and policy framework.

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

	<ul style="list-style-type: none">• To allow stakeholders the opportunity to comments on potential emerging policies to be included within the MLP.• To inform the preparation of the Minerals Local Plan (MLP) by consulting with stakeholders on the potential options on sites that may be suitable for mineral extraction.
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Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population demographics data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our [website](#) including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

Who is responsible for delivering the service?	In House by the Minerals and Waste planning policy team (Strategic Infrastructure)
Service user data/Needs analysis information	
Age	The Gloucestershire economy profile indicates that the population has risen by 5.7% (2002-2011) and now stands at 602,800 and supports an employment base of 308,000 people. Whilst the growth of the 65+ years age group outpaces that of the younger population, the overall population is set to continue to rise to 644,000 by 2021
Disability	The 2011 population census for the county estimates that about 16% had a disability. According to the labour force survey, disabled people are now more likely to be employed than they were in 2002, but disabled people remain significantly less likely to be employment than non-disabled people. In 2012, 46.3% of working-age disabled are in employment compared to 76.4% of working-age non disabled people.
Sex	In 2011, the population of Gloucestershire was 49% male and 51% female.
Race (including Gypsy & Traveller)	2011 figures show that 8.4% of the County population was non-white British

Gender reassignment	No data available
Marriage & civil partnership	No data available
Pregnancy & maternity	No data available
Religion or Belief	No data available
Sexual Orientation	No data available

Other information

More details on the Minerals Local Plan is available from <http://www.gloucestershire.gov.uk/extra/mcs>

Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC Workforce diversity reports** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	Not affected
Age	Not affected
Disability	Not affected
Sex	Not affected
Race (including Gypsy & Traveller)	Not affected
Gender reassignment	Not affected
Marriage & civil partnership	Not affected

Pregnancy & maternity	Not affected
Religion or Belief	Not affected
Sexual Orientation	Not affected

Consultation and engagement

List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	Previous consultations have taken place on issues & options, and preferred options for the Minerals Local Plan (previously referred to as Minerals Core Strategy). The consultations engaged the relevant stakeholders to minerals local planning and the local population.
Workforce	Previous consultations have taken place on issues & options, and preferred options for the Minerals Local Plan (previously referred to as Minerals Core Strategy). The consultations engaged the relevant stakeholders to minerals local planning and the local population.
Partners	<p>Previous consultations have taken place on issues & options, and preferred options for the Minerals Local Plan (previously referred to as Minerals Core Strategy). The consultations engaged the relevant stakeholders to minerals local planning and the local population.</p> <p>Through section 33a of the Town and Compulsory Purchase Act 2004 (amended) there is the requirement for planning authorities to engage with partners through the planning process. The Minerals Planning Policy have been working on ensuring that we meet this regulation, and will continue to do so until the Minerals Local Plan is submitted to the Secretary of State.</p>

External providers of services	Previous consultations have taken place on issues & options, and preferred options for the Minerals Local Plan (previously referred to as Minerals Core Strategy). The consultations engaged the relevant stakeholders to minerals local planning and the local population.
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Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations.

Protected group	Challenge or opportunity considered and what we did
Age(A)	The preparation of minerals planning policies and the allocation of sites for mineral extraction through the MLP will have the same impact on all people regardless of age. The allocation of sites through the MLP and potential planning policies will have no discernible impact on any particular age. All members of the community will have the ability to comment on the forthcoming consultation.
Disability (D)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of any disability. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any people with disabilities. All members of the community will have the ability to comment on the forthcoming consultation.
Sex (S)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of gender. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any particular gender. All members of the community will have the ability to comment on the forthcoming consultation.

Race (including Gypsy & Traveller)(R)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of race. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any particular race. All members of the community will have the ability to comment on the forthcoming consultation.
Gender reassignment(GR)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of if they have been through gender reassignment. The allocation of sites through the MLP and potential planning policies will have no discernible impact on any particular age. All members of the community will have the ability to comment on the forthcoming consultation.
Marriage & civil partnership (MCP)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of martial status. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any particular martial status. All members of the community will have the ability to comment on the forthcoming consultation.
Pregnancy & maternity (PM)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of pregnancy or maternity leave. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any particular pregnant people or those on maternity leave. All members of the community will have the ability to comment on the forthcoming consultation.
Religion and/or Belief (RAOB)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of religion or beliefs. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any particular religion or belief. All members of the community will have the ability to comment on the forthcoming consultation.
Sexual Orientation(SO)	The allocation of specific sites for mineral extraction through the MLP will have the same impact on all people regardless of sexual orientation. The allocation of sites through the MLP and the preparation of potential planning policies will have no discernible impact on any particular sexual orientation. All members of the community will have the ability to comment on the forthcoming consultation.

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Statutory Equalities Impact Assessments for the remaining stages of the Minerals Local Plan process up to adoption.	Minerals and Waste Planning Policy Team	Up to adoption of the MLP

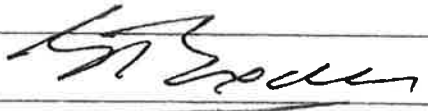
Monitoring and Review

Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

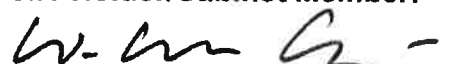
A statutory requirement of the production of planning policy documents is the production of an Equalities Impact Assessment at each stage of public engagement/consultation. This document has to be prepared and published to meet the regulations of the relevant planning acts.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: 	Date: 1/5/14.
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: Councillor Will Windsor-Clive	
Signed by Portfolio Holder/Cabinet Member: 	Date: 27-5-14

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.