

Due Regard Statement
(March 2015 – June 2016)

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':	Gloucestershire Minerals Local Plan (2018-2032)
Person(s) responsible for completing this statement	Simon Excell, Lead Commissioner: Strategic Infrastructure
Briefly describe the activity being considered including aims and expected outcomes	<p>The Planning and Compulsory Purchase Act 2004 requires planning authorities to produce local plans. The National Planning Policy Framework (NPPF) sets out the Government policy on planning matters and emphasises the importance of plans being up to date for the purposes of determining planning applications.</p> <p>For the County Council as the local Minerals Planning Authority (MPA) this means preparing a new Minerals Local Plan to replace the existing Gloucestershire Minerals Local Plan (1997-2006) that was adopted in 2003 and remains in force today.</p> <p>The new plan entitled – the Gloucestershire Minerals Local Plan (2018-2032), is required to undergo several preparation stages including rounds of consultation and culminating in adoption, which is expected to occur in 2018. The new plan will form part of the local development plan for the entire county and will provide a comprehensive policy framework against which all minerals planning decisions in Gloucestershire will be made up to the end of 2032.</p>

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.

	<p>The aim of this consultation is to allow all potential consultees the opportunity to pass comment and express their views on all aspects of a full and comprehensive draft version of the Gloucestershire Minerals Local Plan (2018-2032). This includes a proposed planning vision, objectives and strategy, development policies and site allocations. This stage of preparation is sufficiently early on the overall plan making process for representations to be made on any aspects of the plan that may concern an interested party. Following on from the draft, the County Council as the local MPA must look to prepare a final version of the plan, which will then be consulted upon and submitted to Secretary of State for Communities and Local Government (CLG) and subject to an independent examination.</p>
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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?	The County Council is the Minerals Planning Authority (MPA) for Gloucestershire and has a statutory responsibility for preparing the local development plan for minerals. When adopted this will provide the policy framework for making decisions on planning applications for minerals development.
Service user data/Needs analysis information	
Age	<p>As of mid-2014 the population of Gloucestershire was estimated to be 611,332. A little over 21% of the population was under the age of 19, whilst just over 58% fell into the 'working-age' grouping of between 19 and 64 years of age. Those aged over 64 years account for just over 20% of the county's total population.</p> <p>Data sourced from ONS data (MYE2) <i>Population Estimates by single year of age and sex for local authorities in the UK, mid-2014</i>:http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesandscotlandandnorthernireland</p>
Disability	<p>16.7% of Gloucestershire's resident population as at 2011 reported having a long-term health problem or disability. Based on the 2011 Census population data, this equates to 99,746 people.</p> <p>Data sourced from the 'Understanding Gloucestershire' Joint Strategic Needs Assessment (UG-JSNA): Updated April 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=26</p>

Sex	<p>As of mid-2014 the male population of Gloucestershire stood at 299,686 or 49% of the total number of residents. For females it was 311,646, which was equal to 51% of the overall county population.</p> <p>Data sourced from ONS data (MYE2) <i>Population Estimates by single year of age and sex for local authorities in the UK, mid-2014</i>: http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland</p>
Race (including Gypsy & Traveller)	<p>Taken from Census 2011 data, 95.4% of Gloucestershire residents are ethnically white of either British, Irish, Gypsy or Irish traveller; or other white (e.g. US, European etc...) origin. Of the remaining 4.6% of the county's population, this is made up people from the Black / African / Caribbean / Black British; Asians / British Asians; Mixed / Multiple ethnicity; and Other ethnic groups.</p> <p>Data sourced from the 'Inform Gloucestershire' Population Profile 2016: Updated May 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=126</p>
Gender reassignment	<p>There are no official estimates of gender reassignment at either national or local level. However, in a study funded by the Home Office, the Gender Identity Research and Education Society estimate that between 300,000 and 500,000 adults in the UK are experiencing some degree of gender variance. These figures are equivalent to somewhere between 0.6% and 1% of the UK's adult population. By applying the same proportions to Gloucestershire's adult population as of mid-2014, we can estimate that there may be somewhere between 2,971 and 4,951 adults in the county that are experiencing some degree of gender variance.</p> <p>Data sourced from the 'Inform Gloucestershire' Population Profile 2016: Updated May 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=126 and ONS data (MYE2) <i>Population Estimates by single year of age and sex for local authorities in the UK, mid 2014</i>: http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland</p>

<p>Marriage & civil partnership</p>	<p>Taken from Census 2011 data, 50.2% of Gloucestershire residents are married. Of the remaining population: - 30.5% are single and have never married; 0.3% are in a registered same-sex civil partnership; 2.3% are separated but still legally married or still legally in a same-sex civil partnership; 9.5% are divorced or formerly in a same-sex civil partnership, which has been legally dissolved; and 7.2% are widowed or a surviving partner from a same-sex civil partnership.</p> <p>Data sourced from the 'Inform Gloucestershire' Population Profile 2016: Updated May 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=126</p>
<p>Pregnancy & maternity</p>	<p>There were 6,631 live births in Gloucestershire in 2014. The highest proportion of deliveries was to women aged 30 to 34, equal to 32.2% of all live births in the county.</p> <p>Data sourced from the 'Inform Gloucestershire' Population Profile 2016: Updated May 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=126</p>
<p>Religion or Belief</p>	<p>Taken from Census 2011 data, 63.5% of Gloucestershire residents are Christian, making it the most common religion in the county. The next most represented religion is Islam, with 1% of the resident population recorded as Muslims. Other notable religious practiced in the county include: - Hinduism (0.4%), Buddhism (0.3%), Judaism (0.1%) and Sikhism (0.1%). Residents that have stated they follow no particular religion equate to 26.7% of the county's population.</p> <p>Data sourced from the 'Inform Gloucestershire' Population Profile 2016: Updated May 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=126</p>

Sexual Orientation	<p>There is no definitive data on sexual orientation at a local or national level. A number of studies have attempted to provide estimates for the proportion of people who may identify as lesbian, gay or bisexual, generating a range of different results. Estimates used by the Government Treasury, and quoted by Stonewall, suggest around 5 - 7% of the population aged 16+ are lesbian, gay or bisexual. Based on the mid-2014 population for Gloucestershire this would equate to between 24,756 and 34,659 people.</p> <p>However, a more recent estimate from the ONS Integrated Household Survey suggests that nationally Lesbian, Gay and Bisexuals represent 1.6% of people aged 16 and over. Again, if this was applied to the mid-2014 population for Gloucestershire this means there were around 7,922 people identifying themselves as lesbian, gay or bisexual.</p> <p>Data sourced from the 'Inform Gloucestershire' Population Profile 2016: Updated May 2016 https://inform.gloucestershire.gov.uk/ViewPage1.aspx?C=Resource&ResourceID=126 and ONS data (MYE2) Population Estimates by single year of age and sex for local authorities in the UK, mid 2014: http://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland</p>
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Additional Information

None

Other information

None

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	The proposed draft plan represents a progression from the previous consultation, which was undertaken in Summer 2014 and early 2015. This was carried out in accordance with both Planning Regulations and the Adopted Gloucestershire Statement of Community Involvement (SCI) (updated 2013). It enabled views to be expressed and brought to the attention of the County Council from: - individual members of the public, local communities and their collective representatives, parish and town councils, district councils, elected members, local businesses, interest and action groups at the local and national level, mineral industry, infrastructure providers, non-governmental organisations and agencies and regulators.
Workforce	Where applicable a full range of internal stakeholders have been engaged in developing and refining the strategy and development policies contained within the Draft Minerals Local Plan for Gloucestershire (2018-2032). Key internal stakeholders include: - <ul style="list-style-type: none"> • GCC Archaeology & Ecology; • GCC Development Management (both Highways and Planning); • GCC Public Rights of Way; • GCC Transport Planning; • GCC Economic Development;

Partners	The Duty to Co-operate (DtC) is a legal requirement set out in Section 33A of the Planning and Compulsory Purchase Act 2004 (as amended by Section 110 of the Localism Act 2011). It applies to all English local authorities with planning responsibilities – districts and county councils and a number of other ‘prescribed’ bodies defined in Planning Regulations. All organisations subject to the duty are required to co-operate with each other to address strategic matters relevant in the preparation of local development plan documents – including minerals local plans. The overarching aim is to facilitate the delivery of sustainable development at the strategic level. Partners in respect of the Draft Minerals Local Plan for Gloucestershire (2018-2032) include Gloucestershire’s district councils and a number of ‘prescribed bodies’ covered by under DtC requirements. Formal and informal meetings and communications and targeted invitee technical workshops have taken place throughout the preparation of the draft plan prior to the proposed consultation. This has occurred to meet both DtC obligations and to aid with the developing and refinement of the strategy and development policies to be included within the Draft Minerals Local Plan for Gloucestershire (2018-2032).
External providers of services	Not applicable

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 the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan’s implementation will be equal across all ages. As has previously been the case, and will be so going forward, consultation on the draft plan will be open to all.
Disability (D)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan’s implementation will be equal regardless of impairment. As has previously been the case, and will be so going forward, consultation on the draft plan will be open to all.
Sex (S)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft

	plan's implementation will be gender neutral. As has previously been the case, and will be so going forward, consultation on the draft plan will be open to all.
Race (including Gypsy & Traveller)(R))	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan's implementation will be racially neutral. As has previously been the case, and will be so going forward, consultation on the draft plan will be open to all.
Gender reassignment(GR)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan's implementation will be equal irrespective of whether people have / are / or seeking to undergoing gender re-assignment. As has previously been the case, and will be so going forward, consultation on the draft plan will be open to all.
Marriage & civil partnership (MCP)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan's implementation will be equal irrespective of martial status. As has previously been the case, and will be so going forward, consultation on the draft plan will be open to all.
Pregnancy & maternity (PM)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan's implementation will be equal irrespective of pregnancy or maternity. As has previously been the case, and will be so going forward, consultation on the draft plan is open to all.
Religion and/or Belief (RAOB)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan's implementation will be equal irrespective of religion and / or religious belief. As has previously been the case, and will be so going forward, consultation on the draft plan is open to all.
Sexual Orientation(SO)	The preparation of the Draft Minerals Local for Gloucestershire (2018-2032) has not identified any impacts that concern the three aims of the equality duty and which specifically relate to this protected group. The potential impact of the draft plan's implementation will be equal irrespective of sexual orientation. As has previously been the case, and will be so going forward, consultation on the draft plan is open to all.

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

Actions	Who is accountable	Time frame
An Equalities Impact Assessment (EqIA) or equivalent for the Publication stages of plan will be carried out.	Strategic Infrastructure – Minerals & Waste Policy	The EqIA or equivalent will be prepared alongside the public consultation for the Publication stage of the plan – currently timetabled to occur between July and September 2017.

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

An up-to-date EqIA or equivalent will be carried out to ascertain whether any materially significant changes have occurred as part of the preparation of the Publication stage of the plan.

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: Simon Excell	Date: 11/7/2016
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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: Cllr. Nigel Moor	
Signed by Portfolio Holder/Cabinet Member: Nigel Moor	Date: 11 th July 2016.

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.