

Due Regard Statement
(Jan 2018 – Jan 2020)

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 for Gloucestershire
Person(s) responsible for completing this statement	Robin Drake, Principal Planning Officer, Minerals & Waste Policy
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 – Minerals Local Plan for Gloucestershire (2018-2032), is required to undergo several preparation stages including rounds of consultation and culminating in adoption – timetable for early 2020. The new plan will form part of the local development plan for the entire county and will provide a comprehensive up-to-date 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.

The aim of this stage of the Minerals Local Plan is for the Council to note the outcomes of the independent examination into the plan that occurred between Spring and winter 2019 and to resolve to adopt the MLP (incorporating changes recommended following the examination) as part of the local development plan for Gloucestershire.

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 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)

<p>Who is responsible for delivering the service?</p>	<p>The County Council is the Minerals Planning Authority (MPA) for Gloucestershire and has a statutory responsibility for preparing a local development plan for minerals (MLP). When adopted the plan will provide the policy framework for making decisions on planning applications for mineral developments.</p>
<p>Service user data/Needs analysis information</p>	
<p>Age</p>	<p>As of mid-2018 the population of Gloucestershire was estimated to be 633,558. A little over 21% of the population were aged 18 years and under, whilst just over 57% fell into the traditional 'working-age' grouping of those aged between 19 and 64 years. Those aged over 64 years accounted for around 22% of the county's total population.</p> <p>Data sourced from ONS data (MYE2) <i>Population Estimates by single year of age & sex for local authorities, mid-2018</i>: - https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesandnorthernireland</p>
<p>Disability</p>	<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 Gloucestershire County Council Population Profile Updated 2019 https://inform.gloucestershire.gov.uk/media/2087689/equality-profile-2019-final.pdf</p>
<p>Sex</p>	<p>As of mid-2018 the male population of Gloucestershire was estimated to be 310,837 or 49% of the total number of residents. For females it was 322,721, 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 & sex for local authorities, mid 2018</i>: - https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesandnorthernireland</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. Some 36% of the people who were not White British were born in the UK.</p> <p>Data sourced from the Gloucestershire County Council Population Profile Updated 2019 https://inform.gloucestershire.gov.uk/media/20876889/equality-profile-2019-final.pdf</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 (post-16) as of mid-2018, we can estimate that there may be somewhere between 3,115 and 5,193 adults in the county that are experiencing some degree of gender variance.</p> <p>Data sourced from ONS data (MYE2) <i>Population Estimates by single year of age & sex for local authorities, mid 2018:-</i> https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland</p>
Marriage & civil partnership	<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 Gloucestershire County Council Population Profile Updated 2019 https://inform.gloucestershire.gov.uk/media/20876889/equality-profile-2019-final.pdf</p>
Pregnancy & maternity	<p>There were 6,739 live births in Gloucestershire in 2016. The highest proportion of deliveries was to women aged 30 to 34, equal to 33.3% of all live births in the county.</p> <p>Data sourced from the Gloucestershire County Council Population Profile Updated 2019 https://inform.gloucestershire.gov.uk/media/20876889/equality-profile-2019-final.pdf</p>

Religion or Belief	<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 Gloucestershire County Council Population Profile Updated 2019 https://inform.gloucestershire.gov.uk/media/2087689/equality-profile-2019-final.pdf</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-2018 population for Gloucestershire this would equate to between 31,678 and 44,349 people.</p> <p>However, the 2017 ONS Annual Population Survey (APS) suggests that 2.1% of the England population aged 16 and over is lesbian, gay or bisexual: if this figure were applied to Gloucestershire it would mean that there are approximately 13,304 LGB people in the county.</p> <p>Data sourced from the Gloucestershire County Council Population Profile Updated 2019 and https://inform.gloucestershire.gov.uk/media/2087689/equality-profile-2019-final.pdf</p> <p>ONS data (MYE2) <i>Population Estimates by single year of age & sex for local authorities, mid 2018:-</i> https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland</p>

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	
Age	
Disability	
Sex	
Race (including Gypsy & Traveller)	Not affected
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion or Belief	
Sexual Orientation	

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	<p>The examination Minerals Local Plan for Gloucestershire represents further progression from previous rounds of public consultation, which was took place in autumn 2016 and spring 2018. The examination was carried out in accordance with the Planning and Compulsory Purchase Act 2004 (as amended) and Town and Country Planning (England) (Local Planning) Regulations 2012 (as amended). All consultative elements of the examination also accorded with the Adopted Gloucestershire Statement of Community Involvement (SCI) (updated 2013). The examination enabled views to be expressed and brought to the attention of the Independent Inspector 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 who have sought to be involved in the plan making process. The examination was also held in a venue that had access for people with disabilities.</p>
Workforce	<p>Where applicable a full range of internal stakeholders have been engaged in developing and refining the strategy and development policies contained within the Minerals Local Plan for Gloucestershire. Key internal stakeholders include: -</p> <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	<p>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 examination stage of the Minerals Local Plan for Gloucestershire include: - Gloucestershire’s district councils and a number of ‘prescribed bodies’ covered by under DtC requirements</p>
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)	
Disability (D)	
Sex (S)	
Race (including Gypsy & Traveller)(R)	
Gender reassignment(GR)	<p><i>PLW</i></p> <p>The examination of the Minerals Local₁ for Gloucestershire did not identify any impacts that concern the three aims of the equality duty and which specifically relate to these protected groups. The potential impact of the plan's implementation will be equal across all ages. As has previously been the case, and will be so going forward, the examination was open to all who had expressed an interest in participating. The examination was also held in a venue that had access for people with disabilities.</p>
Marriage & civil partnership (MCP)	
Pregnancy & maternity (PM)	
Religion and/or Belief (RAOB)	
Sexual Orientation(SO)	

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
None	None	None

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


None

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: 20/1/20
-------------------------------	--------------	---	---------------

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:		Date:	20/1/20

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.