



Equality Impact Assessment

Question	Response
1. Name of policy/funding activity/event being assessed	South Kesteven Regulation 18 Local Plan – Proposed Housing and Gypsy & Traveller Land Allocations.
2. Summary of aims and objectives of the policy/funding activity/event	<p>The current Local Plan for South Kesteven was adopted in January 2020 and sets out the development strategy for growth of the District to 2036. The Council is committed to undertake an early review of the adopted Local Plan, this process began in April 2020 and will set out the planning framework for the District over the next 20 years up to 2043.</p> <p>This Draft Local Plan builds on the existing Local Plan, adopted in January 2020. Some policies remain the same as the adopted Local Plan, others have been amended or removed and new policies have been introduced.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only. When adopted, the Local Plan will be used to determine planning applications.</p> <p>It is important to note that the Local Plan is at the draft stage and as such there is scope to adapt and change any policies which are identified as having a negative impact on protected characteristics as the Local Plan evolves.</p>
3. Who is affected by the policy/funding activity/event?	South Kesteven District
4. Has there been any consultation with, or input from, customers/service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please complete the consultation table below.	<p>The scope of the Plan was consulted on in November 2020, with a subsequent consultation on a Draft Local Plan held in April 2024. Both Local Plan consultations were held in accordance with the Statement of Community Involvement which sets out the standards, methodology and arrangements on how the Council will consult and report back. Consultation on the Local Plan is also bound by town planning regulations.</p> <p>This upcoming Regulation 18 Local Plan will be published for consultation in July 2025, if approved at Cabinet.</p> <p>The Local Plan is informed by evidence which has also been consulted upon, where necessary.</p>
5. What are the arrangements for monitoring and reviewing the actual	Adopted Local Plans are required to include a monitoring framework to monitor the



impact of the policy/funding activity/event?	<p>effectiveness of the policies therein. As the Local Plan is at draft stage a monitoring framework has not been prepared as the policies have yet to be finalised.</p> <p>The Town and Country Planning (Local Planning) (England) (Regulations) 2012 requires a local planning authority to produce an Authority Monitoring Report. Monitoring of the Local Plan policies against the monitoring framework included in the Local Plan will be reported through the Authority Monitoring Report and published annually.</p>
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Protected Characteristic	Is there a potential for positive or negative impact?	Please explain and give examples of any evidence/data used	Action to address negative impact e.g. adjustment to the policy <i>(The Action Log below should be completed to provide further detail)</i>
Age	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that age is afforded legal protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on age.</p>	No negative impact identified
Disability	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that disability is afforded legal protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not</p>	No negative impact identified



		discriminate based on disability.	
Gender Reassignment	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring gender reassignment is afforded legal protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on gender reassignment</p>	No negative impact identified
Marriage and Civil Partnership	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that marriage and civil partnership is afforded legal protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on Marriage and Civil Partnership</p>	No negative impact identified
Pregnancy and Maternity	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that pregnancy and maternity is afforded legal protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not</p>	No negative impact identified



		discriminate based on Pregnancy and Maternity.	
Race	Positive	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that all ethnicities and races are afforded legal protection against discrimination.</p> <p>Regarding the provision of housing for the settled community, the Draft Local Plan's proposed housing numbers make an implicit allowance for migration (including international migration), which is part of any assessment of the future need for strategic housing numbers.</p> <p>Regarding our traveller community, a Gypsy, Traveller and Travelling Showpeople Accommodation Needs Assessment has been produced by independent consultants which identifies an accommodation need for our Gypsy, Traveller and Travelling Showpeople communities.</p> <p>National planning policy guidance requires local plans to identify a supply of specific deliverable traveller sites against locally set targets.</p> <p>In November 2020, the Council launched a Gypsy & Traveller 'Call for Sites' which invited the submission of land within South Kesteven to meet the identified gypsy, traveller and travelling showpeople accommodation. Limited sites were received which put the Council and Local Plan at risk at not meeting</p>	No negative impact identified.



		<p>the needs of our traveller community and not according with the 2010 Equality Act. The Call for Sites remained open until 2023.</p> <p>A second Call for Sites was launched alongside the Regulation 18 Local Plan in April 2024 and a site was submitted to the Council which has been assessed as suitable for inclusion as a proposed allocation within the upcoming Regulation 18 Local Plan.</p> <p>Further to the proposed land allocation, it must be noted that the emerging Local Plan also includes permissive, criteria based policies allowing for appropriate speculative development.</p>	
Religion or Belief	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that religion and belief is afforded legal protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on religion or belief.</p>	No negative impact identified
Sex	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that sex is afforded legal</p>	No negative impact identified



		<p>protection against discrimination.</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on religion or belief.</p>	
Sexual Orientation	Neutral	<p>The Local Plan must be in accordance with the Equality Act 2010 to ensure that policies therein meet the development needs of our community, ensuring that sex is afforded legal protection against sexual orientation</p> <p>This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on sexual orientation</p>	No negative impact identified.
Other Factors requiring consideration			
Socio-Economic Impacts	Neutral	This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on socio-economic impacts.	No negative impact identified.
Carers (those who provide unpaid care to a family member, friend or partner)	Neutral	This Regulation 18 Local Plan consultation focusses on housing and Gypsy & Traveller land allocations only and does not discriminate based on socio-economic impacts.	No negative impact identified

Consultation

Negative impacts identified will require the responsible officer to consult with the affected group/s to determine all practicable and proportionate mitigations. Add more rows as required.		
Group/Organisation	Date	Response



Proposed Mitigation: Action Log

To be completed when barriers, negative impact or discrimination are found as part of this process – to show actions taken to remove or mitigate. Any mitigations identified throughout the EIA process should be meaningful and timely. Add more rows as required.

Negative Impact	Action	Timeline	Outcome	Status

Evaluation Decision

Once consultation and practicable and proportionate mitigation has been put in place, the responsible officer should evaluate whether any negative impact remains and, if so, provide justification for any decision to proceed.

Question	Explanation / justification	
Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?		
Final Decision	Tick	Include any explanation/justification required
1. No barriers identified, therefore activity will proceed		
2. Stop the policy or practice because the data shows bias towards one or more groups		
3. Adapt or change the policy in a way that will eliminate the bias		
4. Barriers and impact identified , however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision		

Did you consult with an Equality Ally prior to carrying out this assessment?

Sign off



Name and job title of person completing this EIA	Shaza Brannon, Planning Policy Manager
Officer Responsible for implementing the policy/function etc	Shaza Brannon, Planning Policy Manager
Date Completed	07/05/2025
Line Manager	Emma Whittaker
Date Agreed <i>(by line manager)</i>	23/05/2025
Date of Review <i>(if required)</i>	

Completed EIAs should be included as an appendix to the relevant report going to a Cabinet, Committee or Council meeting and a copy sent to equalities@southkesteven.gov.uk.

Completed EIAs will be published along with the relevant report through Modern.Gov before any decision is made and also on the Council's website.