



# SOUTH KESTEVEN DISTRICT COUNCIL

## Equality Impact Assessment (EqIA)

### SKDC – Design Code 2026

<b>Service Area:</b> Planning Policy Development and Growth	<b>Lead officer:</b> <b>Richard Shaw</b>	<b>Date of Meeting</b>  17/02/26
	<b>Assessors:</b> Jessica Morris	
	<b>Neutral Assessor:</b> Jhanvi Shukla	



<b>Disability</b>	Positive	Design Codes are inclusive of all protected groups. Improvements in the design of the local environment may be of benefit to those who are less able to travel further afield. The design code contains requirements relating to Accessible and Adaptable new homes. This requirement will mean at least 10% of new homes must be to meet these needs. The design code will supplement adopted planning policy which includes policies that consider all age groups within the district. It does encourage the provision of benches at regular intervals. Street design is required to be accessible to all and details of this are covered by the County Council as Highways Authority.
<b>Gender Reassignment</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to transgender and gender reassignment.
<b>Marriage and Civil Partnership</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to marriage and civil partnerships.
<b>Pregnancy and Maternity</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to Pregnancy and Maternity. It does encourage the provision of benches at regular intervals.
<b>Race</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to race.
<b>Religion or Belief</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to religion or belief (including lack of).
<b>Gender/ sex</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to gender and sex.

<b>Sexual Orientation</b>	Neutral	Design Codes are inclusive of all protected groups. The design code does not contain specific requirements relating to sexual orientation.
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b> *(IMD = Indices of multiple deprivation)	Positive	Design Codes are inclusive of all protected groups with the vision ensuring a mix of affordable homes for all demographics.
<b>General comments</b>	The Design Code has been drafted with equalities considerations as a corporate priority. The information contained applies to the public generally and are not intended to focus on any specific group. For plan-making the Council has committed to maintaining a mix of online and offline consultation methods, and to make reasonable adjustments for equalities requests in line with the general equality duty. In all cases and considering that planning issues can vary significantly depending on individual proposals, the general equality duty applies irrespective of the Design Code.	

**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation, who took part and key findings)**

The National Planning Policy Framework (NPPF) makes it clear that local planning authorities should ensure that visual tools such as design codes and guides are used to inform development proposals to provide maximum clarity about design expectations at an early stage and reflect local character and preferences. They should provide a framework for creating high-quality places, with a consistent and high-quality standard of design to inform development proposals.

**National Model Design Code**

The document is based on the guidance provided by the National Model Design Code to provide detailed guidance on the production of design codes, guides and policies to promote successful design. The Design Code reflects the government's priorities and provides a common overarching framework for design.

The Design Code underwent extensive consultation and engagement to inform it's preparation. Meetings were held with the Community Engagement Manager in order to access hard to reach groups. A variety of engagement techniques were used, including hard copy posters in a local public park visitor centre window, face to face workshops, online workshops, setting up of hard copy information and personal presence at stalls at local markets along with online web-based interactive maps and social media promotion.

Meetings were held with the Community Engagement Manager and engagement material was distributed to local community groups. Hard to reach groups such as young people were accessed through two sessions at the SKDC Youth

Council. Appendix 3 of the Cabinet Report sets out engagement activity results and actions in response to the findings.

Engagement activities as outlined above were undertaken throughout 2024.

The Design Code consultation activities throughout 2024 were made available to view and access from the Council website. A general notification of the consultation was sent out via email to those on our consultation database, including town / parish councils, statutory bodies, and Ward Cllrs. The Design Code has been created and refined, taking into account the comments made during the consultation.

Further engagement on the Draft Design Code was undertaken in November and December 2025 and January 2026, including with Parish/Town Councils, Planning Officers, the development industry including housebuilders and Elected Members, with information being available on our website and invitations to comment being e-mailed to our contact database. Some face to face workshops and meetings were undertaken where required.

The above was a preliminary engagement period on the draft Code and the next forthcoming engagement in March and April 2026 will be the Statutory Consultation in conformity with our Statement of Community Involvement.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

The Council is also committed to involving a wide range of other individuals including members of the public, local community voluntary groups, and 'hard to reach groups'. SKDC are constantly monitoring their contact database and looking for ways in which to effectively improve consultations to have more effective communications with the Local Authority.

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<b><i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		

d	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>
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**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

**b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

**c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

**Signed (Lead Officer):**                      **Richard Shaw**  
*(Name and title)*                              *Principal Design Officer*

**Date completed:**                              **17/02/26**

**Signed (Neutral Assessor):**              **Jhanvi Shukla**  
*(Name and title)*                              *Planning Policy Officer*

**Date signed off:**                              **23/02/26**