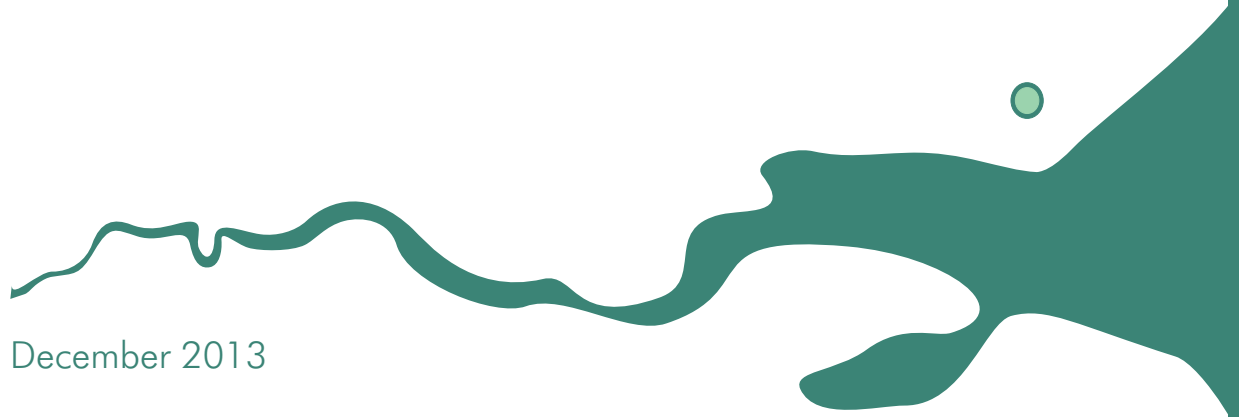


London Southend Airport and Environs Joint Area Action Plan (JAAP)

Equality Analysis



December 2013

London Southend Airport and Environs Joint Area Action Plan: Equality Analysis

Department: Place

Service Area: Strategic Transport and Planning Policy

1. Names and roles of the people carrying out the Equality Analysis

- Ashley Dalton: SBC LGBT Staff Forum and LSTF Community and External Funding Manager
- Karen Vaughan: SBC Staff Disability Forum and Supporting People Team
- Lara Felix: SBC Black and Minority Ethnic Staff Forum
- Matthew Mint: SBC Adult and Community Services- Learning Disabilities
- Helen Carrick: SBC Staff Disability Forum

2. What are the aims, objectives or purpose of the policy, practice or function?

The Joint Area Action Plan (JAAP) has been prepared by Rochford District Council and Southend-on-Sea Borough Council in response to the challenges and opportunities offered by London Southend Airport together with an airport related employment cluster. The plan is intended to integrate land use, transport, environmental and regeneration proposals with clear mechanisms for delivery.

- The JAAP provides the basis for coordinating the actions of a range of partners with an interest in airport and the surrounding environs, and establishes planning policies up to 2031 and beyond. It will:
- Managing the level of growth and change in the area by establishing an approach to development and associated planning principles;
- Safeguard areas and places sensitive to change;
- Direct investment and provide key planning policies for regeneration in the area; and
- Be effective and deliverable.

3. What are the aims, objectives or purpose of (the proposed change) to the policy, practice or function?

Advice on the detailed development principles and design of the new employment areas will be contained in a master plan/design framework published separately.

The JAAP is one of a number of plans being prepared by both local authorities, and must be read in conjunction with those other plans, and the National Planning Policy Framework. Policies within the adopted Southend-on-Sea Core Strategy and adopted Rochford Core Strategy provide the strategic context in which the JAAP proposals have been prepared, and it is important, in formulating development schemes and proposals, that account is taken of these documents, together with the policies in this plan and, national planning policy.

4. The scope of the analysis

Who is expected to benefit from the policy, practice or function? (Which protected group will be affected by the policy, practice or function? What does the policy, practice or function aim to achieve?)

All residents and all groups could be affected by the policy.

5. Identifying Differential / Adverse Impacts

Impacts:	Different?	Negative?	Positive?	Reason	Is this different impact justified?
Race	No	No	No	No evidence found in consultation or research	
Disability	Yes	Yes	Yes	Research and consultation indicates that disability and abilities would need to be considered in the implementation of capital build, public realm and transport initiatives in the JAAP. Improved public transport could have a positive effect particularly for people with learning disabilities.	To be considered in detailed analysis for each implementation
Gender	No	No	No	No evidence found in consultation or research	
Sexual orientation	No	No	No	No evidence found in consultation or research	
Religion and belief	No	No	No	No evidence found in consultation or research	
Age	Yes	Yes	No	Research and consultation indicates that age and possible links between older age and disability and abilities would need to be considered in the implementation of capital build, public realm and transport initiatives in the JAAP.	To be considered in detailed analysis for each implementation
Socio-economic	Yes	Yes	Yes	Consultation indicates a concern that the business development whilst leading to increased employment consideration should be given to how people on low incomes might access any new jobs. There was also concern that	To be considered in detailed analysis for each implementation

				an influx of new population in response to technical and high paid jobs being created in the area could lead to community conflict. It was considered important that any developments are considered in terms of accessibility for the existing population in the area, many of whom are on low incomes and in social housing.	
Carers	Yes	Yes	No	The area includes 2 day centres for people with learning disabilities and a supported living project. Changes in public realm and transport may impact on carers as they negotiate any new environment with those they care for.	To be considered in detailed analysis for each implementation
Gender reassignment	No	No	No	No evidence found in consultation or research	
Marriage and civil partnerships	No	No	No	No evidence found in consultation or research	
Maternity/ pregnancy	No	No	No	No evidence found in consultation or research	

6. Community Impact

Is there equality between those who will and won't benefit from this activity? **Yes**

Are there strong and positive relationships between the groups/communities participating in this activity now? **No.**

Will this activity promote strong and positive relationships between the groups/communities identified?* **No**

Does the activity bring groups/communities into increased contact with each other?
***Yes**

7. Consideration of Data and Research

See JAAP consultation data.

8. Data and consultation feedback

a. Data and consultation considered

Source	Reason for using
Equality Analysis Panel discussion	Specific meeting held to consider the potential impact of the JAAP on different communities
JAAP consultation documentation	Ongoing public consultations continue. All consultation data to be collated and available for Equality Analysis of any implementation projects.

b. Main gaps in information and understanding for the impact of the policy and services

Gaps in data	Action to deal with this
Unknown impacts of actually delivering against the policy as projects will be developed separately and by various partners and stakeholders.	Ensure all implementation projects under the JAAP delivered by statutory service providers and key stakeholders consider equality issues through a project equality analysis or similar.

c. Do stakeholders agree with the findings and proposed response?

<p>This equality analysis forms part of the JAAP documentation available from consultation from 25th February 2013. Stakeholder response to be considered following consultation.</p>
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9. Recommendation:

Objective	Planned action	Who	When	How will this be monitored
To ensure that the potential impacts of projects and interventions delivered under the JAAP are considered on a project by project basis where relevant.	Ensure that Council led interventions to be delivered under the JAAP are included in the Council's Corporate Equality Analysis schedule	Place rep to CESG	To be included in schedules from April 2014	Potential projects to be included will be identified by Strategic Planning and Transport Policy following the adoption of the JAAP. The Place representative to CESG will ensure relevant projects are added to the Corporate EA schedule.

10. Equality Analysis Form – Monitoring

a. How will the results of this Equality Analysis feed into the business planning process?

- We will monitor the action plan
- We will monitor actions through personal performance appraisal
- We will monitor actions through 1to1 meetings
- Actions will feed through to Team plans
- Actions will feed through to Services plans
- Actions will be fed through to Corporate Plan

b. Monitoring and review/ mainstreaming into business plans

Consideration of changes to business plans will be considered following the adoption of the JAAP.

11. Feedback and comments on this Equality Analysis.

Please include any comments or feedback on the equality analysis for the JAAP as part of any response to the JAAP consultation exercise.