

RYEDALE
DISTRICT
COUNCIL



The Ryedale Plan Review

Equality Impact Assessment - Scoping Framework Report 2022

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[Ryedale District Council Planning Policy](#)

If you cannot access this Equalities Impact Assessment Scoping Framework in its current format, please call us on 01653 600666 and we will provide it in a format which best meets your needs.

CONTENTS

INTRODUCTION	3
<i>How is planning influenced by equalities matters?</i>	5
STAGE 1	6
Identifying the aims and objectives	6
Objectives of the Review of the Plan	7
STAGE 2	7
Considering the relevant data and information	7
Profile of Ryedale	7
Demographic Structure	8
<i>Age profile</i>	8
<i>Disability</i>	9
<i>Ethnicity</i>	10
<i>Gender and Gender re-assignment</i>	11
<i>Sexuality</i>	11
<i>Faith</i>	11
<i>The Travelling Community</i>	12
Socio-Cultural Issues	12
<i>Education</i>	13
<i>Employment</i>	13
<i>Young community</i>	14
<i>Housing Need</i>	14
<i>Deprivation</i>	15
<i>Homelessness</i>	16
<i>Access and accessibility</i>	16
Socio-economic profile	17
<i>Migration</i>	17
STAGES 3 AND 4	19
Assessing the actual and/or likely impact on equality, areas/decision making and action planning	19
APPENDIX A	23
<i>List of potential consultation groups</i>	23

INTRODUCTION – WHY ARE WE DOING THIS?

A key responsibility of Council is to have a 'Development Plan' also known as a 'Local Plan' which is used to direct where, when and how development can take place. It needs to be kept up to date so Ryedale District Council has started reviewing its Local Plan. It is called 'The Ryedale Plan'. This sets out where different development should be located, to meet the needs of the community, and provides a framework for assessing planning applications and guiding new development. It is made up of a series of documents: Local Plan Strategy (adopted 2013) and associated development plans: Helmsley Plan (adopted 2015) and the Local Plan Sites Document (adopted 2019).

The making of Local Plans follows a preparation process set out in the Town and Country Planning (Local Planning) (England) Regulations 2012, which prescribe the required statutory consultation. As a result of current pre-publication consultation undertaken the Council has a duty to consider representations and comments received, and to make any necessary changes to policies in order to make the plan sound. The Council will be considering these representations and will publish (known formally as Publication) the revised Plan in early 2023.

This current stage of Plan preparation therefore seeks the views of local communities (including residents, businesses, organisations and public bodies) on a range of aspects, including the sites submitted to the Council and how we approach the distribution of development in terms of how much development goes where. The Council must therefore look to ensure all interested parties have a fair and equitable opportunity to engage in the plan-making process. We must also appropriately consider all representations made under these consultations, and be aware of, and minimise any potential risks the changed policies and site allocations in the Plan may have upon each of the 'protected characteristics' covered under the Equality Act 2010.

Our Statement of Community Involvement (SCI) sets out how we will engage and consult with people on the review of the Ryedale Plan. It also specifies that the Council must recognise individuals and groups of people who, for a range of reasons, may not have access to information, or are unable to participate in more traditional approaches to planning consultation.

The SCI document provides specific reference to potential harder to reach groups that should be considered within the list of statutory consultees bodies which represent the interest of:

- different ethnic or nationality (including BAME) groups in the area
- different religious groups in the area
- young people in the area
- older people in the area
- disabled people in the area; and
- Bodies representing Persons carrying on businesses in the area- such as National Farmers Union

What is an Equalities Impact Assessment (EqIA)?

An Equalities Impact Assessment (EqIA) is a mechanism for considering and communicating the likely effects of a review of a policy in terms of equalities issues, with a view to avoiding and mitigating adverse effects and maximising the positives. These functions go hand-in-hand with the recently revised Statement of Community Involvement's (SCI) identified harder to reach groups. The aim is to ensure the Plan review contributes to the achievement of equal opportunity for all Ryedale residents.

The EqIA document begins to follow the four stages set out in the Equality Act to establish what equality concerns may exist within the district. It also identifies potential harder to reach groups and incorporates the corporate objectives within the Council's Equality Action Plan, and sets out the next stages for minimising equality issues within the Plan review.

Ryedale District Council has an [Equality Policy Statement](#) and sets out a series of objectives within that. This scoping report is aligned to that document.

We have begun by exploring a range of relevant data to help identify examples of specific groups which may form part of representative groups (also known as umbrella groups) and assess how they should be considered and consulted within this equality impact assessment process.

An assessment will be undertaken within the Regulation 18 Pre-Publication stage and will allow identification of any positive or negative impact that policy amendments could have on one or more of the protected characteristics. This will continue, and be expanded as we progress into the Regulation 19 Publication stage.

Legislative Context

The document has been prepared within the context of the Equality Act 2010. The Act provides the legal framework to protect the rights of individuals and advance equality of opportunity for all. The aim of the general equality duty is to ensure that public authorities, and those carrying out public functions, consider how they can positively contribute to a fairer society through advancing equality and fostering good relations in their day to day activities. The duty ensures that equality considerations are built into the design and policies and the delivery of services and that they are kept under review. We are required to have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- Advance equality of opportunity between people who share a relevant characteristic and those who do not.
- Foster good relations between people who share a relevant characteristic and those who do not.

Having "due regard" means consciously thinking about the three aims of the Equality Duty as part of the process of decision making. This means that consideration of equality issues must influence how our decisions are reached on how services are commissioned and procured. To comply with the Act we must:

- Remove or minimise disadvantages experienced people due to their protected characteristics.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encourage people with protected characteristics to take part in public life or in other activities where their participation is disproportionately low.

Public Sector Equality Duty – specific duties set out in the Equality Act 2012 promote better performance of the general equality duty but requiring the publication of:

- Equality objectives, at least every four years.
- Information to demonstrate compliance with the equality duty, at least annually.

The legislation is clear in depicting the steps we should take to demonstrate that due regard is given to the general duty.

How is planning influenced by equalities matters?

The need for the Equality Impact Assessment (EqIA) stems from the general duty placed on local authorities to eliminate discrimination in carrying out its functions; planning policy development is one of those functions.

The District Council has recently adopted (2021) an overarching Equalities Policy Statement, and from this, an Impact Assessment Action Plan. This document is to complement those documents and focus on what it means in relation to the operation of the planning process – particularly planning policy. This report is also aligned to our Statement of Community Involvement which was recently adopted (2021) and which identified that whilst setting out standardised processes and procedures for consultation, it recognised that a one-size-fits-all approach is not appropriate in some instances.

Equalities matters in relation to planning policy is guided by two key principles. Future development within the District should be guided by decisions that improve the quality of life for all residents and protect and enhance the natural and built environment also for those who visit, and invest in, Ryedale. This includes those who have been susceptible to discrimination or inequality in the past. To achieve this, and this is the second key principle in our planning policy development, is that we seek to give equality of opportunity to engage in the plan-making process as matter of public interest.

The planning service are conducting this piece of work in these early stages of the Plan review, to set out the scope for how equalities will be considered throughout this process going forward. This will involve ultimately carrying out an EqIA assessment in an iterative way, identifying and consulting with relevant groups and building an evidence base early on in the plan-making process, and then at multiple stages in its development.

The process of conducting an Equality Impact Assessment consists of four stages which involve systematically assessing the effects of a policy or procedure on different groups experiencing effected by equality within the district. The four stages as set out in the Equality Act 2010 legislation are as follows:

- Stage 1 – Identifying the aims and objectives of the Policy/strategy/function or service
- Stage 2 – considering the relevant data and information

- Stage 3 – Assessing the actual and/or likely impact on equality areas
- Stage 4 – decision making and action planning

This report is stages one and two and represents an equalities framework to work to whilst preparing policy documentation. It will be subject to updates, as the EqlA work will be continued and integrated as we develop our policy approaches, distribution strategy and site assessment/allocation.

Stages three and four will be explored in more detail in future work following the consultation outcomes and as the policy framework begins to emerge.

STAGE 1 OF THE PROCESS

Identifying the aims and objectives

The EqlA methodology provides the opportunity to broaden the scope and build in socio-economic status and other factors, allowing the impact of Local Plan policy to be more holistically and comprehensively assessed for all groups, but particularly those at risk of disadvantage and social exclusion from the outset. By setting the scene and identifying those established groups at this earlier stage this will allow for better integration of equality consideration in planning policy preparation, and provide the most appropriate framework for them to participate in the plan-making process.

Under the Equality Act 2010 the following nine protected characteristics should be considered within the assessment:

- Age: a person being a particular age or being within an age group. Inclusive of all ages, including older people, children and young people;
- Disability: a person with physical impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities. Including physical, sensory, mental or learning impairment;
- Gender reassignment: a person who is considering, undergoing, or who has undergone gender reassignment. Inclusive of transsexual people, transvestites/cross dressing people, androgynous/polygender people and others who define as gender variant;
- Sex: men and women are protected under the Act, and see gender reassignment above.
- Marriage and civil partnership: the act protects those who are married or in a civil partnership against discrimination;
- Religion and belief: religion means any religion, including a reference to a lack of religion. Belief includes religious and philosophical beliefs, any religious/faith or other groups with a recognised belief system or lack of belief;
- Pregnancy and maternity: this included expectant mothers and mothers who have recently had a child and protection against maternity discrimination. This can also extend to those who adopt.
- Race: this includes colour, nationality (including citizenship), ethnic or nation origins, people including gypsies and travellers, refugees/asylum seekers and non-British European;
- Sexual orientation: a person's identity in relation to the gender or genders to which they are sexually attracted; heterosexual, homosexual, bisexual etc;

In addition to the protected characteristic groups set out above, it has also been considered appropriate to include 'income and deprivation'. This is due to the fact that pockets of deprivation have been identified in the district.

As well as the protected characteristics, the harder to reach groups identified within the Council's SCI will also be considered. The Council wishes to understand the needs and aspirations of the groups identified and ensure that their voices are heard. To do this it is our aim is to make contact through umbrella groups and consult on this early stage assessment, so that we can effectively communicate with these groups, and develop an understanding of the needs of these groups, where when relating to planning matters, can be integrated and considered within the plan review.

Objectives of the Review of the Plan

Ryedale District Council is subject to Local Government Reorganisation in 2023. The new Authority will have five years to prepare the new Development Plan/Local Plan for the area it has planning responsibility for. The review of the Ryedale plan is a pragmatic and focussed exercise with the main objective to update the plans to allow the sustained implementation of the Ryedale Plan whilst ensuring it remains relevant, up to date and to ensure that there is a rolling five-year land supply of sustainable residential development sites that meet Local Plan Strategy requirements, whilst also ensuring sufficient suitable employment and retail land is identified.

STAGE 2 OF THE PROCESS

Considering the relevant data and information

For each of the identified protected characteristics, information has been sought to better understand the number of people or proportion of the population within the protected groups and where the main equality issues lie. A range of data has been collated and presented below to paint a broad picture of the social make up and aspects which likely affect and identify relevant groups. Where relevant, this information has been presented alongside statistics for wider geographies, such as north Yorkshire, Yorkshire and Humber or England as a whole; in order to help understand the wider context for the numbers reported for the district and allow identification of groups.

Much of the contextual indicators are based data from the 2011 Census, which could be considered to be outdated, but remains, in many cases, the only source of data we have available. We will update this once data from the 2021 Census begins to become available.

A Profile of Ryedale

Ryedale is a predominately rural area covering some 575 square miles (148,900 hectares) within North Yorkshire. Geographically the largest district within North Yorkshire, Ryedale comprises a rich agricultural area. Ryedale is currently divided up into twenty wards, made up from 115 parishes. We have five Market Towns and over a hundred villages.

A significant characteristic of the district is the outstanding quality of its countryside, villages and market towns. This is reflected in the designation of the North Yorkshire Moors National Park and the Howardian Hills Area of

Outstanding Natural Beauty and the consideration of the Yorkshire Wolds as an AONB, with the Vale of Pickering as an Archeologically Significant Area. We have 34 Conservation Areas and a range of international and national biodiversity designations. We are seen as a strong tourist destination.

Demographic Structure

The population of Ryedale district is estimated to be 55,380 (Source: Local Insights OCSI July 2021) and is set to increase to 56,700 in 2025 (Source: North 2019). The 2011 Census confirmed a population of 51,700 across Ryedale, at that time.

This 6.9% population increase over a 10 year period demonstrates a steady increase in population; suggesting that housing, services and employment opportunities need to be provided for the growing population.

Ryedale is identified as being a Sparse Rural Area with one of the largest Local Authority Areas, and an essentially dispersed settlement pattern of over 100 settlements, including 5 Market Towns of Malton, Norton, Pickering, Kirkbymoorside and Helmsley. It is also an area with two national-level landscape designations: North York Moors National Park and the Howardian Hills Area of Outstanding Natural Beauty. The sparsity is illustrated well through ONS mid-year figures of 2015 which suggest that there is an estimate of 0.4 people per hectare within the district.

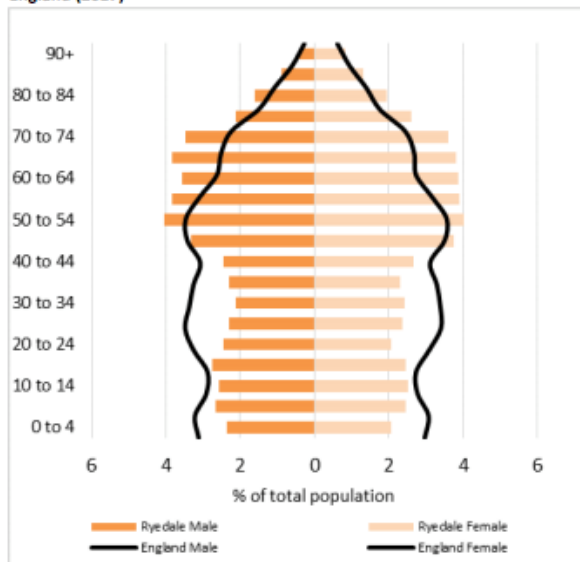
The geographical sparsity in the population is likely to mean that engagement with harder to reach groups is more challenging as groups are likely to be more spread out and harder to identify. In turn, it is likely to require more time and resources to appropriately engage fairly across the district.

Age profile

Age	Ryedale	North Yorkshire	England & Wales
Aged 0-15	15.7%	17.0%	18.9%
Aged 16-29	13.6%	14.3%	18.2%
Aged 30-64	44.8%	45.4%	45.0%
Aged 65-79	19.1%	17.1%	13.0%
Aged 80+	6.8%	6.2%	4.8%

Ryedale has a higher percentage of people aged 65 or over (23.3%) more than national average. By 2025, there will be 2,000 additional people ages 65+, a 14% increase for 2018, but a static working-age population (Source:

Figure 8 Population pyramid showing Ryedale age make up against England (2017)



Source: ONS, 2018

Ryedale follows the North Yorkshire pattern of having an over-representation of the 45 + and under representation of the 20-39 and the 0-9 age groups.

North Yorkshire Data 2019). This will lead to increased health and social care needs with potentially fewer people available to work in health and care roles. Infrastructure to support older people should be a priority consideration for the district.

Through our research we have found several groups who focus on the wellbeing and care of older people, these groups will be consulted on this assessment:

- Ryedale Over 50s
- Craft and Chat
- Ryedale Forum 50

Appendix A sets out all the initially identified groups, communication with umbrella groups such as these, with links to all the protected characteristics should help provide a platform for any hard to reach people to be properly engaged and be understood, and for proper consideration to be given to their needs throughout this process.

Disability

1.1% of Ryedale residents have self-reported very bad health, similar to the 1% across North Yorkshire and 1.2% in England. The number of residences suggesting their health is bad is the same as it is throughout North Yorkshire at 3.6%, but less than the figures for England, which is 4.2%. Much of the self-reported health figures seem to be roughly the same as they are across the country. However, these figures are from the 2011 Census and are most likely not to be a true representation of health statistics now, given that we are already aware of the emerging picture of a rising proportion of older residents, which can lead to greater pressure on health services.

An assessment was carried out in 2019 providing an overview of population health needs in Scarborough and Ryedale CCG. It noted that the 2011 Census identified 23,500 people living with a long-term health problem or disability (21.3% of the population compared with 17.6% in England). The highest reported rates of ill health are from hypertension (16.9%); obesity (12.9%); depression (10.9%); asthma (9%) and diabetes (7%).

There are about 6,300 people aged 65+ with a limiting long-term illness. Of these, 42% (2,600) report that their daily activities are limited a lot because of their illness (Source: North Yorkshire Data 2019). People with day-to-day activities limited account for (17.8%) of the population of the district.

Age and disability are sometimes capable of being connected together, but disability and ill health can affect people at any stage in life. We will look to ensure that we engage with umbrella groups that are focused on ensuring that decisions made about where development is located, and how development is laid out and designed, does not present new barriers or reinforce existing barriers for those with a disability – and having equal opportunities for all to have access to homes, jobs and recreational activities.

A key element of providing equal opportunities is about ensuring that new buildings reflect appropriate space standards to allow anyone the ability to move around a building in the way that works best for them. This should also be reflected in the built environment in the surrounding areas. For example, pavements and access, public and open spaces, should consider a variety of users in their design.

The Council has taken corporate action to include accessibility software that provides assisted reading technology on all documents published on our website. This mechanism allows people with visual impairment the possibility to view documents and to be fully engaged in the planning process.

Useful contacts that will be included in our consultation are listed below:

- Ian Lawson – disabilities group lead for Ryedale and Scarborough
- Ryedale Special families
- Ryedale Sight Support

Ethnicity

Ethnic group	White	98.67%
	Mixed	0.58%
	Asian	0.52%
	Black or Black British	0.1%
	Chinese or other Ethnic Group	0.13%

(Source: ONS 2011 Census)

Ryedale has less ethnical mix than the average across the North Yorkshire region. This could mean that those of other ethical groups within the district perhaps feel isolated through lack of representation and lack of a prominent voice. We will reach out to umbrella groups who protect the interest of minority ethnical groups within the district to ensure consideration is given to meet their needs in the planning process. We have noted that there is a lack of such groups in Ryedale and so have looked to wider organisations to provide guidance.

Settlements such as Ampleforth have a high BME population, this is related to Le Cateau Primary school situated there, which provided a place to foreign students (source: North Yorkshire dataset 2016). In addition, the same research piece conducted by North Yorkshire Equality and Diversity strategic Partnership in 2016 identified an English class in Norton comprised of Polish, Russian and Spanish students. Ampleforth School and the Norton School will be among the list of contacts to development this assessment.

When reviewing our policy documents officers and members must be culturally aware, inclusive and respectful with the avoidance of prejudice and discrimination. The figures set out are predominantly from the 2011 Census and so this may not be particularly representative of current figures. Giving weight to context we draw from contact with relevant groups.

Other groups include:

- York Racial Equity Network

Gender and Gender re-assignment

The proportion of females (50.89%) and males (49.1%) within Ryedale is in line with the proportion of females and males within the region (Yorkshire and Humber) and England (Source: ONS 2011 Census). At present we have very little data indeed on any other gender identities - and so we will monitor this. But we will seek to write any consultation material or resulting policies in a non-gender specific/gender neutral capacity. We will also provide a range of different opportunities to comment on planning policy to reflect the need to be also gender-sensitive and recognise that those with caring responsibilities (irrespective of their gender) may not be able to make specific time limited consultation events, but also that reliance on technology may be a barrier for those to interact. Recent, wider studies of planning activity have sought to understand the planning process can include inherent gender bias – and to ensure that gender mainstreaming takes place. This is to recognise that all people can have a range of needs in their day-to-day environment, which may or may not be influenced by their gender, but it is to ensure that we capture those differing needs and perspectives. We will in the first instance liaise with:

- Women in planning Yorkshire

Sexuality

At present there is no accurate way to determine the spectrum of sexual diversity (LGBTQ2+) within our district, as this part of the Census is optional. Though the 2011 Census data collection reports 43 people were living in a same-sex couple. Sexuality is for many a key aspect of one's self. Therefore, it is for many a potentially sensitive and private matter, even for those seeking understanding and recognition. Through our consultation work we will look to identify any support groups and organisations who represent those communities to ensure that our policies do not undermine their efforts in seeking equality.

In instances like this, where the data doesn't really provide any accurate scale or understanding of how and who is affected, the contribution of groups will allow for better knowledge and understanding of any equality concerns. Some initial groups to be contacted are listed below, this might then be a networking exercise that opens communication with a wider variety of groups, which we have not yet identified:

- York Pride
- Malton Pride
- Transgender groups

Faith

Information from the 2001 Census showed that 82.28% of residents in Ryedale declared their religion Christian; this has dropped to 71.8% in the 2011 Census. Correspondingly 20% declared no religion, compared to 10.66% in 2001, whilst 7.4% did not state their religion. Relatively low numbers of the population were attributed to all the other main religious groups; the highest being Buddhist (0.2%) (Source: 2001 and 2011 Census, ONS).

We will look to ensure that we engage with all faith groups which are present in Ryedale, to capture any specific issues which have a potential planning dimension to them.

A number of different faith groups we can work with have been identified below:

- The Ryedale Methodist Circuit
- Ryedale Christian Council
- Church together in Southern Ryedale
- Churches together in Pickering and District
- Ryedale and Yorkshire Coast GreenSpirit
- Ryedale Evangelical Church
- Pickering, Malton and Kirkbymoorside Quaker meetings
- Madhyamaka Centre, Buddhist Centre (Kilwick Percy Hall)

The Travelling Community

There are different sectors of the travelling community, including those who are settled travellers, those who travel, and travelling showpeople. Each have their own cultural identity and way of life. The authority has an established community of gypsy and travellers at the Tara Park Site on the outskirts of Malton. Whilst it is recognised that some families may not identify themselves as Gypsies or Travellers in research, the 2011 Census identifies a total of 35 households in Ryedale District as having a 'White: Gypsy or Irish Traveller' ethnicity. Of these, almost two thirds (23 households) lived in bricks and mortar accommodation.

As part of the Plan review we will be undertaking a separate Gypsy and Traveller Needs Assessment, this will help identify specific accommodation for these communities going forward. Research is undertaken with specific groups to understand current and future needs.

- The North Yorkshire Gypsy and Traveller Partnership
- York, North Yorkshire and East Riding Strategic Housing Partnership

Socio-Cultural Issues

It is important to also be aware that wider socio-cultural factors can have a strong bearing on people's ability to engage in the planning system – and in particular planning policy. It is important that approaches to consultation do not either actively prevent engagement, or inadvertently undermine an individual's or group's ability to engage in a consultation even. If this occurs, key messages could be lost about how places are being experienced. It is important to provide a range of opportunities that are flexible for people engage in.

Education

Data collated in connection with the most recent Council Plan revealed the level of qualification of residences between the ages of 16-64. 40.7% of people are educated to NVQ level 4 and higher. In comparison to an average of 38.6% across York, North Yorkshire and East Riding (YNYER) and 38.3% average cross England.

Those educated to NVQ level 3 equated to 18% of people, lower than the 18.6 average across YNYER but higher than 17.3% average across England. 3.3% of the Ryedale population have an apprenticeship. The average from England is 2.9%, whilst the average across YNYER is 4.2%. The study also showed that 0% of people within the age range have no qualifications. This is much lower than the 6.0% average across YNYER and 7.6% average across England as a whole.

This suggests that, on average, residents of Ryedale have access to better levels of basic education, therefore educational opportunity is available to residents across the district. However, there are no higher education establishments in Ryedale, and it is one of the primary reasons why many young people leave the district upon completing their secondary education. Education is only part of the picture and is not necessarily reflective in the amount and variety of employment available within the district (see below).

Employment

Based on ONS Population estimates in 2019 the employment rate for Ryedale is 81% (79.4% across North Yorkshire and averaging 75.9% across England) with an unemployment rate of 2.8% (compared with 2.2% in North Yorkshire and 4% across England). This is a 5% increase in employment rates in Ryedale since 2011.

However, data from 2018 highlights the average gross weekly pay, both by residence and by the workplace; in both accounts Ryedale’s average pay is the lowest within the surrounding area, and also considerably lower than the national average as highlighted below.

	By residence	by workplace
Ryedale	469	469
Yorkshire and Humber	520.9	520.8
England	574.9	574.9

Due to the steady growth in population, we must still continue to provide employment opportunities across the district. This in turn might contribute positively to increasing the population of younger people within the community by creating an environment for employment opportunities which pay better- and align more with house prices and rents. Emphasis on expanding the supply of employment land sites through allocation and commitments is required to assist the demand for business and in turn this will help generate new jobs in the job market across the district. However, in light of the figure above surrounding wages, consideration should be given to the quality of employment in the allocation of land.

Our Younger Community

As identified earlier, the proportion of the population of Ryedale whom fall within the older age brackets is significantly higher than national average. Whilst this brings its own policy considerations, it can mean that younger residents can miss out – and they too have specific expectations of the place in which they live. Planning Policies generally are expected to respond to both the needs of all sectors of the community, and for various reasons the Council is keen to attract younger, former residents back to the District. Therefore, special attention should be paid to ensuring the district as a place to live in, is made more desirable to younger people as they return from further education; or establish their career; or are looking to form a household of their own.

Local communities are seeking to invite comments from their younger residents about what they would like to see in the places where they live. Young people are becoming increasingly aware of their environment, and impacts of current human activities for them and future generations. Wider movements, such as the climate crisis movement are becoming increasingly important to them, recognising that it is their generation and later ones which will bear the brunt of the environmental, social and economic impacts of climate change. Officers are also keen to engage with schools to bring to children understanding in why we have a planning system and how they can engage in the process.

A Royal Town Planning Institute RTPI document released in 2019 highlights the importance of including children within the planning system, and giving them the opportunity to get involved in planning for places, and fostering a sense of empowerment to shape places and to give young people an understanding of why we even have a planning system. This would need to reflect any safeguarding policy considerations.

The initial groups to contact are listed below:

- Yorkshire Young Farmers
- Yorkshire youth club

Housing Need

The ratio of lower quartile house price to lower quartile gross annual (workplace-based) earnings is calculated by dividing house prices by gross annual earnings, based on the lower quartile of both house prices and earnings. The lower quartile (25th percentile) is the value quarter of the way through the range when ordered from lowest to highest. This measure of affordability indicates the extent to which employees can afford to live where they work, not where they necessarily already live, which effectively reflects the house-buying power of employees. A higher ratio indicates that on average, it is less affordable for a resident to purchase a house. Conversely, a lower ratio indicates higher affordability in a local authority. The earnings data are from the Annual Survey of Hours and Earnings which provides a snapshot of earnings at April in each year. Earnings relate to gross full-time individual earnings on a place of work basis. The house price statistics come from the House Price Statistics for Small Areas, which report the median and lower quartile price paid for residential property and refer to a 12 month period with April in the middle (year ending September).

Ryedale has a ratio of lower quartile house price to lower quartile earnings is 8.62 for 2018, higher than the average in England which was 7.29. Even though this figure has decreased between 2016 and 2018 (in 2016 the ratio was 9.50), Ryedale has the second highest ratio out of the seven districts in the county, highlighting that housing in Ryedale is comparatively less affordable relative to earnings. The local plan should therefore take due care to consider an increased supply of affordable housing, and to do so in a manner which does not prejudice any specific groups.

Deprivation

The Index of Multiple Deprivation (IMD) ranks every 'lower-level super output area' (LSOA) in England from 1 (most deprived area) to 32,844 (least deprived area). There are 30 LSOAs in the Ryedale district. The worst rank of any Ryedale LSOA is 10,138th (E02107787, upper Malton/Old Malton) indicating that it falls among the most deprived 40% of all LSOAs in England. Whereas, the district has seven LSOAs which fall among the least deprived 30% in England. One LSOA (E01027786) falls within the least deprived 10% in England.

Ryedale's overall rank in the IMD is 180th out of 317 local authorities (Source: MHCLG, 2019).

The impacts of policies on lower income communities should be integrated as part of the EqIA process. There are 9 wards where about one quarter of children are growing up in poverty, primarily located along the A64 corridor and the Kirkbymoorside, Cropton and Dales wards. Additionally, there are high rates of fuel poverty in parts of Ryedale, particularly in the most rural areas (Source: North Yorkshire Data 2019).

(Source: North Yorkshire 2018 Data pack for Council Plan)

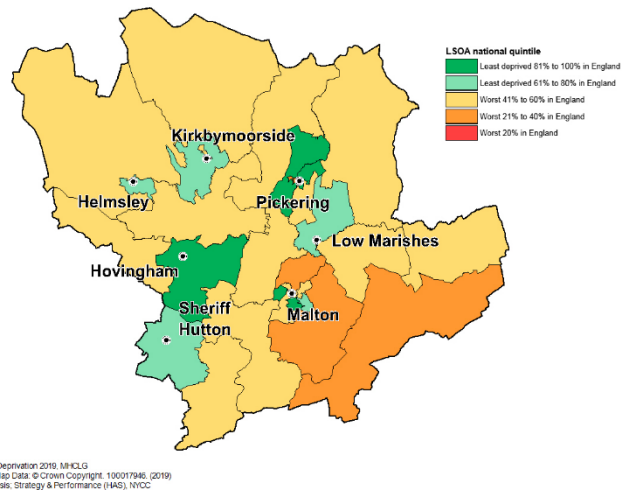
Homelessness

The number of homelessness applications and acceptances in the year 2020 to 2021 were 220 applications and 21 acceptances in comparison to 166 applications to 21 acceptances from the year before. This shows that the number of residents considering themselves homeless has continued to increase, but the availability of homes has not. This does put emphasis on the district's need to continue to provide suitable affordable housing.

Access and accessibility

There is one train station in Malton which serves the district, with the railway at Pickering a tourist service. The trunk road A64 runs of the south of district and gives access to York and beyond to the west/south and Scarborough to the East. Other key roads are the A169 which goes from Malton to Whitby, via Pickering and the A170 which runs to the north of district, but south of the National Park. There is in a sparse rural area limited public transport. Integration of public transport within the context of a rural area is a key challenge of which planning is only part of the bigger picture and has a range of equalities implications (younger and older travellers, those with young families, those with visible and invisible disabilities).

Index of Multiple Deprivation 2019 - Ryedale LSOAs by National Quintile



The 2011 Census figures demonstrate that car ownership across Ryedale is high, the majority of households own a car, with 85.4% owning one or more and 42.2% owning two or more across the district. This reflects the economic situation and also the rural nature of the district demonstrates the necessity.

In Ryedale, a large proportion of the population (71%) lives within a 30-minute travel time of a GP, by public transport. There are about 16,000 residents with longer travel times than this.

The climate crisis and green agenda has put significant emphasis on the need to improve public transport nationally and minimise car usage. This objective, if achieved would not only assist residence accessibility within the district but also potentially contribute to decreasing the carbon footprint and working towards meeting our climate change objectives.

Socio-economic profile

The economy is primarily focused on agriculture/land management and tourism, with pockets of very specialist engineering and bio-science expertise. These are also sectors of social/health care, education and administration, hospitality and some retail, which is a mixture of national chains and independents. There are a range of food and drinks manufacturers.

Migration

There is an increase in the number of economic migrants within Ryedale. Interpreting data in real time to reflect accurate figures for the district can be difficult. However, in 2018, 194 people from overseas registered for a NINo (National Insurance Number), an increase from 187 in the previous year (Source: Migration Yorkshire 2018). The main urban centre of Ryedale (Malton and Norton-On-Derwent) has the most new arrivals. The table below sets out the number of new arrivals to Ryedale and the change within 2017-2018.

Country	Number of arrivals (2018)	Change in number since 2017
Romania	74	+21
Poland	39	0
Bulgaria	19	+5
Czech Republic	9	+9
Portugal	7	+7
Latvia	7	-1
Slovakia	6	-3
Lithuania	6	+6
United States	6	+6
Italy	5	+5

Source: Migration Yorkshire 2018

Yorkshire's local migration profile published in November 2015 shows population growth happening in most areas. Population change in North Yorkshire tends to be driven by internal migration within the UK. The largest number of new arrivals is expected in Ryedale and Craven.

A report by Migration Yorkshire in 2014 found little evidence of job displacement while the economy is strong, with skilled migrants filling important skill shortages. Around 27,080 workers arrived in Yorkshire in 2012, a fall of over 8,000 on the previous year. Projections showed some potential increase in some parts of North Yorkshire, notably Ryedale, Hambleton and Harrogate. However, it is noted that with Brexit and Covid-19, economic migrants have diminished.

As identified there are nevertheless a growing number of migrants living in Ryedale. Local service providers will be well-placed in observing and explaining patterns of migration. These business, such as Pro-Pak and Karo will understand the context of housing, employment opportunities, the development of shops and services serving different communities, and local migration history in relation to their own business experience. It is important that we reach out to these companies to better understand the needs of their workforce. Our Economic Development Team have been having these discussions, and it is seen as very important to attract a new workforce, there needs to be accessible and affordable housing for their employees given the wage profile of these types of work.

STAGES 3 AND 4

Assessing the actual and/or likely impact on equality, areas/decision making and action planning

Through setting out contextual socio-economic data we have begun to determine specific areas where there may be harder to reach groups, and in turn have been able to begin to identify umbrella groups that may provide useful channels to improving communication and engagement. It has provided useful background for scoping to be properly conducted and to fulfil the next stage of the EqIA. The scoping will begin to identify whether Ryedale's planning policy relates and considers relevant equality matters.

Corporate objectives

As previously mentioned, it is also noted that Ryedale District Council have recently published a corporate equalities action plan framework and a set of objectives for the Council as a whole.

The EqIA framework has been applied to each of the 13 corporate objectives, briefly summarised as below:

Objective 1: We will improve our understanding of our communities by gathering, analysing and sharing profile data, which can be used for evidence based decision-making

- Community profile information has been gathered for the district and sets out key focuses for planning policy considerations in relation to equalities.
- Information governance arrangements in place, including policies and data sharing agreements with North Yorkshire County Council and Local Insight data.

Objective 2: Working with partners, we will gather information about community needs and aspirations, and give communities a role in decision making

- The Council have undergone significant work on Place Standard techniques for gathering community data relating to the aspirations of the community. Including work carried out already in Pickering. We will utilise that work to better understand the community. Link: <https://www.ryedale.gov.uk/information/community/making-great-neighbourhoods/>
- We have reached out to umbrella groups within our public consultation exercises, and will continue to do so. This allows a broader range of the community to put forward their views on proposals.

Objective 3: We will foster good community relations by increasing our active participation in Equality Diversity Inclusion (EDI) awareness days and partnership campaigns, and championing inclusion in democratic structures

- We will be conducting several public consultations as part of the Review. This will involve a mix of electronic and hard copy communication with those on our database, as well as media advertising, hard copy posters etc.
- We will be attending Parish meetings to further engage with members of the community on the Plan Review.
- We will maintain links to North Yorkshire County Council Stronger Communities and provide Plan reviews to their networks in monthly newsletter updates.

Objective 4: We will signal the Council's commitment to reducing inequality by publishing our equality policy statement

- This has now been published on the Council's website, and a link to it is provided earlier in within this document.

Objective 5: We will reach out to partners in the voluntary and community sector and wider community to build relationships, and provide an opportunity for key issues to be raised

- We will continue to liaise through existing links with Community Connect and North Yorkshire County Council Stronger Communities, as well as aim to build direct relationships.

Objective 6: We will strengthen our processes to ensure that equality issues are considered in decision-making

- This equalities framework in essence should provide some broad scope in which relevant equalities issues can be considered within the Plan review.
- Once the corporate equality impact assessment template has been made available, we will endeavour to complete this to ensure our assessment is corporately aligned.
- Ensure all relevant reports, including those to members and consultation documentation are all inclusive of equality considerations.

Objective 7: We will report on, and publicize, progress against our objectives and equality action plan

- Later in the Plan review process we will come back to these objectives to check progress in relation to equality considerations.
- Moving forward we will look at ways to monitor our equality impact and how effectively we are implementing any considerations through our annual Authority Monitoring Report, a document which uses indicators to establish how effective our Plan is.

Objective 8: We will refresh our procurement and commissioning processes to take account of the diverse needs of clients, and ensure that provides understand the requirements of the public sector equality duty.

- This is indirectly relevant to the Plan review equality considerations- as it will be part of the procurement process to secure services which provide technical studies to inform our evidence base.

Objective 9: We will embed equality into service planning

- This assessment framework is the first step in delivering this in the plan-making function of the Council.

Objective 10: We will increase and improve our systems for gathering customer feedback and measuring satisfaction with our services

- This objective will be considered in relation to feedback we receive as part of our planning consultations.

Objective 11: We will improve our ability to communicate with members of the community who have special communications needs

- Ryedale District Council has renewed its website to take account of accessibility legislation and to meet AA accessibility standards. All our recently produced planning policy published documents have undergo the accessibility checker before publication. We also look to use plain English in our websites- to help readership of the website.
- Digitally-hosted materials produced since January 2021 are accessibility compliant and can be utilized with adaptive technology.

Objective 12: We will improve our understanding of our recruitment and workforce demographics against protected characteristics, and seek to encourage successful applications from under-represented groups

- This objective is not relevant specifically relevant to our planning policy work.

Objective 13: We will develop and deliver a broader training offer for our workforce to ensure that equality, diversity and inclusion, and its practical application, is understood

- Broadly this framework will act as an educational tool for those in the planning department to consider and understand equalities considerations, and better understand why they matter.

Initial conclusions

Ryedale’s Local Planning Authority is committed to reaching groups which may have been overlooked in the past and intend to foster a policy of social inclusion for all people. This initial EqIA has begun to identify key groups that must be considered in Ryedale’s plan making process. We have begun to consult with these identified groups to establish how they want to be engaged in the Plan review. Many have agreed to join our database and wish to be kept updated throughout the process.

Upon receiving comments and feedback from our identified groups we will begin to form a more detailed framework which can be properly applied in our review of the Plan and considered within our Policy development, and the place-shaping agenda.

To maximise engagement we have begun to work with colleagues in County Council and other networks, to take advantage of the established networks they have with citizens and groups within the community and to advertise the Local Plan work progress.

NEXT STAGES

When considering the next stage, this will involve identifying:

- How the aims of the policy relate to equality,
- which aspects of the policy have particular importance to equality;
- and which protected groups and aspects of the equality duty are relevant to the review.

As the Plan review progresses this scoping component of the EqIA will allow identification of the positive or negative impacts that a policy could have on one or more of the protected characteristics, more specifically:

- A negative or adverse impact is an impact that could disadvantage one or more protected characteristics. This disadvantage may be differential, where the negative impact on one particular group is likely to be greater than on another.
- A positive impact is an impact that could have a positive effect on one or more protected characteristics, or improve equal opportunities and/or one particular group of individuals is likely to be greater than on another.

A follow up report, which will be the Equalities Impact Assessment will be published outlining more specific equalities considerations connected with the Plan review.

APPENDIX A

List of potential consultation groups

Different ethnic or nationality (including BAME) groups in the area

- North Yorkshire Equality and Diversity Strategic Partnership
- York Racial Equity Network
- York race Equality Network

Young people in the area

- Malton Youth Club, part of North Yorkshire Youth
- Ryedale District Young farmers, including:
 - Amotherby young farmers
 - Helmsley Young Farmers
 - Kirkbymoorside Young Farmers
 - Rillington Young Farmers
 - Snainton Young Farmers
- North Yorkshire Youth Voice Executive
- Young People's Council- for young people with an experience of care
- Flying High- giving young people with SEND a voice,
- NYPACT – North Yorkshire Parent Carer Forum,

Bodies representing Persons carrying on businesses in the area-

- National Farmers Union Ryedale,
- Local businesses (meeting the needs of migrants)

Disabled people in the area

- Scarborough and Ryedale Carers Resource,

Ryedale Charities Together (7 Ryedale charities collectively supporting communities):

- Ryedale carers support,
- Ryedale special families,
- Next steps,
- Ryedale Community Transport,
- Helmsley Walled Garden,

- Acorn Community Care
- Ryedale Sight Support
- North Yorkshire Learning Disability Partnership Board
- North Yorkshire Disability Forum
- Dementia action groups
- Mental Health participation groups
- Autism steering group
- Carers groups

Different religious groups in the area

- The Ryedale Methodist Circuit
- Ryedale Christian Council
- Church together in Southern Ryedale
- Churches together in Pickering and District
- Ryedale and Yorkshire Coast GreenSpirit
- Hendrik Klaver

Traveller community

- The North Yorkshire Gypsy and Traveller Partnership
- York, North Yorkshire and East Riding Strategic Housing Partnership

General community groups

- Community First Yorkshire
- Malton and Norton Rotary Club
- North Yorkshire Connect – www.northyorkshireconnect.org.uk

Older people in the area

- Ryedale Over 50s
- Craft and Chat

- Ryedale Forum 50+
- North Yorkshire Forum for Older People

Gender and sexuality

- York Pride
- Women in Planning Yorkshire

Poverty and deprivation

- Ryedale food bank, Jacqui Griffiths
- Ryedale Free Fridge

Larger organisations to consider

- CaVCA, helping people to thrive because people and places matter
- North Yorkshire County Council
- Ryedale Housing Association