

# Equality Impact Assessment

## Goldthorpe Masterplan Framework

### Stage 1 Details of the proposal

|  |  |
|--|--|
| <b>Name of service</b>                     | Place  |
| <b>Directorate</b>                         | Culture and Housing  |
| <b>Name of officer responsible for EIA</b> | Lucie McCarthy   |
| <b>Name of senior sponsor</b>              | Joe Jenkinson  |
| <b>Description / purpose of proposal</b>   | Development of Goldthorpe Masterplan Framework and 6 week public consultation period to be undertaken to allow feedback to inform the design and content into the final masterplan framework to inform future development within this site allocation. |
| <b>Date EIA started</b>                    | 23/12/19   |
| <b>Assessment Review date</b>              | 01/02/2020   |

### Stage 2 - About the proposal

|                                |   |
|--------------------------------|---|
| <b>What is being proposed?</b> | As part of the development of the Masterplan framework, BMBC held a 6 week public consultation. The consultation period included dedicated webpages on the council website, consultation materials online questionnaire and monitoring form, online consultation events with paper copy information and questionnaires and monitoring forms offering the opportunity to speak to the consultants and council officers. Due to the current COVID restrictions consultation sessions will have to be undertaken online. However, for those who do not wish to participate in this manner, telephone call slots will be offered. |
|--------------------------------|---|

We have now completed the key milestones in the masterplan process and EIA's have been completed at appropriate points in time.

#### Why is the proposal required?

The Barnsley Local Plan was adopted in January 2019 and provides local planning policy to 2033. Some of the site allocations require the production of a Masterplan Framework. When completed, the masterplan framework should be robust enough to clearly influence and coordinate future planning applications, conditions and Section 106/Section 278 obligations. A public consultation exercise is important as it enables the existing community to be included in development future housing plans for the area.

#### What will this proposal mean for customers?

The customer will now have a document that supplements the local plan and provides guidance on development etc and following feedback is easy to understand. The development will be inclusive and builds in the necessary considerations to enable access for all.

### Stage 3 - Preliminary screening process

Use the Preliminary screening questions (found in the guidance) to decide whether a full EIA is required

☒ Yes - EIA required (go to next section)

☐ No – EIA not required (provide rationale below including name of E&I Officer consulted with)

### Stage 4 - Scoping exercise - What do we know?

#### Data: Generic demographics

What generic data do you know?

For Dearne South, over 98% of the population is white. 0.9% of households have no people with English as a main language. 99.5% of the ward are Christian. The masterplan framework also falls within the Darfield ward. 98% of the population are white. 1.5% of households contain someone who does not have English as a main language. Christianity is the most popular religion.

| Data: Service data / feedback   |
|---|
| What equalities knowledge do you already know about the service/location/policy/contract? |
|   |

| Data: Previous / similar EIA's  |
|---|
| Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?  |
| EIA's have been undertaken during the Hoyland North Masterplan Framework and Barnsley West Masterplan Framework, which were both adopted in December 2019 by the Council. EIA's have been completed for the Hoyland West Masterplan Framework, which was adopted September 2020 and the Hoyland South Masterplan framework which is also in the Rockingham Ward and adopted November 2020. EIA's have also been started for the Carlton and Royston Masterplan Frameworks which are currently in preparation. |

| Data: Formal consultation   |
|---|
| What information has been gathered from formal consultation?  |
| <p>We asked the following equality, diversity and inclusion questions to help us better understand the impact of the changes:</p> <ol style="list-style-type: none"> <li>1. <i>Do you agree with the vision of the Masterplan Framework which seeks to create a sustainable and inclusive community with high quality design and landscaping?</i></li> <li>2. <i>The draft Masterplan Framework proposes a variety of employment uses for the site. What employment uses do you think that the development should provide? Please tick all that apply.</i></li> <li>3. <i>Local Plan policy ES10 requires creating a habitat corridor of at least 8m in width along Carr Dike and a sustainable drainage scheme to ensure that rainwater falling on the site can to drain into the Dike which aims to improve water quality. -Do you consider there are any circumstances where this requirement could be relaxed?</i></li> <li>4. <i>What do you consider to be the most important for guiding the design of the new development? Please tick all that apply.</i></li> </ol> <p>To help answer these questions we did the following things (e.g. service user or staff consultation, data analysis, research etc):</p> <ol style="list-style-type: none"> <li>1. Present the vision within the public consultation questionnaire, quantify the number of respondents that answer: Yes, No, Don't know</li> <li>2. Present the options for potential employment uses within the masterplan framework consultation: Office space, starter units, manufacturing &amp; general, industrial uses, storage/distribution, other</li> <li>3. Present the habitat corridor and ecological benefits alongside the potential for drainage options within the site factually without influencing responses.</li> <li>4. Present a number of options that are considered practical and could</li> </ol> |

be used to influence the design of new development within this area: Maintaining and Considering local buildings as examples of design, creating views of important buildings and landmarks, Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain), High-quality outdoor space with a clear distinction between public and private space, Water management included within the site, Clear routes for pedestrians, cyclists and motorists, Providing adequate parking, other

## Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

| Protected characteristic   | Negative<br>' - ' | Positive<br>' + ' | No impact | Don't know | Details  |
|--|-------------------|-------------------|-----------|------------|--|
| Sex  |                   |                   | x         |            | It is not anticipated that the proposals would impact on gender.   |
| Age  |                   |                   |           | x          | Consultation responses will be monitored as a wide range of response is hoped for.   |
| Disabled<br><i>Learning disability, Physical disability, Sensory Impairment, Deaf People, invisible illness, Mental Health etc</i> |                   |                   |           | x          | Consultation responses received from people with a disability will be monitored.   |
| Race   |                   |                   |           | x          | Consultation responses will be monitored against the baseline demographics to ensure that we reach all members of the community. |
| Religion & Belief  |                   |                   | x         |            |  |
| Sexual orientation   |                   |                   | x         |            |  |
| Gender Reassignment  |                   |                   | x         |            |  |
| Marriage /   |                   |                   | x         |            |  |

|                       |  |     |   |  |  |
|-----------------------|--|-----|---|--|--|
| civil partnership     |  | N/A |   |  |  |
| Pregnancy / maternity |  |     | x |  |  |

| Other groups you may want to consider |          |          |           |            |  |
|---------------------------------------|----------|----------|-----------|------------|--|
|                                       | Negative | Positive | No impact | Don't know | Details  |
| Ex services                           |          |          |           | x          | The creation of employment opportunities may be welcomed.  |
| Lower socio-economic                  |          | x        |           |            | The proposals within the masterplan framework include employment opportunities which may be welcomed by groups within the community. |
| Other ...                             |          |          |           |            |  |

### Stage 6 - BMBC Minimum access standards

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at )

If not, move to Stage 7.

Please use the action plan to ensure that reasonable adjustments for disabled people.

**Not yet live**

- ☐ The proposal will meet the minimum access standards.
- ☐ The proposal will not meet the minimum access standards. –provide rationale below.

### Stage 7 – Action plan

#### To improve your knowledge about the equality impact . . .

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

| Action we will take:  | Lead Officer   | Completion date   |
|---|----------------|---|
| Community engagement with groups that are underrepresented within consultation responses – this will be established through monitoring responses weekly | Lucie McCarthy | Community engagement team were unable to offer support due to COVID-19 resourcing issues. All community groups that were known of |

|   |                |   |
|---|----------------|---|
|   |                | were informed of the consultation. Dearne Valley Area Team were also notified and shared the consultation with their groups. 25/01/2021   |
| Consider consultation events having longer sessions to ensure that as many people as possible can attend eg outside of work hours | Lucie McCarthy | <p>Consultation events were held online and over the telephone for those without internet access/unsure of the technology. These were held on a variety of days and times to maximise attendance. A Council Officer was available via telephone and email during office hours throughout the consultation.</p> <p>The online consultation sessions ran from 09/02/2021-26/02/2021</p> |
| Offer information in different formats on request   | Lucie McCarthy | 25/01/2021 – 08/03/2021   |
| Ensure all physical locations hosting information are accessible – ensure the one copy of the information is in large format      | Lucie McCarthy | <p>Due to current COVID lockdown restrictions, it was not possible to leave hard copy information at locations. Contact details on publicity material to request alternative versions.</p> <p>25/01/2021 – 08/03/2021</p>   |
| Requests for hard copy information  | Lucie McCarthy | <p>Due to COVID-19 post delivery was slower, Last copies were delivered prior to the closure of the consultation.</p>   |

|   |                |  |
|---|----------------|--|
|   |                | 25/01/2021 – 08/03/2021  |
| Clarity over the masterplan framework proposals | Lucie McCarthy | A contact number was available to discuss the plans with an officer. Telephone appointments were offered when accessing the information was difficult. 25/01/2021 – 08/03/2021 |

### To improve or mitigate the equality impact . . .

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

| Action we will take:  | Lead Officer   | Completion date   |
|---|----------------|---|
| Increase social media presence if responses from younger age categories are low                 | Lucie McCarthy | Social media was used extensively throughout the consultation period. Pushed social media posts were also used to increase awareness of the consultation. 25/01/2021 – 08/03/2021 |
| Encourage households without English as a main language to contribute through targeted sessions | Lucie McCarthy | All materials provided contact details to request the information in alternative formats. 25/01/2021 – 08/03/2021   |
|   |                |   |

### To meet the minimum access standards . . .(if relevant)

Actions could include: running focus group with disability forum, amend tender specification, amend

business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

| Action we will take   | Completion date |
|---|-----------------|
| <div style="position: relative; height: 100px;"> <div style="position: absolute; top: 0; left: 0; width: 100%; height: 100%; background: white; border: 1px solid black; transform: rotate(-10deg); transform-origin: center; z-index: 10;"> <p style="color: red; font-weight: bold; font-size: 24px; margin: 0;">Not yet live</p> </div> </div> |                 |
|   |                 |
|   |                 |
|   |                 |
|   |                 |

## Stage 8 – Assessment findings

Please summarise how different protected groups are likely to be affected

### Summary of equality impact

By ensuring that the consultation exercise is available to as many people as possible, in a variety of formats, it is envisaged that the impact on protected groups will be minimal.

Sex – The majority of male respondents agree with the masterplan framework vision. They would prefer to see manufacturing and general industrial uses, office space and starter units within the proposed site. The majority do not think that there should be a relaxation of policy ES10 regarding Carr Dike. Regarding the build, they think that the following principles are important, maintaining and creating views of important buildings and landmarks, sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain), water management included within the site, clear routes for pedestrians, cyclists and motorists.

Female – the majority of female respondents agree with the masterplan framework vision. They would wish to see end uses include office space, starter units and manufacturing and general industrial. The majority do not agree with a relaxation of policy ES10 surrounding Carr Dike. Regarding the build, respondents feel that the following principles are important, sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain), water management included within the site, clear routes for pedestrians, cyclists and motorists. A number of other comments were also made including, comments included noise and sound pollution, maintain habitats, reduce pollution & increase air quality, traffic congestion and public transport, keep it green.

Disability – One respondent identified as having a disability. They answered don't know asked if they supported the masterplan framework vision. They would like to see the development comprise office space. The respondent is unsure if they agree with the relaxation of ES10 policy relaxation surrounding Carr Dike. Regarding the principles of development they would wish to see Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation



|  |   |
|--|---|
|  | <p>levels, orientate buildings to maximise solar gain) and high-quality outdoor space with a clear distinction between public and private space.</p> <p>Ethnicity – Feedback from BME people was not present in those that identified their ethnicity. It is anticipated that this is a result of the level of ethnic diversity in the area.</p> <p>Age – The lowest support came from those within the 35—44 age range. It is anticipated that there is perhaps a misconception that resistance to the overall vision of the masterplan framework will stop development.</p> |
|--|---|

|                              |  |
|------------------------------|--|
| <b>Summary of next steps</b> | <p>The consultation was successful in its aim of making the community aware of the masterplan framework proposals albeit with a small number of respondents. The consultation received 23 completed surveys which is far lower than Hoyland West ( 113) which was consulted on during summer 2020 Hoyland South (79) which was also out to consultation over summer 2020. This masterplan framework has not been as controversial as the other sites and with the need for job creation within the Dearne, it is believed that this has contributed to the lower feedback.</p> <p>The masterplan framework is overall supported, although where this is not supported this appears to be from the principle of developing the site not being supported, rather than the content of the masterplan framework. Therefore, a section will be included in the Masterplan Framework which confirms that the sites have been allocated in the Local Plan and that this vision relates to the Masterplan Framework.</p> |
|------------------------------|--|

|   |                         |
|---|-------------------------|
| <b>Signature (officer responsible for EIA) Date</b> | Lucie McCarthy 22/07/21 |
|---|-------------------------|

**\*\* EIA now complete \*\***

## Stage 9 – Assessment Review

**(This is the post implementation review of the EIA based on date in Stage 1 if applicable)**

**What information did you obtain and what does that tell us about equality of outcomes for different groups?**

**Do you agree with the Masterplan Framework's vision, which seeks to create a sustainable and inclusive employment development with high-quality design and landscaping?**

Gender:  
 13 male respondents - Yes x7, No x3, Don't know x3 (one respondent had ticked yes and know – as there was no explanation, for consistency this has been interpreted as a Don't know response).

9 female respondents – Yes x5, No x3, Don't know x1  
Prefer not to say – Yes x3, No x0, Don't know x0

Age:

25-34 – Yes x0, No x0, Don't know x2  
35-44 – Yes x0, No x3, Don't know x0  
45-54 – Yes x4, No x0, Don't know x0  
55-60 – Yes, x0, No x0, Don't know x1 (this response was ticked as yes and no, so interpreted as a don't know)  
60-64 – Yes x3, No x3, Don't know x0  
65+ - Yes x5, No x0, Don't know x1

Prefer not to say – Yesx3, No x0, Don't know x0

Disability

Yes, a little – Yes x0, No x0, Don't know 1  
Yes, a lot – Yes x0, No x0, Don't know x0  
No – Yes x9, No x5, Don't know x3 (including one response ticked as yes and no, so interpreted as a Don't know)

Prefer not to say – Yes x6, No x1, Don't know x0

Ethnicity

British, English, Northern Irish, Scottish, Welsh – Yes x 11, No x6, Don't know x4

Prefer not to say – Yes x4, No x0, Don't know x0

**The draft Masterplan Framework proposes a variety of employment uses for the site. What employment uses do you think that the development should provide? Please tick all that apply.**

Gender

Male respondents –  
Office space x6  
Starter units x5  
Manufacturing and general industrial uses x8  
Storage/distribution x3  
Other x4 (No development x4 and High tech development park x1)

Female

Office Space x5  
Starter units x4  
Manufacturing and general industrial uses x3

Storage/distribution x 1  
Other x3 (No development x2 and mix uses x1)

Prefer not to say  
Office space  
Starter units x2  
Manufacturing and general industrial uses x1  
Storage/distribution  
Other x1 (smaller units x1)

Age

25-34  
Office space x1  
Starter units  
Manufacturing and general industrial uses  
Storage/distribution  
Other x1

35-44

Office space x1  
Starter units x1  
Manufacturing and general industrial uses  
Storage/distribution  
Other x2 (no development x2)

45-54

Office space x3  
Starter units x1  
Manufacturing and general industrial uses x2  
Storage/distribution x2  
Other x1 (blank x1)

55-60

Office space x1  
Starter units x1  
Manufacturing and general industrial uses x1  
Storage/distribution  
Other

55-64

Office space x1  
Starter units x1  
Manufacturing and general industrial uses x3  
Storage/distribution x2  
Other x3 (no development x3)

65+

Office space x4

Starter units x4

Manufacturing and general industrial uses x5

Storage/distribution

Other x2 (high tech uses x1, mixed uses x1)

Blank

Office space

Starter units x1

Manufacturing and general industrial uses x1

Storage/distribution

Other x2 (small scale uses x1, blank x1 )

### Disability

Yes, a little

Office space x1

Starter units

Manufacturing and general industrial uses

Storage/distribution

Other

No

Office space x8

Starter units x8

Manufacturing and general industrial uses x9

Storage/distribution x4

Other x7 ( no development x5, high tech x1, mixed uses x1)

Prefer not to say

Office space x2

Starter units x2

Manufacturing and general industrial uses x3

Storage/distribution x

Other x4 ( no development x1, blank response x2, small scale light industrial x1)

### Ethnicity

British, English, Northern Irish, Scottish and Welsh

Office space x10

Starter units x10

Manufacturing and general industrial uses x10

Storage/distribution x4

Other x8 ( no development x6, blank response x2, high tech x1, mixed uses x1)

Prefer not to say

Office space x1  
Starter units x2  
Manufacturing and general industrial uses x2  
Storage/distribution x0  
Other x2 (blank response x1, small light industrial x1)

**Local Plan policy ES10 requires creating a habitat corridor of at least 8m in width along Carr Dike and a sustainable drainage scheme to ensure that rainwater falling on the site can drain into the Dike which aims to improve water quality. -Do you consider there are any circumstances where this requirement could be relaxed?**

Gender

Male respondents: Yes x0, No x10, Don't know x2, Blank x1)  
Female: Yes x2, No x5, Don't know x2)  
Prefer not to say: Yes x0, No x2, Don't know x0, Blank x1)

Age:

25-34: Yes x0, No x2, Don't know x0  
35-44: Yes x1, No x2, Don't know x0  
45-54: Yes x1, No x2, Don't know x1  
55-60: Yes x0, No x0, Don't know x0, Blank x1  
55-64: Yes x0, No x5, Don't know x1  
65+: Yes x0, No x4, Don't know x2  
Prefer not to say: Yes x0, No x2, Don't know x0, Blank x1

Disability

Yes, a little: Yes x0, No x1, Don't know x1  
No: Yes x1, No x12, Don't know x3, Blank x1  
Prefer not to say: Yes x1, No x4, Don't know x1, Blank x1

Ethnicity

British, English, Northern Irish, Scottish, Welsh: Yes x2, No x14, Don't know x4, Blank x1  
Prefer not to say: Yes x0, No x3, Don't know x0, Blank x0

**What do you consider to be the most important for guiding the design of the new development?  
Please tick all that apply.**

Maintaining and creating views of important buildings and landmarks  
Considering local buildings as examples of design  
Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain)  
High-quality outdoor space with a clear distinction between public and private space  
Water management included within the site  
Clear routes for pedestrians, cyclists and motorists  
Providing adequate parking  
Other (please state)

Gender:

Male -

Maintaining and creating views of important buildings and landmarks x7

Considering local buildings as examples of design x5

Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain) x6

High-quality outdoor space with a clear distinction between public and private space x5

Water management included within the site x6

Clear routes for pedestrians, cyclists and motorists x9

Providing adequate parking x3

Other (please state) x6

(comments included no development should take place, site should address anti-social issues, sustainable & zeron carbon development, high quality design with access to countryside, pollution levels, fresh air and low key noise)

Female –

Maintaining and creating views of important buildings and landmarks x3

Considering local buildings as examples of design x2

Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain) x7

High-quality outdoor space with a clear distinction between public and private space x4

Water management included within the site x5

Clear routes for pedestrians, cyclists and motorists x5

Providing adequate parking x2

Other (please state) x7

(comments included noise and sound pollution, maintain habitats, reduce pollution & increase air quality, traffic congestion and public transport, keep it green)

Prefer not to say –

Maintaining and creating views of important buildings and landmarks x1

Considering local buildings as examples of design

Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain) x1

High-quality outdoor space with a clear distinction between public and private space

Water management included within the site

Clear routes for pedestrians, cyclists and motorists x2

Providing adequate parking x2

Other (please state) x1 (screening and light pollution concerns)

Blank x1

Age:

|  | 25-34              | 35-44   | 45-54                                     | 55-60                   | 55-64  | 65+               | Prefer not to say |
|--|--------------------|---|---|-------------------------|--|-------------------|-------------------|
| Maintaining and creating views of important buildings and landmarks  |                    | 1   | 2   | 1                       | 4  | 2                 | 1                 |
| Considering local buildings as examples of design  |                    | 1   | 1   | 1                       | 1  | 3                 |                   |
| Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain) | 1                  | 2   | 3   | 1                       | 1  | 5                 | 1                 |
| High-quality outdoor space with a clear distinction between public and private space   | 1                  |   | 3   | 1                       | 1  | 3                 | 1                 |
| Water management included within the site  |                    | 2   | 3   | 1                       | 2  | 3                 |                   |
| Clear routes for pedestrians, cyclists and motorists   |                    | 1   | 3   | 1                       | 3  | 6                 | 2                 |
| Providing adequate parking   |                    |   | 1   | 1                       |  | 3                 | 2                 |
| Other (please state):  | 1(noise and sound) | 3 (maintain habitats, keep it green, light pollution) | 2 (antisocial issues, traffic congestion) | 1 (fresh air low noise) | 3 (no development, sustainable & zero carbon, low pollution) | 1 ( high quality) | 1 (screening)     |

Disability

|  | Yes, a little      | Yes, a lot | No   | Prefer not to say                                      |
|--|--------------------|------------|--|--|
| Maintaining and creating views of important buildings and landmarks  |                    | 0          | 8  | 3  |
| Considering local buildings as examples of design  |                    | 0          | 7  | 1  |
| Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain) | 1                  | 0          | 11   | 2  |
| High-quality outdoor space with a clear distinction between public and private space   | 1                  | 0          | 7  | 2  |
| Water management included within the site  |                    | 0          | 10   | 1  |
| Clear routes for pedestrians, cyclists and motorists   |                    | 0          | 12   | 4  |
| Providing adequate parking   |                    | 0          | 4  | 3  |
| Other (please state):  | 1(noise and sound) | 0          | 8 (antisocial issues, sustainable & zero emissions, high quality development, habitats, pollution levels, keep it green, noise & light pollution, fresh air) | 3(no development/<br>Traffic congestion/<br>screening) |



## Ethnicity

|  |  |                   |
|--|--|-------------------|
|  | British, English, Northern Irish, Scottish, Welsh  | Prefer not to say |
| Maintaining and creating views of important buildings and landmarks  | <b>9</b>   | 2                 |
| Considering local buildings as examples of design  | <b>7</b>   | 0                 |
| Sustainable design and construction incorporating low carbon and renewable technology (Use local materials, good design, solar panels, high insulation levels, orientate buildings to maximise solar gain) | <b>13</b>  | 1                 |
| High-quality outdoor space with a clear distinction between public and private space   | <b>9</b>   | 1                 |
| Water management included within the site  | <b>11</b>  | 0                 |
| Clear routes for pedestrians, cyclists and motorists   | <b>13</b>  | 3                 |
| Providing adequate parking   | <b>5</b>   | 2                 |
| Other (please state):  | 10 (noise pollution, no development, address antisocial issues, sustainable & zero carbon, high quality development, maintain habitats, pollution levels, traffic congestion, keep it green) | 1 (screening)     |