# **Planning Carlisle's Future**

Proposed Submission draft Carlisle District Local Plan 2015-2030

Equality Impact Assessment Summary







#### Introduction

The City Council is writing a new Local Plan (Carlisle District Local Plan 2015-2030) to set out where different kinds of development should be located, to meet the needs of the whole community. The Local Plan will contain policies to guide new housing, business development and infrastructure, and to guide decisions on important issues such as climate change and the natural and historic environment. The City Council is working closely with the community, businesses, health, education and utility providers to identify and plan for the needs of the area.

This plan will set out the guidelines for development in the district for the next 15 years. Preferred options have been identified for sites to be allocated for a range of development including housing, employment and community uses up to 2030. These allocations will help to meet the objectives of the strategic housing and employment policies.

## **Current Equality Impact Assessment and Screening**

The current Equality Impact Assessment for the Planning Service is published as part of our Specific Duty under the Public Sector Equality Duty. It can be found at:

http://www.carlisle.gov.uk/council and democracy/equality and diversity/equality impact assessment/planning, conservation dc.aspx

In addition a decision was taken to carry out a separate and further EIA for the Local Plan. The Local Plan policies have been screened for impacts. The impacts have been screened as to whether they are positive (+), negative (-) or neutral (n). A summary of the initial impacts are presented in the table below. Overall, the screening identified potential impacts are positive or neutral.

## **Summary of impacts**

Initial Draft Policy Number	Policy Name	Potential impact summary	Notes
S3	Broad Location for Growth: Carlisle South	Age(N)	School provision
16	Housing Strategy and Delivery	Age(+)	Housing Strategy forms part of the Policy Framework. http://bit.ly/13kUqZ7
20	Rural Exception Sites	Age(+),Gender(+),Disability(+)	http://www.carlisle.gov.uk/housing/strategy, _performance_and_res/developing_affordab le_housing.aspx
26	Houses in Multiple Occupation and Subdivision of dwellings	Age(N)	http://www.carlisle.gov.uk/housing/houses_i n_multiple_occupation.aspx
27	Housing to Meet Specific Needs	Age(+),Gender(+),Disability(+)	Extra Care Units as an example of positive provision
28	Traveller and Travelling Showpeople Provision	Gender(+), Race(+)	http://www.carlisle.gov.uk/housing/gypsy_and_traveller_sites.aspx
30	Delivering Infrastructure	Age(+)	
31	Sustainable Transport	Disability(+)	http://www.carlisle.gov.uk/environment_and _waste/sustainability/sustainable_travel_pla ns.aspx
43	Educational Needs	Age(+)	Links to Cumbria County Council as Education Authority
45	Access, Mobility and Inclusion	Age(+), Gender(+), Disability(+)	Guidance 'Better Access' produced by Carlisle City Council. http://www.carlisle.gov.uk/planning_and_buil dings/building_control/access_for_disabled_people.aspx
51	Land Affected by Contamination	Age(+)	Certain types of development are particularly sensitive to land contamination e.g. housing, schools, hospitals, allotments and children's play areas. http://www.carlisle.gov.uk/environment_and _waste/environmental_health/pollution_cont rol/contaminated_land.aspx
52	Cemetery Provision	Age(N)	
63	Open Space	Age(+)	Outdoor provision for teenagers and young people

#### **Stakeholders**

Earlier versions of this assessment have been shared with the following stakeholders with interests in single or multiple protected characteristics. These groups are presented in table below.

Relevant protected characteristic <sup>1</sup>	Groups
Age	Age UK; Youth Council; Abstract group (Carlisle College); NCS (Inspira)
Disability	Cumbria Disability Network; Disability Access Carlisle and Eden; Action for Blind People; Action With Communities in Cumbria; Alzheimers Society Carlisle; Annie Mawson's Sunbeams Music Trust Carlisle and District Civic Trust; Carlisle and Eden Children's Deaf Society; Carlisle One World Centre; Carlisle Society for the Blind; Cumbria Law Centre; DeafVision; People First Independent Advocacy; Carlisle Carers
Gender (including gender reassignment)	Outreach Cumbria
Pregnancy and maternity	Group search through Cumbria CVS, achieved through CVS newsletter.
Race	Asian Community Forum, AWAZ (Cumbria) CIC, BEMSTRE Project; Multicultural Carlisle
Religion or belief	Cumbria Interfaith Forum; Carlisle One World Centre
Sexual Orientation	Outreach Cumbria

## **Equality Objectives**

The Local Plan and its consultation are in keeping with the organisations equality objectives, namely:

- 1. Improve the quality and volume of our customer information
- 2. Improve access and inclusion for all our services and across our partnerships
- 3. Diffuse community tensions and promote understanding

These objectives are published on our website at:

http://www.carlisle.gov.uk/council and democracy/equality and diversity/objectives.aspx

<sup>&</sup>lt;sup>1</sup> Equality Act 2010 Section 149(7)

## Responses

The consultation, over spring 2014, follows on from the consultation between 29th July and 16th September 2013. During both periods of consultation we received the following responses relating to protected characteristics and made a number of changes:

Area of Plan / Policy No.	Rep No	Issue raised	Comments and relevant changes made		
STAGE 1 REP	STAGE 1 REPRESENTATIONS				
Ch. 2	0058	Carlisle has a higher than average population who are over retirement age (65+) a trend which is predicted to increase over the period of the plan. Therefore if the Council wants economic growth it will have to provide sufficient housing not only to provide homes for the expanding older population but also to attract younger people to the area to provide an employment pool for the anticipated economic growth.	There is generally support from a wide range of organisations for the policy as currently worded. Agree that reference could be made to both market and affordable homes.  Other policies within the Plan seek to provide for a wide range of housing to meet economic growth and attract inward growth and retention of younger people alongside the expanding ageing population.  Amend first line of Vision to include 'market and affordable homes'.		
Evidence	0482	The Economic Review of Carlisle (January 2013) identifies that 545 homes would be required each year just to maintain the size of the working age population (emphasis added), and that provision above this level is necessary to support growth in employment over the next 20 years.	Ensure that updated evidence is used to meaningfully inform the housing target contained within the publication draft of the Local Plan.		
General	0567	Does the Plan address sufficiently strongly the impact of an ageing population on the community and its needs?  Is the plan overoptimistic on its assumptions for the growth of the population and the retention of younger members of the community, in the community and in appropriate employment?	Ensure that updated evidence is used to meaningfully inform the housing target contained within the publication draft of the Local Plan.		
Chapter 9	0281	A different approach is taken in the heritage (and green infrastructure) objective to the others by the inclusion of caveats which do not exist elsewhere; e.g. the economy objective does not say "To create opportunities for economic growth by increasing the working age population, the skills available, the diversity of the economy and the physical infrastructure to deliver it, whilst ensuring that the heritage assets and their settings are not adversely affected and biodiversity is protected and enhanced."	Heritage assets are very important to the economy of Carlisle District and it is therefore considered important and necessary to recognise this within the objective for the renamed Historic Environment chapter.  No change required to objective as a result of this objection.		

Area of Plan / Policy No.	Rep No	Issue raised	Comments and relevant changes made
Chapter 10	0282	A different approach is taken in green infrastructure (and heritage) objective to the others by the inclusion of caveats which do not exist elsewhere; e.g. the economy objective does not say "To create opportunities for economic growth by increasing the working age population, the skills available, the diversity of the economy and the physical infrastructure to deliver it, whilst ensuring that the heritage assets and their settings are not adversely affected and biodiversity is protected and enhanced." The Objective for heritage should similarly be 'purely' stated given its key role in the delivering of sustainable development. Amend to read as follows: "Green Infrastructure – To enhance and improve the quality of the green and blue infrastructure of the District whilst protecting biodiversity and sensitive landscapes for the benefit of Carlisle's citizens and tourists"	Noted and agreed. The objective can be updated, though these caveats must remain in the policy to ensure the plan is in line with the National Planning Policy Framework.  The Green Infrastructure objective will be updated to delete reference to economic development.
WARW1	0653	This second option would be closer to the local primary school. Both these options would avoid children, families and elderly people having to cross the busy A69.	It is recognised that many of the services which lie within Warwick Bridge are located on the southern side of the A69. However, the majority of the housing is on the northern side. There is a signalled crossing at the light controlled junction at the northern end of the village, and three further pedestrian crossings with refuges in the middle of the A69.  No change to Plan in response to this
1	0180	in the City's demographic spread, young and middle aged professional people are currently underrepresented. Provided that skills training in the City can be matched with employer's requirements we would look particularly to this development to drive both the retention of young school and college leavers and recent University graduates.	comment.  Support is acknowledged.  No change required as a result of this comment.
19	0074	it is recommended that the term "ageing population" be perhaps revised to "an increase in the proportion of older people." Also, the terms Extra Care is often used as the only example of housing offers for older people, which can vary quite significantly. A more generic term should perhaps be considered	Criterion 4 has been moved to Policy 30 which makes provision for housing to meet specific needs. The term 'older people' has been used.

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		or, alternatively, additional examples of housing offers for older people are referenced but by no means made finite.	
19	0183	Point 4 - We are glad to see that the ageing demographic of the population is addressed and would urge the Council to develop imaginative schemes for all forms of assisted housing and, where appropriate and safe, to plan for developments that encourage community access to facilities such as cafes and small shops in the accommodation in order to prevent the isolation of the aged.	Policy 19 amended to reflect overall District target of 665 houses/year.  [This has subsequently changed after more up to date evidence was acquired]
S2	0907	We welcome reference to the University in Policy S2 – Spatial Strategywidening participation to encourage young people locally to progress through the educational system to achieve higher levels of achievement	Include an additional paragraph to read: 3.13 The university plays an important role in the future of Carlisle as it provides a link between education and employment. The University can attract people to the City and provide a skilled workforce to support inward investment opportunities The Plan encourages the University to develop and grow; thereby contributing to the local economy in the Carlisle District and regionally across Cumbria so that Carlisle becomes recognised as a 'University City'.
S2	0059	This report identifies in paragraph 11.15; 'around 545 homes would be required each year to maintain the working-age population, with 665 homes a year required to support forecast economic growth (based on Jan 2011 employment forecasts to 2025)'	Housing target amended to 665/year. Backlog included in table with Policy 19. Delivery of housing earlier in the Plan period.  [This has subsequently changed after more up to date evidence was acquired]
S6	0910	The expansion of the UniversityIf this expansion takes place at the same time as the development of potential employment for graduates, year-on-year retention of young people and expanding University employment could contribute to lowering of the mean age of Carlisle's demographic by 2030.	Support for policy 10 noted. No change to Policy 10 required.
12	0806	The fire station in Rickergate is the proposed site for an Arts Centre. The lead up to the pageant and the pageant itself showcased how it could draw in young people and be an asset to tourism	The commitment for the development of an arts centre within the City will be mentioned within the Policy. The old fire station may be referenced if this is confirmed as the location for such a facility.

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14	0787	General support but a more positive approach is needed to start up business in particular for young people living in the rural area and wanting to remain there.	Comments are noted and agreed. This Policy aims to allow business to be established in appropriate locations to serve the local community in rural areas.
			No proposed change as a result of these comments.
14	0011	Keeping People in the area especially young people. Local People like to use local businesses. Helps keep a mixed community.	Comments are noted and agreed. This Policy aims to allow business to be established in appropriate locations to serve the local community in rural areas.
			No proposed change as a result of these comments.
22	0814	It was also of concern that affordable housing was not being provided in villages where it was needed to stop the exodus of young people from the rural areas.	The policy will apply in villages, on sites of 5 units and over, or sites of 10 units and over, depending on which zone the site is located within.  No proposed change as a result of this comment.
23	0015	We support affordable housing development on Rural Exception sites BUT we may need some SMALL development where there are no public transport links otherwise we will not be able to keep our young people.	The policy generally favours housing proposals in accordance with criterion 4.  No change to policy as a result of this comment.
Site – Cummersdale Alternative	1137	The community would not accept a large scale development, but would support a small scale housing development, with the inclusion of low cost/first time buyer housing and those suitable for the elderly.	The preferred allocation for Cummersdale is located at the north western end of the village, and is included within Policy 19 for the provision of 14 houses. No change to policy as a result of this comment.
Ch. 8	0170	Cultural infrastructure and activities are fundamental to most of the things that local politics is trying to achieve from nurturing a creative younger generation to keeping the elderly mentally and physically fit, and the topic of cultural wellbeing is usually linked to the intellectual and physical health of a community.	The chapter title has been amended to 'Health, Education and Community'.
19	0697	The proposed 70% - 30% split between urban and rural seems about right but with regard to specialist housing for the elderly,Regarding housing for the elderly, more research needs to be undertaken to determine more precisely how many such houses are needed and where they ought to be located.	Criterion 4 has been deleted and the issue of housing for specific needs including the elderly is now dealt with as a whole in Policy 30.

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19	0971	5.4 mentions housing for the elderly - this is needed in all communities and yet there is no provision.	Increase the housing target to 665 homes per year to support the forecast economic growth from the Housing Needs and Demands Study.
			[This has subsequently changed after more up to date evidence was acquired]
19	1133	The draft plan should be revised to include all of these communities in order to enable developers to build small developments which include housing for the elderly and affordable rental in perpetuity.	Delete criterion 4 as this issue of specialist housing for vulnerable people should be dealt with as a whole in Policy 30, for clarity. Policy 30 amended to expand on how such housing can be delivered.
30	0082	Support the ethos of the policy but would suggest moving away from the term "special needs" and instead considering "lifestyle housing" or something similar.  Also, "older people" as opposed to "elderly".  It is suggested that housing for older people need not always be in close proximity to a range of services and facilities. Older people's housing can range from the over 55s upwards, with car ownership and sharing being practised.	Rename - Housing to Meet Specific Needs. Second paragraph, replace 'the elderly' with 'older people'. Last line, insert 'e.g.' before 'close to a range of'. In justification, new paragraph, 'Older people or others with specialist housing needs often want to stay within the community in which they have been living, or move to be close to family or others who are able to help support them. Whilst such locations may not benefit from local services and facilities, they are still considered sustainable in terms of the community/family support for the particular housing need'.
30	0701	A Special Needs housing survey needs to be undertaken in relation to specialist housing for the elderly. It needs to be carried out at a local level to determine the needs, in the rural area, on a village by village basis. Housing for the elderly should be discouraged in locations which do not meet certain criteria e.g. Close to public transport, health & welfare facilities, leisure facilities, not at the top of a hill etc.	The City Council does not have the resources to carry out specialist housing surveys on a village basis.  No change in response to this comment.
Site BRAM 1	0298	The existing Brampton Medical CentreHowever, the existing Medical Centre does suffer from being on multiple levels and is thus not disability and mobility friendly. Presumably, a new Medical Centre would be all on one level and thus easily accessible, or if on more than one level then lifts will be provided.	There has been and remains ongoing dialogue with the Brampton Medical Practice.  No change to Plan in response to this comment.

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30	0951	The issue of Lifetime Homes Standards is not adequately defined. Does this apply to the person or to the property?	Agree that 'Lifetime Homes' is not adequately explained. Policy justification to be amended as set out below. Paragraph 5.127, after ' Individuals and families'. New sentences, 'Lifetime Homes are ordinary homes designed to include 16 design criteria that can be applied to new homes at minimal cost. Each design feature is intended to add to the comfort and convenience of the home, and support the changing needs of those who live there at different stages of their lives. Lifetime Homes are intended to be flexible and adaptable. They are designed to create and encourage better living environments for everyone, from small children to coping with temporary of permanent disability, or reduced mobility in later life. The Lifetime Homes website has further information on the 16 design criteria.New paragraph 5.128 starting with, 'Housing for people with a range of special needs'.
34	0955	Number 4 should included provision for disabled people trying to gain access to infrastructure using wheelchairs and motorised disability vehicles.	Noted and agreed. Cyclist provision within development is covered by Green Infrastructure policy S4, it is also referenced as a requirement within this policy. Accessibility provision for people with disability issues is covered by Policy 49 Access, Mobility and Inclusion.  No change to Plan in response to this comment.
S2	0906	in reference to the development of a younger demographic within the City and the potential to improve social and cultural ethnicity. We would like to see reference in the policy itself to the supporting of the sustainable growth of the University, both as part of Carlisle, so that Carlisle becomes recognised as a 'University City'	Policy S2 is considered to be a more appropriate policy in which to reference the role of the University. Following the publication of the National Planning Policy Framework ('the Framework') planning authorities with adopted plans or plans in preparation will need to consider which, if any, parts of those plans need updating.  The Framework states that Local Plans should be based upon and reflect the presumption in favour of sustainable development, with clear policies that will guide how the presumption should be applied locally (paragraph 15).  The Planning Inspectorate considers that this model wording will, if incorporated into a draft Local Plan submitted for examination, be an appropriate way of meeting this expectation.

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			Policy S1 is the PINS model policy.
			No change to policy in response to this comment.
		STAGE 2 REPRESENTATION	  NS
		OTAGE ZITEL NEGENTATIO	
43	20573	Primary Education; schools in Wetheral Parish are at capacity, based on the 2011 census there are 415 children 5-9 years old. Primary and Secondary Education should be reviewed with the cumulative effect of all proposed development	It is acknowledged that currently nearby local primary schools are full. However, the Local Plan is looking ahead to 2030. It would be unsustainable to say that there should be no further development in rural villages where there is no provision for primary education as it is acknowledged that villages work in clusters and so development in one village can help to sustain the services, such as a school, in a village nearby.
			No change to Plan in response to this comment.
S2	20492 E21	We have concerns about the current capacity of schools (all age groups) which are already full in the outlying areas e.g. Scotby and Cumwhinton, and future as there does not seem to be sufficient indication to build new schools.	In terms of school provision, it is acknowledged that currently nearby local primary schools are full. However, the Local Plan is looking ahead to 2030. The Education Authority has advised that development in Wetheral will impact on 1 foundation CE primary school (Scotby CE Primary School, Scotby) and 1 secondary academy (Richard Rose Central Academy, Carlisle). The existing primary school is projected to be full; meaning developer contributions will be required to ensure appropriate mitigation can be provided.  With regards to secondary aged children, the catchment secondary school is Richard Rose Central Academy. To address this, there will be a requirement for developer contributions to provide appropriate mitigation. No change to Plan in response to this comment.
S2	20125	The introduction of the NPPF has brought about a major step change in the way Local Planning Authorities are encouraged to tackle housing delivery. The document seeks that Planning Authorities significantly boost the supply of new housing, ensuring that the long term viability of the more outlying rural communities are supported through rural diversification	The Council consider that the proposed spatial distribution of planned housing growth is grounded in an appropriate logic which positively responds to meeting rural housing need. Whilst it is implied that the approach adopted is too restrictive, this contention is not supported by any evidence as to why this is the case, nor consequently what balance is

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		and the provision of additional new housing. This will help to enhance the population, retain young families and those of working age to create a more diverse community, support the future of local shops and facilities, boost the take up in local schools and public transport provision and ensure that rural communities thrive.  Therefore, as stated above, whilst we support the Plan's aim (outlined at paragraph 3.11) to allocate specific housing sites across the district, we question the provision of just 30% of the dwellings in rural areas.	instead considered to be required. No change considered necessary.
Chapter 9 Objectives	20215	It is noted that the wording of this Objective is unchanged and it remains the Trust's view that it represents an unbalanced and lesser approach to heritage assets than that taken in the other objectives such as those relating to economic development. It is unclear why an inconsistent approach is being pursued and in the absence of any explanation the Trust maintains its objection; i.e.: A different approach is taken in the heritage (and green infrastructure) objective to the others by the inclusion of caveats which do not exist elsewhere; e.g. the economy objective does not say "To create opportunities for economic growth by increasing the working age population, the skills available, the diversity of the economy and the physical infrastructure to deliver it, whilst ensuring that the heritage assets and their settings are not adversely affected and bio- diversity is protected and enhanced." The Objective for heritage should similarly be 'purely' stated given its key role in the delivering of sustainable development. It is noted that a similar issue was raised by the Trust in respect of the Green Infrastructure Objective and that has been satisfactorily addressed.	Agree that the objective should be amended to remove reference to maximum social and economic benefit.  Amend the Plan's historic environment objective as suggested.
Chapter 4	20027	We welcome the continued inclusion of the introduction to this section 'To create opportunities for economic growth by increasing the working age population, the skills available, the diversity of the economy and the physical infrastructure to deliver it.'	Support for the wording of the economy objective is noted.  No change considered necessary.

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16	20483 E19	A thought occurred to me reference what would make villagers embrace the idea of 100 houses in Wetheral (50 each side of the road.) One answer would be a purpose built retirement village for 50 people on the site leading down to the river. I envisage clusters of 1 bedroom or 2 bedroom bungalows for people over retirement age.	There is an ageing population across the whole of Carlisle District. The Local Plan housing policies are intended to meet a whole range of housing needs. Policy 27 makes provision for housing to meet specific needs, including the ageing population and those with physical and learning disabilities.  The outcome of the SHLAA update will inform the final housing allocations for the publication stage of the Local Plan.
			Site density on the land west of Steele's Bank amended from 50 to 40. Site reference now R 20
16	20511 E26	There is already pressure on school places in Scotby and 2 new developments are under construction in that village, so where are the school places for children from the proposed 100 extra houses? 4. Are current utility supplies - electricity, sewerage, gas, water - adequate to provide for extra housing? The south end of the village is prone to electricity cuts. 5. No indication that provision will be made for housing suitable for first-time buyers, which is essential if younger people are to be able to stay in the village, as many want to do.	The Council's Strategic Housing Land Availability Assessment (SHLAA) is being updated before the Local Plan reaches Publication stage. All new sites submitted (and existing sites resubmitted) in response to the Local Plan consultation will be included within the SHLAA and will be subject to a re-assessment especially in the light of new evidence about infrastructure constraints and delivery etc, and representations made in response to the Local Plan consultation.
			Site yield reduced from 50 to 40 as it is considered that this will give scope for a better layout and design reflecting the location of the site on the edge of the village.
16	20198	The provision of substantial housing provision in Brampton will enable a greater housing choice in Carlisle District. Housing in this location would be able to provide rural benefits being close to the countryside, leisure opportunities along the nearby Hadrian's Wall and the Talkin Tarn country park all of which are nearby and support healthy lifestyle choices. In addition, it provides housing in a relatively small community providing for retention of young people within the area•	The outcome of the SHLAA update has informed the final site selections for the Publication stage of the Local Plan, and it has not been considered necessary to allocate this site, as there are sufficient sites in a preferable location to meet the Local Plan housing target.
28	20730	Suggested Change: An additional criteria should be provided to the policy, this stating: All sites should look to reflect the principles of inclusive design to help those with disability to access sites.	Whilst it is agreed that Traveller and Travelling Showpeople provision should reflect the principles of inclusive design to ensure that provision is made for those with disabilities, it is not considered necessary to include reference specifically to this within policy 28. The draft local plan has a specific

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			policy to deal with access, mobility and inclusion (policy 45) which would be applicable to all development proposals, therefore this does not need to be duplicated in policy 28.  No change required as a result of this objection.
31	20732	Suggested Change: Under "Travel Plans & Transport Assessment" delete "to support applications showing:" and replace with; "which are in accordance with the guidance but with particular focus on:".  Following the text "cyclists and pedestrians" add "including those with disability".	Concur that a number of the suggested changes would be appropriate. Reference to those with a disability is not however considered necessary as the generic design policy within the Plan is already considered to adequately promote the need for inclusive and accessible design solutions.
S 4	20707	It is proposed that the policy would contain an additional criteria. This stating: "ensure that developments can be accessed by those with disability".	Criteria 6 and 10 will be amended as suggested. A reference to accessibility will be added to criterion 4, therefore mitigating the need for an additional stand alone criterion.  Amend criteria 6 and 10 as suggested. Amend criterion 4 to instead read "landscaping are accessible and inclusive to everyone, safe and well related".

#### **Next steps**

Following on from the preferred options and policies, the next stages in finalising the plan are:

**15 December 2014 - Executive**. The Executive are to be asked to consider the Proposed Submission draft of the Carlisle District Local Plan and make it available for consideration by Environment and Economy Overview and Scrutiny Panel before being reported back to Executive on 26 January 2015.

**22 January 2015 - Environment and Economy Overview and Scrutiny Panel.** The panel will consider the item for scrutiny.

**26 January 2015 – Executive**. The Executive is to consider feedback from Environment and Economy Overview and Scrutiny Panel and referral to Council on 10 February 2015.

**10 February 2015 – Council**. For approval to commence a further period of statutory consultation and beyond this the necessary delegated authority to proceed with submitting the Local Plan to the Secretary of State for independent examination.

**February 2015 - Statutory consultation**. A formal 6 week consultation on 'Publication' (Proposed Submission Draft) Local Plan to commence in February 2015.

May 2015 - Submission. Submission of the Local Plan to the Secretary of State

**August 2015 - Examination in Public [EIP].** Commencement of examination hearing sessions

**April 2016 - Adoption** 

## **Equality Profiles**

We have worked through the Cumbria Observatory to develop a number of equality and social demographic profiles. These profiles can be found at:

http://www.cumbriaobservatory.org.uk/Summaries/profiles.asp