

AssessmentNo	91	Owner	mspurway
Resource	Transformation		Service/Establishment Regulatory
	First Name	Surname	Job title
Head Officer	Pamela	Clifford	Planning and Building Standards Manager
	(include job titles/organisation)		
Members	Antony McGuinness, Team Leader (Forward Planning) James Hall, Policy Planning Officer Matthew Spurway, Policy Planning Officer		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	West Dunbartonshire Local Development Plan 2, Proposed Plan		
	The aim, objective, purpose and intended out come of policy		
	The Local Development Plan sets the spatial framework for development within West Dunbartonshire. It is a statutory corporate document which supports the delivery of Clydeplan (the Strategic Development Plan for Glasgow and the Clyde Valley) and is the spatial expression of the Local Outcome Improvement Plan: The Plan for Place 2017-2027. The plan details the opportunities for development within West Dunbartonshire; it sets out how and where development should take place; and it will provide the basis for making decisions on planning applications. The spatial strategy set out in the plan aims to support the delivery of places for people, spaces for investment and destinations to enjoy.		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	The plan has been prepared in consultation with a wide range of stakeholders. This has included our communities; landowners, developers and their agents; key agencies and services across the council. A participation statement detailing how different stakeholders have been involved in the development of the Proposed plan is set out in the Development Plan Scheme (https://www.west-dunbarton.gov.uk/media/4313519/development-plan-scheme-and-participation-statement-2017-with-appendix.pdf).		
Does the proposals involve the procurement of any goods or services?			No
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			No
Relevance to Human Rights (HR)			Yes
Relevance to Health Impacts (H)			Yes
Relevance to Social Economic Impacts (SE)			Yes
Who will be affected by this policy?			
The plan will have relevance to all people who live, work and visit here, those who own land, property and businesses as well as those who would wish to invest in the area.			
Who will be/has been involved in the consultation process?			
The plan has been prepared in consultation with a wide range of stakeholders. This has included our communities; landowners, developers and their agents; key agencies;			

Members and services across the council. A participation statement detailing how different stakeholders have been involved in the development of the Proposed plan is set out in the Development Plan Scheme (<https://www.west-dunbarton.gov.uk/media/4313519/development-plan-scheme-and-participation-statement-2017-with-appendix.pdf>). The Proposed Plan will be published for consultation following approval by the Planning Committee in line with the Participation Statement (hyperlink). Following receipt of all representations on the plan, the Council will consider these and decide whether to make any changes to the plan. If it does, these will be consulted upon. If no further changes are proposed, the Plan and the objections received to it will be submitted to the Scottish Ministers for examination. Through examination, the Council may be directed to make further changes to the plan prior to adoption.

Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.

	Needs	Evidence	Impact
Age		In 2016 the employment rate for those aged 16-64 stood at 72.9%. The employment rate was highest for 35-49 year olds (81.9%) and lowest for the 16-24 year old age group (55.7%).	Delivery of development opportunities which create jobs, both in their construction and end use, could have a positive impact on employment across the age bands, due to employment being unevenly distributed across the age bands, some groupings may have more positive impacts than others. This has potential to benefit young people.
		The Monitoring Statement published to support the preparation of the LDP, details a reduction in the number of children and those of working age, but a 2% increase in the number of pensioners between 2011 & 2015. https://www.west-dunbarton.gov.uk/media/4312829/monitoring-statement.pdf	The plan gives support to the development of Care Homes by identifying appropriate sites. This will have a significant positive impact for older people, but is likely to have a neutral impact on other
		There are a higher proportion of older people	

		<p>living in rural areas compared to the rest of Scotland. In 2016 the proportion of people aged 65 or over was 20% in accessible rural areas was and 24% in remote rural areas compared to 18% in the rest of Scotland.</p>	<p>age groups. Directing development to our existing communities while protecting and enhancing our key assets including the greenbelt and countryside. People living in urban areas may disproportionately experience the potential positive impacts of this approach. It should be noted that more people from all groups live within urban areas, so no group is particularly disadvantaged by this aspect of the plan. This is a neutral impact.</p>
		<p>Younger and older people were less likely to drive everyday and less likely to hold a driving license. Source: Transport and Travel in Scotland 2016 (Table 20. Last updated: September 2017)</p>	<p>The approach set out in the spatial strategy will give positive impacts for those which are more reliant on walking, cycling and public transport or have less access to a car, particularly younger and older people.</p>
		<p>Younger and older people were more likely to use the bus. Source: Transport and Travel in Scotland 2016 (Table 28. Last updated: September 2017)</p>	<p>The plan seeks to improve quality and accessibility of greenspace assets and the outdoors for all users. This approach will have positive impacts for all</p>
		<p>Younger people were more likely to use the train. Source: Transport and Travel in Scotland 2016 (Table 28. Last updated: September 2017)</p>	
		<p>Adults aged 75 and over were the least likely to visit the outdoors for</p>	

		<p>recreation in 2016, compared to other age groups.</p> <p>In 2016, 54% of those aged 16-24, 51% of those aged 25-34, 53% of those aged 35-44, 48% of those aged 45-59 and 47% of those aged 60-74 visited the outdoors at least once a week, compared with 32% of those aged 75 and over. Among the 75 plus age group, 34% did not visit the outdoors at all in the last year. Source: Scottish Household Survey 2016: Environment (Last updated: September 2017)</p> <p>Older households had the highest rate of fuel poverty amongst household types; 45% in 2015. Source: Scottish House Conditions Survey, 2015</p>	<p>groups, but may be disproportionately felt by older people.</p> <p>The plan supports development associated with the renewable generation of heat and requires low and/or zero carbon generating technology within new development. These potential positive impacts could disproportionately affect older households.</p>
<p>Cross Cutting</p>		<p>Minority ethnic women had substantially lower employment rates in 2016 (45.0%) than white ethnic women (70.5%), whereas the</p>	<p>Delivery of development opportunities which create jobs in the most accessible locations could have a positive impact on</p>

		<p>employment rate for minority ethnic males (71.6%) was more similar to white ethnic males (77.1%).</p>	
		<p>Looking at the minority ethnic and white ethnic employment rates in 2016 broken down by age, the employment rate for ethnic minorities aged 16-24 was 38 percentage points lower than the white ethnic group of the same age. This employment rate gap decreased with age with the oldest age group (50-64) having higher employment rates in the minority ethnic group than in the white ethnic group.</p> <p>Source: Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2016 (Last updated: May 2017)</p>	<p>employment in the area. This could have a positive impact on the lower rates of employment experienced by ethnic minority women and younger ethnic minorities.</p>
		<p>Air pollution disproportionately affects the most vulnerable members of society, including the very young, the elderly, people with existing medical</p>	<p>The plan seeks to prohibit development which would have a significant adverse impact on air quality, exacerbate existing air quality problems, or introduce sensitive receptors close to areas with air quality problems, unless adequate mitigation measures are included in proposals. This will have a cross cutting positive impact on health, age and disability as well as social and economic.</p>

		<p>conditions and those living in deprived urban areas. Source: Scottish Government, Cleaner Air for Scotland: The Road to a Healthier Future, https://www.gov.scot/Resource/0048/00488493.pdf</p>	
<p>Disability</p>		<p>Disabled people were less likely to feel safe walking alone in their neighbourhood after dark in 2016/17 (64% compared to 81% of those with no disability) Source: Scottish Crime and Justice Survey 2016-17 (Last updated: March 2018)</p>	<p>The LDP requires new development to have a high quality design, which ensures that streets are safe, comfortable and attractive for all users and may have particular positive impacts for disabled people.</p>
		<p>Social renters are more likely to have a limiting, long-term physical or mental health condition (39%) than any other tenure and the population as a whole (23%). Source: Scottish Surveys Core Questions 2015 (Last updated: November 2016)</p>	<p>The plan sets out how West Dunbartonshire's housing land requirements can be met across all tenures, ensuring that there is a range and choice of housing opportunities, including for social rent and particular needs. This has potential to be a positive impact for disabled people.</p>
		<p>Disabled people experience lower rates of employment and lower pay than</p>	<p>Delivery of development opportunities which create jobs in the most accessible</p>

		<p>non-disabled people. Employment rates vary considerably by impairment, with people with depression and learning disabilities the least likely to be in employment. Source: Scottish Government Equality Outcomes: Disability Evidence Review (Published: 2013)</p>	
		<p>In 2016, an estimated 52% of all adults visited the outdoors at least once a week for leisure or recreation compared to 38% of adults with a long term health condition or illness. Source: Scottish Household Survey 2016: Environment (Last updated: September 2017)</p>	<p>locations could have a positive impact on employment in the area. This could have a positive impact on the lower rates of employment experienced by Disabled people. The plan seeks to improve quality and accessibility of greenspace assets and the outdoors for all users. This approach will have positive impacts for all groups, but may be disproportionately felt by disabled people who may not currently access these resources.</p>
		<p>Adults with a disability or long-term illness were more likely to use a local bus service than those with no disability or long-term illness. In 2012, 43.3% of adults with a disability or long-term illness had used a bus</p>	<p>The approach set out in the spatial strategy will give positive impacts for those which are more reliant on walking, cycling and public transport or have less access to a car, particularly disabled people.</p>

		<p>service in the previous month compared to 39.5% of adults without a disability or long-term illness.</p> <p>Source: High Level Summary of Equality Statistics 2006 (Published: 2006)</p>	
Social & Economic Impact		<p>Economically active people are more likely to have access to one or more car or van than economically inactive people.</p> <p>Source: Scotland's Census 2011 - National Records of Scotland, Table LC6404SC - Economic activity by car or van availability, All people aged 16 and over in households</p>	<p>Delivery of development opportunities which create jobs in the most accessible locations could have a positive impact on employment in the area. This could have a positive impact on the lower rates of employment experienced by some groups. The approach set out in the spatial strategy will give positive impacts for those which are more reliant on walking, cycling and public transport or have less access to a car.</p>
Gender		<p>Women were less likely than men to feel safe walking alone in their neighbourhood after dark in 2016/17 (67% compared to 89% of men)</p>	<p>The LDP requires new development to have a high quality design, which ensures that streets are safe, comfortable and attractive for all users. This</p>

		<p>Source: Scottish Crime and Justice Survey 2016-17 (Last updated: March 2018)</p>	<p>may have a positive impact on women.</p>
		<p>87.2% of men in employment are in full time employment compared to 58.3% of women.</p>	<p>Delivery of development opportunities which create jobs in the most accessible locations could have a positive impact on employment in the area. This could have a positive impact on the lower rates of employment experienced by women.</p>
		<p>18.1% of men in employment work in the public sector compared to 35.0% of women. Since 2008 there has been a larger reduction in the proportion of women in employment in the public sector than men (2.9 percentage points for women and 0.9 percentage points for men). Source: Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2016 (Last updated: May 2017)</p>	<p>The plan seeks to improve quality and accessibility of greenspace assets and the outdoors for all users. This approach will have positive impacts for all groups, but may be disproportionately felt by women who do not currently access these resources as often as men do.</p>
		<p>In 2016 men were slightly more likely than women to visit the outdoors for recreation at least once a week (50% of men compared to 47% of women). Source: Scottish</p>	<p>The approach set out in the spatial strategy will give positive impacts for those which are more reliant on walking, cycling and public transport or have less access to a car. This could have impacts on both men and</p>

Household Survey 2016: Environment (Last updated: September 2017)

Men are more likely to drive to work than women. 62% of men drive to work compared to 61% of women.

Women are more likely to travel by bus to work than men. 12% of women travel to work by bus compared to 9% of men.

Men are more likely to cycle to work than women. 4% of men cycle to work compare to 1% of women.

women as more women walk or take the bus to work and more men cycle to work.

Women are more likely to walk to work than men. 15% of women walk to work compared to 10% of men.

Source: Transport and Travel in Scotland 2016 (Table 7. Last updated: September 2017)

Women made more walking trips than men. 23% of journeys made by women were walking journeys, compared to 20%

		<p>of journeys by men. Source: Scottish Household Survey: Travel Diary, 2009/10 (Table 12. Published: 2011)</p> <p>A higher proportion of men walk almost every day. 25% of men walked as a means of transport on 6-7 days in the last week, compared to 21% of women.</p> <p>A higher proportion of men cycle. 9% of men cycled as a means of transport in the last week, compared to 3% of women. Source: Transport and Travel in Scotland 2016 (Tables 25 & 25a. Last updated: September 2017)</p> <p>Women use the bus more than men. 44% of women had used the bus in the last month compared to 38% of men. Source: Transport and Travel in Scotland 2016 (Table 28. Last updated: September 2017)</p>	
Gender Reassign		A Scottish	The plan sets out

		<p>Transgender Alliance survey in 2012 found that 22% of respondents owned their own property, with 11% renting privately as a joint tenant and nine percent renting privately as a single tenant. Source: Trans Mental Health and Emotional Wellbeing Study (Published: 2012, Scottish Transgender Alliance)</p>	<p>how West Dunbartonshire's housing land requirements can be met across all tenures, ensuring that there is a range and choice of housing opportunities, including for social rent and particular needs. This may have a positive impact for Transgender people.</p>
		<p>Most respondents lived in a city (53%), with a further 20% living in a town near a city; only 23% lived in an area that they described as rural. Source: Trans Mental Health and Emotional Wellbeing Study (Published: 2012, Scottish Transgender Alliance)</p>	<p>Directing development to our existing communities while protecting and enhancing our key assets including the greenbelt and countryside. People living in urban areas may disproportionately experience the potential positive impacts of this approach. This has potential to have a positive impact on Transgender people.</p>
<p>Health</p>		<p>Regular physical activity can reduce the risk of many chronic conditions including coronary heart disease, stroke, type 2 diabetes, cancer, obesity, mental health problems and</p>	<p>The plan seeks to improve quality and accessibility of greenspace assets and the outdoors for all users. This approach may have positive health impacts for</p>

		<p>musculoskeletal conditions. There is an approximately 30% reduction in risk for all-cause mortality, across all studies, when comparing the most active with the least active. Department of Health (2011). Start Active, Stay Active: A report on physical activity for health from the four home countries' Chief Medical Officers</p>	<p>all groups.</p> <p>The plan seeks to ensure that development takes place in the most sustainable locations, enabling greater accessibility to housing, jobs and public transport as well as leisure and recreation opportunities by walking and cycling.</p> <p>The plan takes a precautionary approach to flood risk, reducing the potential for negative impact on human health or loss of life.</p> <p>The plan requires contaminated land to be remediated appropriately prior to development, thereby limiting potential impact on health.</p>
<p>Human Rights</p>	<p>The Local Development Plan may place limits on the use of property for some land owners. Any limit on the use of property is based on consideration of the potential impact on the enjoyment and use of adjacent properties by their owners as well as</p>	<p>The Local Development Plan regulates the use of land, which has a bearing on the right to protection of property as set out in the Human Rights Act 1998 which gives, "Every natural or legal person is entitled to the peaceful enjoyment of his</p>	<p>The Local Development Plan has the potential for both positive and negative impacts on the right to property. Lawful control on the use of property is a limit on this right as set out in the act. The overall impact is neutral.</p>

	the general interest of the wider community.	possessions.” The Act specifically states that “The preceding provisions shall not, however, in any way impair the right of a State to enforce such laws as it deems necessary to control the use of property in accordance with the general interest...”	
Marriage & Civil Partnership		Data is not available for the relationship between access to a car or van and marital/civil partnership status. However, Single Person Households and Lone Parent Households are more likely to have no car than the Scottish average and other household types. Source: Scotland's Census 2011 - National Records of Scotland Table LC1401SC - Household composition by car or van availability - All households	There is limited data on this characteristic. The data presented suggests that there is potential for a positive impact due to Increased accessibility to new developments by improved pedestrian routes and public transport. This may have a positive impact on single person and lone parent households.
Pregnancy & Maternity		Transport: The evidence reviewed is limited to media coverage of carrying prams on public transport. Source: Scottish Government	There is limited data on this characteristic. The data presented suggests that there is potential for a positive impact due to Increased

		Equality Outcomes: Pregnancy and Maternity Evidence Review	accessibility to new developments by improved pedestrian routes and public transport. This has the potential to have positive impacts for pregnant women and mothers.
Race		In 2016, the employment rate for ethnic minorities was 57.6% (down 1.3 percentage points from 58.9% in 2015) compared to an employment rate of 73.7% for ethnic white people (up 0.1 percentage points), an employment rate gap of 16.2 percentage points. Source: Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2016 (Last updated: May 2017)	Delivery of development opportunities which create jobs in the most accessible locations could have a positive impact on employment in the area. This could have a positive impact on the lower rates of employment experienced by some ethnic minorities.
		In 2016, only 58% of adults in the private rented sector recorded their ethnicity as white Scottish, which is much lower than other tenures and adults as a whole; 79%. Whilst 85%	The plan sets out how West Dunbartonshire's housing land requirements can be met across all tenures, ensuring that there is a range and choice of housing opportunities, including for social rent and particular needs. This is may have positive impacts across the ethnic groups.
			The Plan sets out the process through which Locality Place

		<p>in social sector properties recorded their ethnicity as white Scottish. Source: Scottish Household Survey 2016: Housing (Last updated: September 2017)</p> <p>People from minority ethnic groups were more likely to be living in 'flats or temporary structure' accommodation compared to the population as a whole. Source: Analysis of Equality Results from the 2011 Census: Part 2 (Published: March 2015)</p> <p>In 2016 minority ethnic people were less likely to have a 'very strong' sense of belonging to their community (19%) than those from 'white' ethnic groups (34%). Source: Scottish Household Survey 2016: Housing (Last updated: September 2017)</p> <p>Gypsy/Travellers were half as likely to own their homes compared to those in the population as a whole. Only 33%</p>	<p>Plans will be prepared and adopted, including a requirement for significant and wide-ranging consultation across the community. This process of empowerment should have a positive impact on the sense of belonging across the community and may be particularly felt by minority ethnic groups.</p> <p>The plan sets out how West Dunbartonshire's housing land requirements can be met across all tenures, ensuring that there is a range and choice of housing opportunities, including a travellers' site, which could have a positive impact for Gypsy/Travellers.</p> <p>Directing development to our existing communities while protecting and enhancing our key assets including the greenbelt and countryside. People living in urban areas may disproportionately experience the</p>
--	--	---	---

	<p>of Gypsy/Travellers owned their home compared to two 67% of the general population.</p> <p>Gypsy/Travellers were twice as likely to live in rented accommodation, with 40% social renting compared to only 21% of the population as a whole.</p> <p>A much higher percentage of Gypsy/Traveller households lived in a 'caravan or other mobile or temporary structure' – 14% did so compared to less than 1% of all households.</p> <p>Gypsy/Traveller households were more than twice as likely to be overcrowded – 24% of Gypsy/Traveller households were overcrowded compared to 9% of all Source: Analysis of Equality Results from the 2011 Census: Part 2 (Published: March 2015)</p> <p>In 2011, households where the Household Reference</p>	<p>potential positive impacts of this approach. It should be noted that more people from all ethnicities live within urban areas, so no ethnicity is particularly disadvantaged by this aspect of the plan. This is a neutral impact.</p> <p>The approach set out in the spatial strategy will give positive impacts for those which are more reliant on walking, cycling and public transport or have less access to a car, including ethnic minority groups particularly African households.</p>
--	---	--

Person (HRP) was from a minority ethnic group were more likely to be in urban areas in Scotland.

The vast majority of 'African' households were in large urban areas (85 per cent) compared to only 40 per cent of all households.

'White: Scottish', 'White: Gypsy/Traveller' and 'White: Other British' had relatively high proportions of households in rural areas.
Source: Analysis of Equality Results from the 2011 Census: Part 1 (Published: October 2014)

Indian, Pakistani and Chinese households were most likely to have access to a car. African households were least likely to have access to a car. At the time of the 2011 census, three quarters of households in Scotland had access to a car or van. The proportion was over 80% for Pakistani and

White: Other British households and lowest (47%) for African households.

Pakistani households were most likely to have access to three or more cars; 20% of Pakistani households had three or more cars, compared to a Scottish average of 9%.
Source: Analysis of Equality Results from the 2011 Census: Part 2 (Published: March 2015)

Ethnic minority groups were less likely to hold a driving license. According to the 2012 Scottish Household Survey, adults from minority ethnic groups were markedly less likely to hold a driving license. 51.9% compared to 67.2% for White ethnic groups. This is based on a sample size of 266 for minority ethnic groups so will be subject to a degree of sampling error.

Ethnic minority groups were less

		<p>likely to drive every day. Combining data from 2003 to 2005, the Scottish Household Survey estimates that 26% of adults from ethnic minority groups drove every day, compared to 41% of adults from 'White' ethnic groups. This pattern was maintained even if likelihood of holding a full driving license is accounted for. Source: High Level Summary of Equality Statistics 2006 (Published: 2006)</p>	
<p>Religion and Belief</p>		<p>Hindus are least likely to rent in the social sector, with only 9% renting from the Council, Registered Social Landlords (RSLs) and Housing Associations. People of Christian religions are most likely to rent in this sector: 76% of people from the Church of Scotland and 68% of Roman Catholics . Source: Analysis of Equality Results from the 2011 Census: Part 2 (Published: March 2015)</p>	<p>The plan sets out how West Dunbartonshire's housing land requirements can be met across all tenures, ensuring that there is a range and choice of housing opportunities, including for social rent and particular needs. This is may have a positive impact across the religious belief groupings, and particularly Christian groupings. Delivery of development opportunities</p>

		<p>The highest employment rates were seen for those with no religion (74.2%) followed by Christians (72.8%), Other religion (69.2%), Buddhists (68.5%), Hindus (61.9%) and Muslims (50.5%). The employment rate for Scotland as a whole was 72.9%.</p>	<p>which create jobs in the most accessible locations could have a positive impact on employment in the area. This could have a positive impact on the lower rates of employment experienced by some religious groups such as Other religion, Buddhists, Hindus and Muslims.</p>
		<p>Over the year, there were decreases in the employment rates for Hindus, Other religion and no religion. Source: Regional Employment Patterns in Scotland: Statistics from the Annual Population Survey 2016 (Last updated: May 2017)</p>	<p>Directing development to our existing communities while protecting and enhancing our key assets including the greenbelt and countryside. People living in urban areas may disproportionately experience the potential positive impacts of this approach. It should be noted that more people from all groups live within urban areas, so no group is particularly disadvantaged by this aspect of the plan. This has a neutral impact.</p>
		<p>In 2016, 48% of the Scottish population in rural areas reported currently having no religion. 51% of adults in rural areas reported their religion as Christianity: 31% Church of Scotland, 8% Roman Catholic and 12% other Christian.</p>	<p>The approach set out in the spatial strategy will give positive impacts for those which</p>

In 2016, Roman Catholics accounted for 17% of the population in large urban areas compared with just 6% in remote rural areas. Conversely, those identifying themselves as Church of Scotland accounted for 30% of the remote rural population compared 16% in large urban areas.

A larger proportion of people who reported their religion as other than Christian lived in urban areas compared to rural areas in 2016 (3% and 1% respectively).
Source: Scottish Household Survey 2016: Environment (Last updated: September 2017)

Around a quarter (23 per cent) of people aged 16 and over in households had no access to a car or van, two fifths (40 per cent) had access to one car or van and the remaining third

are more reliant on walking, cycling and public transport or have less access to a car, such as Hindus, Roman Catholics and No Religion

		<p>(36 per cent) had access to two or more cars or vans. Sikhs had the highest car access with the majority (52 per cent) having access to two or more cars or vans. Hindus had the lowest car access, with over two fifths (42 per cent) living in households with no access to a car or van.</p> <p>People who recorded as 'Church of Scotland' had more access to cars or vans than those who recorded as 'Roman Catholic' and 'No religion'. Source: Analysis of Equality Results from the 2011 Census: Part 2 (Published: March 2015)</p>	
<p>Sexual Orientation</p>		<p>68.6 per cent of heterosexual/straight respondents aged 16 to 64 were in employment compared with 74.5% of gay/lesbian respondents. Bisexual people were lower with 62.6%. Unemployment rates for lesbian, gay and</p>	<p>Delivery of development opportunities which create jobs in the most accessible locations could have a positive impact on employment in the area. This could have a positive impact on the lower rates of employment</p>

		<p>bisexual people were higher than heterosexual respondents: 9.8% and 8.7% respectively. Almost one-quarter (24.7%) of heterosexual respondents were economically inactive, compared with 29.1% of bisexual respondents and 18.0% of those aged 16 to 64 who identified as gay/lesbian. Source: Measuring Sexual Identity: An Evaluation Report (Published: 2010, ONS) In 2015, people who identified as 'LGB and other' were more likely to be unemployed compared to those who identified as 'heterosexual' (11.1 percent versus 3.1 percent). It is important to note that a higher proportion of those identifying as 'LGB and other' were in the age groups 16-24 and 25-34, which were also the age groups where unemployment was higher. Source: Scottish Surveys Core Questions 2015 (Last</p>	<p>experienced by Bisexual people as well as higher rates of unemployment for lesbian, gay and bisexual people.</p>	
--	--	---	---	--

		updated: November 2016)	
--	--	----------------------------	--

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

n/a

Will the impact of the policy be monitored and reported on an ongoing bases?

The implementation will be monitored annually through the Housing Land Audit, Industrial Land Supply Audit, Town Centre Outlet Survey and the Planning Performance Framework.

Q7 What is your recommendation for this policy?

Introduce

Please provide a meaningful summary of how you have reached the recommendation

The policy has a wide range of positive impacts; no groups with the protected characteristics are disadvantaged by these impacts. No negative impacts are identified.