

Cheddar Neighbourhood Plan

Submission Draft December 2016

Equality Impact Assessment

1 Introduction

1.1 The Equality Act 2010 places a duty on all public authorities to have regard to the need to eliminate discrimination, to advance equality of opportunity, and to foster good relations between persons who have a “protected characteristic” and those who do not. “Protected characteristics” are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender), and sexual orientation.

1.2 This report assesses the submission version of the Cheddar Neighbourhood Development Plan (the Plan) to ensure that Cheddar Parish Council (the Council) is satisfying its statutory duties in this regard. The Equality Impact Assessment (EqIA) analyses the proposed policies in order to explore the potential for an adverse impact on a particular group. It assesses and records the likely differential and/or adverse impact of a policy on people from different groups. It allows changes to eliminate or lessen the unfairness or discrimination to be considered.

1.3 An assessment has been made on whether the Plan has a positive, negative or neutral impact on each of the protected characteristics based on the information available to the Council. The assessment is made in comparison to the current situation. Where it is assessed that a policy of the Plan will have a negative impact in a particular area, it will be assessed as having a high, medium or low impact:

- High impact: a significant potential impact and there are no mitigating measures in place.
- Medium impact: some potential impact, some mitigating measures are in place or the evidence to support the impact may be questioned.
- Low impact: almost no impact as a result of the policy.

2. Baseline Data

2.1. Data is given below from the 2011 census on age, gender, race, disability, and religious belief within the neighbourhood area. Data is not readily available for the following protected characteristics: sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity.

2.2. Age

	Cheddar		England	
All Usual Residents	5755	100%	53012456	100%
Age 0-15	1020	17.72%	10022836	18.91%
Age 16-65	3539	61.49%	34852899	65.74%
Age 66-100+	1196	20.78%	8136721	15.35%

2.3. Gender

	Cheddar		England	
All Usual Residents	5755	100%	53012456	100%
Males	2755	47.87%	26069148	49.18%
Females	3000	52.13%	26943308	50.82%

2.3. Race

	Cheddar		England	
All Usual Residents	5755	100%	53012456	100%
White British	5548	96.4%	42279236	79.75%
White Other	117	2.03%	3001906	5.66%
Other Ethnicity	90	1.56%	7731314	14.58%

2.4. Disability

	Cheddar		England	
All Usual Residents	5755	100%	53012456	100%
Day-to-Day Activities Limited a Lot	438	7.61%	4405394	8.31%
Day-to-Day Activities Limited a Little	616	10.7%	4947192	9.33%
Day-to-Day Activities Not Limited	4701	81.69%	43659870	82.36%

2.5. Religion

	Cheddar		England	
All Usual Residents	5755	100%	53012456	100%
Christian	3734	64.88%	31479876	59.38%
Buddhist	9	0.16%	238626	0.45%
Hindu	5	0.09%	806199	1.52%
Jewish	1	0.02%	261282	0.49%
Muslim	12	0.21%	2660116	5.02%
Sikh	1	0.02%	420196	0.79%
Other Religion	27	0.47%	227825	0.43%
No Religion	1511	26.26%	13114232	24.74%
Religion Not Stated	455	7.91%	3804104	7.18%

2.6. In summary, the vast majority of Cheddar residents are white British, most of whom identify themselves as Christian. There is a higher percentage of older people than the national average, but no significance difference in the gender balance or percentages of people with a disability than the national average. There are no significant large minority groups.

2.7. It is the aim of the Neighbourhood Plan to arrive at a series of policies which will achieve and maintain the agreed Vision for the village which is: “Cheddar will retain its identity as a village, within an attractive setting of surrounding rural landscape and hamlets. Its distinctive local character will be maintained and enhanced. Cheddar will be a sustainable place, providing an outstanding quality of life for current and future generations and will continue to be a visitor destination of regional, national, and wider significance”.

2.8. Objectives identified for the Plan are:

- Deliver a housing strategy that meets the needs of Cheddar.
- Any future development is to enhance the natural and built landscape, within the capacity of available infrastructure.
- To strengthen and support economic growth and change that encourages a sustainable village.
- Seek to improve the transport infrastructure roads, pavements and parking and investigate the possibility of a village bypass, and to address the issues associated with through traffic.
- Prioritise local distinctiveness in every element of growth and change.
- Protect green space, countryside and the natural environment.

- Enhance the sports and recreational facilities to encourage sport and healthy living.
- Seek improvements in digital connectivity and related communication infrastructure.

2.9. The Plan policies seek to achieve these objectives and Vision and are assessed below. Please refer to the submission version of the Cheddar Draft Plan for the full text of all the Plan policies.

3. Assessment of policies

Policy BE1	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					
Policy BE2	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age	x					Likely to have a positive impact on older people and those with a disability as 'whole life' building principles are advocated	Not necessary
	Disability	x						
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy BE3	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age	x					This policy may have a beneficial effect on elderly or disabled people living in the parish, as it gives housing priority to those with family connections, thereby potentially helping relatives who are carers to live closer.	Not necessary
	Disability	x						
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					
Policy BE4	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics. Its aim is to improve design for the benefit of all parish residents.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy BE5.	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy BE6.	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age	x					This policy may have a slight beneficial effect on younger adults who are more likely to be in need of housing.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy EE1	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					
Policy EE2	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy EE3	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy SLW1	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age	x					By protecting the playing field, this policy is expected to have a positive effect on children and young people.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy T1	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					
Policy T2	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy T3	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy T4	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

Policy LEH1	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					
Policy LEH2	Protected Characteristic	Assessed Impact					Comments	Mitigation
		Positive	Neutral	Negative low	Negative medium	Negative high		
	Age		x				This policy is not expected to have any effect on the protected characteristics.	Not necessary
	Disability		x					
	Gender reassignment		x					
	Marriage and civil partnership		x					
	Pregnancy and maternity		x					
	Race		x					
	Religion or belief		x					
	Gender		x					
	Sexual orientation		x					

4. Conclusion

3.1 The EqIA shows that the large majority of policies have a *neutral* impact on the protected characteristics. Six likely *positive* impacts are identified, mainly relating to age and disability. Therefore no changes were made to the Draft Neighbourhood Plan as a result of this assessment, and no mitigation measures were considered necessary.

*ATG Planning on behalf of Ashcott Parish Council
December 2016*