

# Lanreath Parish Neighbourhood Development Plan 2010 – 2030

## The Lanreath Plan Equality Impact Assessment

Produced by the  
Lanreath Neighbourhood Development Plan Steering Group



### SUMMARY

An assessment has been made on whether The Lanreath Plan has a positive, negative or neutral impact on each of the protected characteristics (defined in the Equality Act 2010 as age, disability, gender reassignment, pregnancy and maternity, ethnicity, religion or belief, sex, and sexual orientation).

The Lanreath NDP provides a strategy for the development of the Plan area, and a range of policies, which will result in positive benefits for parts of the local community with protected characteristics, ie older people and young people, and disabled people and those with limited mobility.

The NDP does not explicitly address the needs of racial or religious groups, or transgender, gay or lesbian groups, or women. The NDP does make equal provision for Affordable Housing and seeks to retain service and leisure facilities that will benefit these groups equally.

## Introduction

The Equality Act 2010 (the Act) places a duty on all public authorities in the exercise of their functions 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.

### Equality Impact Assessment

Equality Impact Assessment (EqIA) is the systematic analysis of a policy or policies, in order to identify the potential for an adverse impact on a particular group or community, in particularly those with a protected characteristic. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups so that if a policy results in unfairness or discrimination then changes to eliminate or lessen the impact be considered. 'Protected characteristics' are defined in the Act as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This document presents the results of the assessment of the Lanreath Neighbourhood Development Plan to ensure that the Lanreath Parish Council is satisfying its statutory duties in this regard.

### Aims of the Equality Analysis

The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision making and to nurture a more proactive approach to the promotion of equality and fairness at the heart of public policy. The aim in conducting the analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. The sections below consider the goals and objectives of the Neighbourhood Plan and then assess the impact of Policies on groups with protected characteristics.

### Methodology

An assessment has been made on whether The Lanreath Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). A brief exposition of the Policies and notes on any mitigation has been provided. If the impact is negative, this has been given a high, medium or low assessment. The impact of the Policies has been based on the current situation (i.e. disregarding any actions planned to be carried out in future).

- High impact - a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.
- Medium impact - some potential impact exists, some mitigating measures are in place, poor evidence.
- Low impact - almost no relevancy to the process, e.g. an area that is very much legislation-led.

## Baseline Data

Data for the Lanreath Parish are available for the following protected characteristics: age, disability, ethnicity, religious belief, marriage and civil partnership and sex. Data is not readily available for the following protected characteristics: gender reassignment, pregnancy and maternity, and sexual orientation. Gender reassignment and sexual orientation are generally invisible characteristics for which little reliable data exists at local level. Unless stated otherwise, the data source is from the 2011 Census as reported by the Office for National statistics.

	Lanreath	England	Comments
Population	530	53 012 456	The population of Lanreath has a marginally higher % of men than women than is found in the general population.
% Male	50.8	49.2	
% Female	49.2	50.8	
Age			As a % of the population Lanreath parish has slightly less younger people and more older people than England as a whole.
% 0-4	6.0	6.3	
% 5-15	11.1	12.6	
% 16-66	62.7	66.8	
% 66-74	7.7	6.6	
%74+	12.5	7.7	
% Lone Parent Households with dependent children	4.6	7.1	The population of Lanreath has a slightly lower % of lone parent households with dependent children than the general population
Disability			Possibly related to the age profile, the population of Lanreath has slightly more mobility issues than the general population.
% with mobility restricted a lot	7.0	8.3	
% with mobility restricted a little	12.1	9.3	
% mobility not limited	80.9	82.4	
Ethnicity			Lanreath has a very low percentage of ethnic diversity compared with the general population.
% British White	99.0	79.8	
% Other White	0.6	5.7	
% Non White	0.4	14.5	
Religion			Lanreath has a lower percentage of religious diversity than the general population
% Christian	69.6	59.4	
% Other Religions	1.1	8.7	
% No religion	22.1	24.7	
% Religion Not Stated	7.2	7.2	

## Assessment I- New Housing Development: Policies HI & H2

Objective: To provide for selective housing development within the Parish, including sufficient affordable housing to meet local needs, to promote a sustainable and diverse community while maintaining and enhancing the character of the natural and built environment of the Parish.

Protected Characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative - low	Negative - medium	Negative - high		
Age	X					<p><b>There is no anticipated detrimental impact on the protected characteristics.</b></p> <p><b>Policy HI should positively impact upon the younger and older sections of the community seeking affordable housing. In addition, the provision of safe pedestrian access to village amenities should make an indirect positive contribution to those with mobility / disability issues.</b></p> <p><b>Policy H2 should benefit younger children in the provision of appropriate garden areas in any new residential development.</b></p>	
Disability	X						
Marriage and Civil Partnership		X					
Gender Reassignment		X					
Pregnancy and Maternity		X					
Race		X					
Religion or Belief		X					
Sex		X					
Sexual Orientation		X					

## Assessment 2 - Commercial Development Policies: C1 & C2

**Objective:** To support the development needs of the farming community acknowledging the contribution of agriculture to the economy and the rural landscape of the Parish; support small business development, including local tourism and service businesses; to promote economic development through increased employment opportunities within the community and reduce travel-to-work impacts whilst retaining and enhancing the character of the natural and built environment of the Parish.

Protected Characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative - low	Negative - medium	Negative - high		
Age		X				<b>There is no anticipated detrimental impact on the protected characteristics.</b>	
Disability		X					
Marriage and Civil Partnership		X					
Gender Reassignment		X					
Pregnancy and Maternity		X					
Race		X					
Religion or Belief		X					
Sex		X					
Sexual Orientation		X					

### Assessment 3 – Environment and Heritage Objective Policies: EHI and EH2

**Objective:** To protect and enhance the essential rural nature and the beautiful landscape of the Parish and recognise and preserve the unique heritage assets within the Parish.

Protected Characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative - low	Negative - medium	Negative - high		
Age		X				<b>There is no anticipated detrimental impact on the protected characteristics.</b>	
Disability		X					
Marriage and Civil Partnership		X					
Gender Reassignment		X					
Pregnancy and Maternity		X					
Race		X					
Religion or Belief		X					
Sex		X					
Sexual Orientation		X					

## Assessment 4 – Community Facilities Policy: CO1 and CO2

**Objective:** To facilitate social interaction and promote a healthy community by sustaining and improving green infrastructure networks and recreational open spaces valued by the community, and by promoting retention and development of local services and community facilities.

Protected Characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative - low	Negative - medium	Negative - high		
Age	X					<p><b>There is no anticipated detrimental impact on the protected characteristics from Policy CO1.</b></p> <p><b>Policy CO2, by seeking to reduce crime and anti-social behaviour and minimising the fear of crime, benefits all protected characteristics.</b></p>	
Disability	X						
Marriage and Civil Partnership	X						
Gender Reassignment	X						
Pregnancy and Maternity	X						
Race	X						
Religion or Belief	X						
Sex	X						
Sexual Orientation	X						

## Assessment 5- Carbon Reduction, Energy Efficiency and Energy Generation Policy: EEI

**Objectives:** To support carbon reduction and energy saving / production technologies that benefit and are largely supported by the community and that are of a scale and design that do not erode the essential character of the landscape.

Protected Characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative - low	Negative - medium	Negative - high		
Age		X				<b>There are no concerns that these proposals could have a detrimental impact with regard to the protected characteristics.</b>	
Disability		X					
Marriage and Civil Partnership		X					
Gender Reassignment		X					
Pregnancy and Maternity		X					
Race		X					
Religion or Belief		X					
Sex		X					
Sexual Orientation		X					

## Assessment 6 – Local services and Infrastructure Policies: LSI & LS2

**Objective:** To sustain and improve local transport services and facilities alongside sympathetic improvements to the village infrastructure whilst ensuring that the unique character of the village is not compromised and ensure that the Village Hall, community shop and other facilities successfully meet the future economic, social and recreational needs of the Parish.

Protected Characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative - low	Negative - medium	Negative - high		
Age	X					<p><b>These policies raise no concerns that they will have any detrimental impact on the protected characteristics.</b></p> <p><b>Policy LSI should benefit younger children and younger families in supporting additional local school facilities.</b></p> <p><b>Policy LS2 should provide indirect benefit to those with mobility / disability issues by improving communication links.</b></p>	
Disability	X						
Marriage and Civil Partnership		X					
Gender Reassignment		X					
Pregnancy and Maternity		X					
Race		X					
Religion or Belief		X					
Sex		X					
Sexual Orientation		X					