

Gwennap Parish Neighbourhood Development
Plan
Equality Impact Assessment

October 2017

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1.0 Introduction

To ensure a neighbourhood development plan has taken a transparent and clear approach to assessing the impact of consultation to inform the policies within the Plan, an Equality Impact Assessment has been undertaken. The information contained in the following sections provide the details of the equality impact assessment and the actions to ensure that an ‘equality’ approach has been taken and what actions will be taken if equality issues are raised at any point within the development and implementation of the Plan.

The Equality Impact Assessment is based on a template used by the local authority, Cornwall Council. Further guidance on Equality Impact Assessments is provided in Appendices 1 and 2.

2.0 Equality Impact Assessment

Qualifying Body:		Gwennap Parish Council
Name of Officer/s completing assessment:		Fiona Barnard, Parish Clerk, Gwennap Parish Council
Date of Assessment:		10 th October 2017
Name of service/function or policy being assessed:		Gwennap Parish Neighbourhood Development Plan
1.	What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?	The Gwennap Parish NDP has been produced to help to manage development within Gwennap parish for the period 2018 to 2030 whilst complying with the Equality Act 2010 and associated legislation.
2.	Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.	Gwennap Parish Council as the Qualifying Body for the Gwennap Parish Neighbourhood Development designated area and Cornwall Council is the relevant local planning authority.

3.	Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc.	<p>Below are a list of protected characteristics covered under EQIA</p> <p>Age – All ages of the community and visitors to Gwennap parish have been consulted, young and old, both those who live and work in the parish. Various methods of public consultation and engagement have been employed to gain information to inform the Gwennap NDP, E.g. Community Questionnaire, Five Big Questions, Business and Youth Survey, public exhibitions, consultation at Gwennap Parish events and various other local events etc.</p> <p>Disability – Needs for accommodation for those with disabilities and better access to services was identified via the public consultation in particular the Community Questionnaire. These have been used to inform local requirements and are evident in the objectives and policies within the Gwennap NDP e.g. supporting better public transport and accessibility to meet all user requirements and the protection and improvement of existing and provisions of new community facilities and services to meet local needs; and Lifetime Homes standard for new housing to meet both the current and future needs of occupants.</p>
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		<p>Gender Reassignment Status</p> <p>Marital or Civil Partnership Status</p> <p>Pregnancy and Maternity Status</p> <p>Race</p> <p>Religion or Belief</p> <p>Sex</p> <p>Sexual Orientation</p> <p>Economic or Social Background</p> <p>Rurality</p> <p>In respect of the above characteristics of vulnerable groups/persons, every effort has been made to engage with as many members of the Gwennap parish community as possible, working with the pre-school, Cusgarne Primary School; residents via the community questionnaire and Business Survey to all local businesses, with an additional section in the Community Questionnaire; Housing Needs Survey in collaboration with Cornwall Council to identify local needs for housing; newsletters and updates in the local press and primary school, local amenity groups and places of worship; Youth survey, focus groups and steering group, Gwennap Parish Council etc. Further details are provided in the Consultation Statement.</p> <p>It is hoped that the wide nature of public consultation has helped to reach all sectors of the community. An additional approach was providing support to members of the community who needed help to complete the questionnaire i.e. for those with disabilities or those who were housebound.</p>
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		<p>It is very evident that the consultation has had the added side effect of increasing awareness in the parish of the functions of the Parish Council, issues facing the parish and the drivers for development, or otherwise, in the parish.</p>
4.	<p>What are the likely positive or negative impacts for the group/s identified in (3) above? What particular groups are affected more than others and why?</p>	<p>The policies within the plan are derived from the key objectives identified through extensive public consultation. It is hoped that the public consultation process has at this Draft policy stage removed issues e.g. proposed development quantity. The overall impacts are considered to be positive, by providing better managed development that meets local needs including housing, employment opportunities, sustainable transport, high quality design, protection and enhance of the natural built and historic environment, protection and enhancement and provision of community facilities and services to meet local needs.</p> <p>No negative impacts within policies have been highlighted at this stage.</p>
5.	<p>Have the impacts identified in (4) above been assessed using up to date and reliable evidence and data? Do you need to engage or consult with any identified group/s? If in doubt ask the Community Intelligence Team for guidance.</p>	<p>Data was obtained from the most recent National Census 2011 regarding community profile information, see Gwennap NDP Evidence Summary.</p>

6.	<p>Are any of these identified groups considered to be vulnerable? If so have you engaged with or plan to engage with any relevant representative organisation. For example if the impact is likely to affect people with a disability have you engaged with Disability Cornwall?</p>	<p>Every effort has been made to engage with as many members of the Gwennap parish community as possible, working with the Cusgarne Primary School; residents via the community and youth questionnaires and Business Survey to all local businesses, with an additional section in the Community Questionnaire; Housing Needs Survey in collaboration with Cornwall Council to identify local needs for housing; newsletters and updates in the local press and primary school, local amenity groups and places of worship; Youth survey, focus groups and steering group, Gwennap parish Council etc. Further details are provided in the Consultation Statement.</p> <p>Throughout our extensive primary research within the community, the groups we consider to be most vulnerable are those who are elderly and cannot access services and who don't have access to transport or support, those with medical needs that cannot access services easily, those with physical disabilities, those suffering poor mental health and those who are lonely and isolated.</p>
		<p>It is hoped that the wide nature of public consultation, and its geographical spread, has helped to reach all sectors of the community. An additional approach was providing, according to their needs, help to members of the community who needed help to complete the questionnaire i.e. for those with disabilities or housebound.</p>

7.	What plans do you have in place, or are developing, that will mitigate the likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?	<p>The Gwennap NDP and associated documents will be uploaded to both the Gwennap Neighbourhood Development Plan website and Gwennap Parish Council website with paper, hard copies available to view or to copy at the Gwennap Parish Rooms and other community spaces.</p> <p>The parish council office is located in close proximity to a bus stop and bus route, it has disabled access. Upon request the Parish Council will also provide paper copies by post if required, or a copy can be emailed on request. Also, upon request, the offer of reading documents to those with a need was made.</p> <p>We also offered support to those without access to the internet, those with mobility or for those who are visually impaired so that they are not excluded from having an appreciation and understanding of what we are trying to achieve for the Parish through the NDP process.</p>
8.	Do you have plans in place to monitor the impact of the proposals once they have been implemented? The full impact of the decision may only be known after the proposals have been implemented.	<p>The Parish Council have resolved to review the Gwennap NDP on a four yearly basis in line with the local parish election period. However, review will be considered sooner, perhaps within 2 years if the use of the policies is at a sufficient level to allow equalities impacts to become apparent. The formal review will involve inviting the local authority, Cornwall Council and groups representing potentially affected groups to advise us of any equality impacts that they have become aware of. In order to increase the likely return from the invitation, we shall, as at the launch of the Gwennap NDP, notify Cornwall Council and the same groups of our intention to carry out this review.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓

Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified?	✓
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below)	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination	✓

Summary of your proposals
<ul style="list-style-type: none"> • What are the key impacts – both negative and positive • What course of action are you advising as a result of this EIA • Are there any particular groups affected more than others
<p>What are the key impacts – both negative and positive</p> <p>Positive:</p> <p>Policy management of development proposals within Gwennap parish to ensure: Sustainable, high quality development, natural environment, historic environment, built environment, economy and job opportunities, sustainable transport, protection, improvement to public spaces, community facilities and services and provision of the same to meet local needs.</p> <p>What course of action are you advising as a result of this EIA</p> <p>The main course of action is to review the Gwennap NDP and associated documents post each stage of public consultation to review the potential for equality impact. Any equality issues will be recorded and reviewed by the Gwennap NDP Steering Group and the Qualifying body, Gwennap Parish Council, with mitigation measures given further public consultation to enable transparent and satisfactory decisions to be made. Post the adoption of the Plan, Gwennap Parish Council have resolved to review its implementation every 4 years. If equality issues are highlighted sooner than this time period they will be assessed, and consideration of review will be undertaken.</p> <p>Are there any particular groups affected more than others</p> <p>Given the nature of the Plan being a planning policy document, it will effect anyone who proposes development within the Parish that is covered by the objectives and policies contained within the Plan. It will also have an effect on those in the Parish affected by development.</p>

Appendix 1 – Helpful information about appropriate language

Using the appropriate language is important. Cornwall Council have provided Gwennap Parish Council with this EqlA template and as such Cornwall Council have been advised by Disability Cornwall to ensure the guidance below is correct and to help undertake the EIA:

USE
Older people Younger people/Young adults/Teenagers
Is disabled Disabled people Has...(an impairment) Non - disabled Has learning difficulties Wheelchair user Deaf/hard of hearing, hearing impaired Deaf sign language/British Sign Language user Blind or partially sighted people, visually impaired people Has mental health issues/mental ill health Has cerebral palsy Has autism or asperger syndrome
Police Officer Chair or Chairperson Workers Nurse
Black, Minority, Ethnic Community (BME) Black, Asian, Minority ,Ethnic Community (BAME) Mixed race/Mixed Heritage Black
First name
Lesbian, Gay, Bisexual
Transgender/transsexual person

Appendix 2 – Guidance on EqIA

1.0 What is an Equality Impact Assessment (EIA)?

1.1 An EIA is a tool that helps to improve the delivery of services to our communities by:

- Ensuring that our services are free from discrimination
- Ensuring that we identify and address public/community needs
- Improving transparency around the decisions

1.1.2 The EIA process involves looking at evidence (for example, planning policy and guidance consultation outcomes, community profiles), engaging with people, residents, local landowners and local businesses and others and considering the effect of the neighbourhood development plan making process on the whole community.

1.2 What are the benefits from doing EIA's?

1.2.1 Carrying out a good EIA helps to:

- Ensure policies, consultation etc are targeted in the right way by assessing any potential impacts – positive or negative
- Work with others to identify and plan how negative impacts can be reduced
- Make sure that decision making is justified and transparent
- Provide evidence of decisions and good communication/consultation. This is necessary should your decision be challenged by community or any other stakeholder
- Create an opportunity for dialogue with the community, councillors and other stakeholders

1.3 Why do we do them?

1.3.1 EIA's help us to ensure that equality is placed at the heart of policy development and service delivery. Addressing equalities issues is part of improving the way local government delivers services and employs people

The Equality Act, 2010

1.3.2 In 2010 a major piece of Equality legislation was passed which replaced previous anti-discrimination laws with a single Act – the Equality Act. The Act requires public bodies such as Cornwall Council to pay 'due regard' to (consider) the need to:

- eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people

1.3.3 An EIA is a way of meeting this requirement and helps us to understand the effect our policies and practices have on our communities and workforce.

1.4 When do they need to be carried out?

1.4.1 EIA's need to be carried out whenever you:

- Design a new policy
- Review or amend an existing policy
- Review your services

- Start a project or programme of work
- *When submitting reports to your Directorate or Corporate Leadership Teams, Scrutiny or Cabinet

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions (for example community engagement).

Equality Impact Assessments are public documents and will be published on the Cornwall Council website.

For more information please refer to the [Equality and Diversity](#) pages on the Intranet.

2 Equality Impact Assessments and the Equality Act (2010):

3 The aim of the Equality Act 2010 is to harmonise discrimination law and to strengthen the law to support progress on equality. The Act extended the existing legal protections to cover the 7 previous strands or characteristics **plus** marriage and civil partnerships, pregnant women and new mothers. Your Equality Impact Assessment must pay 'due regard' or consider the following protected characteristics where relevant (this will depend on the service, policy or function you are impact assessing).

2.1.1 Definitions for the 9 'Protected Characteristics' are:

1 Age:

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

2 Disability:

A person has a disability if s/he has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

3 Gender Reassignment:

The process of transitioning from one gender to another.

4 Marriage and Civil Partnership:

Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

5 Pregnancy and Maternity:

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

6 Race:

Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

7 Religion and belief:

Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

8 Sex:

A man or a woman.

9 Sexual orientation:

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

These definitions are to help complete the EqIA but if further information or guidance is required, please visit the Equality and Human Rights website:

www.equalityhumanrights.com

Additional characteristics important to Cornwall

Socio-Economic

Cornwall as a whole is not deprived but there are areas where there are very high levels of deprivation. Income and other factors can have an impact on how someone may access services, their needs and their quality of life.

Rural Isolation

Cornwall is a very rural county and this can affect the way our users/the public can access services, particularly if combined with poor public transport/lack of car ownership etc.