



**Brading
Neighbourhood Plan
2014 – 2027
Equality Impact
Assessment
Supporting Document 11**

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Ollie Boulter (Team Leader, Planning Policy, Conservation & Design) Sue Chilton (Clerk to Brading Parish Council)
Directorate:	Economy and Environment
Date of Completion:	

Name of Policy/Strategy/Service/Function Proposal

Brading Neighbourhood Development Plan

The Aims, Objectives and Expected Outcomes:

Reforms to the planning system in England to give local communities more say in shaping development in the areas in which they live. The Localism Act introduced new rights and powers to allow local communities to shape new development by coming together to prepare and produce neighbourhood plans which establish general planning policies for the development and use of land in a neighbourhood.

Brading Neighbourhood Development Plan (BNDP) sets out a vision for the parish, which is supported by a number of objectives:

- The delivery of homes that meet the needs of the community both now and in the future.
- To protect and preserve the historic and rural character of the parish of Brading.
- To preserve and sustain the facilities of a Rural Service Centre.
- To develop and sustain economic activity that will help to provide jobs for local people.
- To safeguard and protect the natural environment and the species that inhabit it.
- To seek to improve transport links and traffic management within the parish.
- To work in partnership with crime prevention agencies to make Brading a safe place to live.
- To ensure that Brading is a place where people are proud to live, work and play.

The planning policies of the document will help shape development proposals to contribute to the delivery of these objectives. The policies will be used by developers when preparing planning proposals and guide Brading Parish Council and the Local Planning Authority when determining planning applications within the neighbourhood plan area.

The neighbourhood development plan will cover the whole of the parish of Brading.

The expected outcome of the plan is that it will pass through the required stages including consultation, an

independent examination and a referendum before being formally brought into force by the Isle of Wight Council. It is anticipated that the plan will become a formal part of the statutory development plan and can be used to determine planning applications and guide developers preparing planning proposals in the neighbourhood area.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- ~~This is a proposal for a new, changed or removed policy/strategy/service/council function —
(*check whether the original decision was equality impact assessed*)~~

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p> <p>However, there are aspects of the plan that could make proposals contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of improving accessibility, addressing the need for older persons accommodation and affordable housing through its links to the Housing Needs Survey for the parish and for proposals to meet an identified local need.</p>
Disability			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p> <p>However, there are aspects of the plan that could make proposals contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of improving accessibility, addressing the need for older persons accommodation and affordable housing through its links to the Housing Needs Survey for the parish and for proposals to meet an identified local need.</p>
Gender Reassignment			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the</p>

				Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.
Marriage & Civil Partnership			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p>
Pregnancy & Maternity			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p>
Race			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p>
Religion / Belief			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p>
Sex (male / female)			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p> <p>The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p>
Sexual Orientation			X	<p>The plan is a series of policies against which development proposals will be considered. It will be the proposals themselves that introduce new development that may have an impact on the protected characteristic, rather the plan itself.</p>

				The plan is required to be in general conformity with the Strategic Policies of the Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.
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Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes/No
<p><i>If answered Yes, describe what these are and how they may be promoted or enhanced</i></p> <p>The draft neighbourhood development plan includes policy HD1, which states development proposals will be supported when they demonstrate how:</p> <p>“they provide housing types and tenures that contribute to meeting the most up-to-date housing needs survey for the parish of Brading”.</p> <p>The housing needs survey identifies that a mix of housing types (1, 2 and 3 bedroom) and tenures (owner occupied, shared equity, and rental homes) are required.</p> <p>The delivery of this type of accommodation could have a positive impact on the age and disability protected characteristics, this aspect could contribute to the opportunities for equality and for this reason this has been noted.</p>	

Evidence Considered During Screening
<p>The BNDP and supporting documents has been prepared following various public consultation exercises.</p> <p><i>Demographic Data</i></p> <p>Data from the 2011 Office for National Statistics (ONS) Census shows a population of 2,034 for the parish of Brading and of this 25.8% are of pensionable age (65 years plus) and 50.3% are aged 50+ .</p> <p>The 2011 census shows that 38.8% of all usual residents are in very good health and 39.1% are in good health. Only 1.4% are in very bad health.</p> <p>Mosaic data for the ward of Brading, St Helens and Bembridge shows that 42.7% of the residents consider themselves to be ‘active elderly people living in pleasant retirement locations’ and 22.6% consider themselves to be ‘residents of small and mid-sized towns with strong local roots’.</p> <p>2011 census data for the ward of Brading, St Helens and Bembridge shows that 95.9% of the population are white British, which is higher than most of the Ryde cluster area and the south east England and England figures.</p> <p>Brading Housing Needs survey (2013) was published by IWC for use in planning decisions. It is estimated that 35 additional homes are required over the next 5 years to meet the needs of local residents. These additional homes are required to meet mismatch between the specific requirements of households and the likely available supply. On average this means 6 units per annum.</p>

Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Ollie Boulter (Team Leader, Planning Policy, Conservation & Design)
Directorate:	Economy and Environment
Date of Completion:	

Name of Policy/Strategy/Service/Function Proposal

Brading Neighbourhood Development Plan

The Aims, Objectives and Expected Outcomes:

The Brading Neighbourhood Development Plan (BNDP) has been prepared by the community to guide development. It is required to be in general conformity with the strategic policies of the Island Plan Core Strategy and the National Planning Policy Framework (NPPF) Once brought into force, it will be used alongside the NPPF and the Core Strategy to determine planning applications within the parish of Brading.

It has been identified through the BNDP process that there is a significant proportion of older people residing in Brading, and the BNDP (along with the other documents referred to above) will be one of the planning documents used to determine planning applications in the parish that would contribute to meeting a local need for accommodation for older people.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- ~~This is a proposed change/review to/removal of an existing policy/strategy/service/council function (check whether the original decision was equality impact assessed)~~

Scope of the Equality Impact Assessment

The neighbourhood development plan is required to be in general conformity with the strategic policies of the Island Plan Core Strategy, which itself has been subject to its own equalities impact assessment.

Analysis and assessment

The impacts of the BNDP are not direct, rather it will be proposals from 3rd parties that are judged against the policies of the BNDP. The protected characteristic upon which the BNDP was identified as having the potential for a positive impact was age. The potential for a positive impact was identified as the policies of the BNDP (along with the core strategy) would support proposals for development that met specific needs of the community, and this would cover provision for a range of specialist older persons accommodation.

It is not considered that the BNDP will have the potential to cause unlawful discrimination on the protected characteristics.

Recommendations

It is considered that the proposed Brading Neighbourhood Development Plan would not have negative impacts on the protected characteristics. It, along with other relevant planning documents, would facilitate 3rd party proposals for development that met specific needs of the community, and this would cover provision for a range of specialist older persons accommodation.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No Impact	No	n/a	n/a
Disability	No Impact			
Gender Reassignment	No Impact			
Marriage & Civil Partnership	No Impact			
Pregnancy & Maternity	No Impact			
Race	No Impact			
Religion / Belief	No Impact			

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No Impact			
Sexual Orientation	No Impact			
HR & workforce issues	No Impact			
Human Rights implications if relevant	No Impact			

Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

<i>Publishing checklist</i>	Yes Y	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i> 		