

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Policy Officer Dawn Smith
<b>Directorate:</b>	Place
<b>Date of Completion:</b>	5 December 2016

### Name of Policy/Strategy/Service/Function Proposal

**Gurnard Parish Neighbourhood Plan**

### The Aims, Objectives and Expected Outcomes:

*The Equality Impact Assessment (EqIA) has been ongoing through, and has informed the Gurnard Neighbourhood Development Plan (GNDP) process. An initial EIA of the GNDP was undertaken when the council received the draft version of the plan from Gurnard Parish Council (November 2016).*

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.

GNP sets out a vision for the parish in the year 2027, to “*Maintain and enhance the separate and distinct identity of Gurnard, its range of services and facilities, whilst allowing small scale development which meets the identified needs of the local community*”.

The vision is supported by a number of aims within 5 policy themes:

Theme	Neighbourhood Plan aim
Housing	Gurnard Parish will remain a separate and distinct village.  Housing development will generally be small scale to meet the identified housing needs of residents and their families.
The local economy	General business aim: Support the business community in Gurnard Parish, allow it to develop and adapt to changing economic conditions.

	<p>Retail aim: Protect and enhance shops and commercial services in Gurnard.</p> <p>Tourism aim 1: encourage people to visit Gurnard whilst discouraging the use of houses as second homes.</p> <p>Tourism aim 2: Recognised Gurnard Pines as an important asset to Gurnard and maximise its benefits to the community.</p>
Travel	Improve transport links from Gurnard to Cowes and Newport and increase opportunities to travel on foot, by bike or by public transport, delivering environmental and health benefits.
Community assets	Create a safe and healthy environment that supports the well-being of residents and visitors.
Heritage, the Natural Environment and Renewables	Safeguard and enhance Gurnard's valued landscape, open spaces and biodiversity for the benefit of the local community and visitors.

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 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 Gurnard.

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 will 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 <b>Yes</b> 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 <b>No</b> 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 person housing 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 person housing 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 Island Plan Core Strategy, which itself has been through an Equalities Impact Assessment.</p>
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</p>

				<p>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> <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>

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	<u>Yes/No</u>
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	
<p>The draft neighbourhood development plan includes policy H1, which states proposals for new housing development in Gurnard Parish will be supported provided proposals:</p> <p>“meet local housing need especially the most recent housing needs survey for Gurnard”.</p> <p>The housing needs survey identifies that a mix of housing types (1, 2, 3 bedroom), specialist housing 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> <p>There are policies relating to off-street parking, public car parking, improvements to existing footpaths and cycleways and providing footpath and cycleway connections between places in the parish.</p> <p>The delivery of such facilities could improve access and accessibility which 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>	

<b>Evidence Considered During Screening</b>
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The GPNP and supporting documents has been prepared following various public consultation exercises.

*Demographic Data*

Data from the 2011 Office for National Statistics (ONS) Census shows a population of 1,682 for the parish of Gurnard and of this 37% is aged 60 and over compared with 32% across the Island and only 22% nationally. Furthermore statistics show only 39% of the population is aged up to 45 compared with a national figure of 58%.

Census data in relation to health taken from the Gurnard Housing Needs Survey (2013) suggests that general levels of health in the parish are similar to those seen across the Island with around four-fifths of the population saying that their health is good or very good. When compared with data nationally, the information suggests that general levels of health in Gurnard are not quite as good as seen generally in England. This is likely to be related to the much older population in the parish and given that the differences are not too significant, it is suggested that if age specific data were available, that Gurnard parish would come out as having generally very good health levels.

2011 census data for the parish of Gurnard shows that 97% of the population is classified as white British/Irish. This figure is slightly higher than the proportion seen across the Island and dramatically above the England average of 81%.

Gurnard Housing Needs survey (2013) was undertaken by the community and is available for use in planning decisions. It estimated that 19 additional homes are required over the period 2013-18 to meet the needs of local residents. The housing is particularly required to allow older households to downsize and remain in the parish with a particular emphasis on housing that is easily accessible for those with mobility issues.

These additional homes will help address the mismatch between the specific requirements of households and the likely available supply. On average this means 4 units per annum to meet need.

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

<b>Assessor(s)Name(s):</b>	Policy Officer Dawn Smith
<b>Directorate:</b>	Place
<b>Date of Completion:</b>	6 December 2016

### Name of Policy/Strategy/Service/Function Proposal

**Gurnard Parish Neighbourhood Plan**

### The Aims, Objectives and Expected Outcomes:

The Gurnard Parish Neighbourhood Plan (GPNP) 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 Gurnard.

It has been identified through the GPNP process that there is a higher proportion of older people residing in Gurnard and the GPNP (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 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 GPNP are not direct, rather it will be proposals from 3<sup>rd</sup> parties that are judged against the policies of the GPNP. The protected characteristic upon which the GPNP 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 GPNP (along with the core strategy) would support proposals for development that met specific needs of the community, and this would cover provision for housing suited to meet the needs of older people.

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

## **Recommendations**

It is considered that the proposed Gurnard Parish Neighbourhood Plan would not have negative impacts on the protected characteristics. It, along with other relevant planning documents, would facilitate 3<sup>rd</sup> party proposals for development that met specific needs of the community, and this could include provision of housing suited to meet the needs of older people.

**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	Positive	No	n/a	Provide the planning policy framework to consider 3rd party proposals, with a potential effect of supporting positive outcomes for the protected characteristic.
Disability	Positive	No	n/a	Provide the planning policy framework to consider 3rd party proposals, with a potential effect of supporting positive outcomes for the protected characteristic.
Gender Reassignment	No Impact			
Marriage & Civil Partnership	No Impact			
Pregnancy & Maternity	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)
Race	No Impact			
Religion / Belief	No Impact			
Sex (male or female)	No Impact			
Sexual Orientation	No Impact			
HR & workforce issues	No Impact			
Human Rights implications if relevant	No Impact			
<p>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</p>				

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

<b><i>Publishing checklist</i></b>	<b>Yes</b>	<b>No</b>
• <i>Plain English – will your EIA make sense to the public?</i>	<b>Yes</b>	
• <i>Acronyms – check you have explained any specialist names or terminology</i>	<b>Yes</b>	
• <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i>	<b>Yes</b>	
• <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i>	<b>Yes</b>	
• <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>	<b>Yes</b>	
• <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i>	<b>Yes</b>	
• <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>		