

South Lenches Neighbourhood Plan

2015 - 2041



Equalities Impact Assessment

1 INTRODUCTION

- 1.1 Neighbourhood Plans fall within the remit of the Equality Act 2010. This legislation seeks to ensure that no groups or individuals are disadvantaged because of decisions being made, which fail to take account of their requirements and that policies and decision making do not discriminate either accidentally or deliberately.
- 1.2 The reason for carrying out this Equality Impact Assessment (EIA) is to ensure that decisions made by South Lenches Parish Council on the Neighbourhood Plan are based on sound evidence and will not discriminate against anyone with any of the 9 protected characteristics shown below:

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).

Disability: A person has a disability if he/she 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.

Gender Reassignment: The process of transitioning from one gender to another.

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.

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.

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.

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.

Sex: Man, or a woman.

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

2 EQUALITY IMPACT ASSESSMENTS AND NEIGHBOURHOOD PLANS.

- 2.1 Whilst it is unlikely that a Neighbourhood Plan would have a significant impact on a group with protected characteristics, the possibility still exists and therefore there is a requirement to screen the presumed outcomes of policies.
- 2.2 It is also important to note that the South Lenches Neighbourhood Plan has been drafted following significant consultation with the resident community as set out in the Consultation Statement which is an appendix to the Plan.

3 ASSESSING THE PLAN POLICIES

- 3.1 This EIA has been produced to assess the implications of policies included in the South Lenches Neighbourhood Plan. This has been produced utilising guidance on the Equality and Human Rights Commission and Department of Communities and Local Government websites.
- 3.2 The following tables assess the Plan's policies for their likely impact on the protected characteristics: positive, neutral or negative impacts are noted.
- 3.3 Where an impact is positive or neutral, no change will be made to the policy. Where a negative impact is noted, a grading is assigned; 'high' means that mitigation is unlikely to overcome the issue; 'medium' means that future or existing mitigation could overcome the issue; 'low' means that the issue is judged insignificant.
- 3.4 The results of this assessment have not led to final changes prior to submission.

Policy 1 South Lenches Development Boundaries	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary:	This policy establishes settlement development boundaries to guide the location of new development. It applies equally to all members of the community and does not differentiate between protected groups. By directing development to sustainable locations where services and facilities are more accessible, it may indirectly support accessibility and social inclusion.				
Mitigation	None required.				

Policy 2 Infill Development within Settlement Boundaries	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The provision of affordable housing and a balanced housing mix is likely to have a positive impact for younger households, older residents wishing to downsize, and those on lower incomes.				
Mitigation	None required.				

Policy 3 Design Principles for Development within South Lenches	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy applies equally to all members of the community and does not differentiate between protected groups. Its provisions relate to visual character, layout and streetscape considerations rather than the personal characteristics of residents.				
Mitigation	None required.				

Policy 4 Affordable Housing Mix	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race	X				
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The provision of affordable housing is likely to have a positive impact on groups who may experience barriers to accessing market housing, including younger people, older residents wishing to downsize, households with children, single-parent households, and those on lower incomes. Requiring affordable homes to meet identified local needs and to be integrated and visually indistinguishable from market housing supports social cohesion				
Mitigation	None required.				

Policy 5 Market Housing Mix	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex	X				
Sexual orientation		X			
Gender reassignment		X			
Commentary	Prioritising smaller homes is likely to have a positive impact in improving access to housing for younger households, first-time buyers, single-person households, smaller families, and older residents wishing to downsize. This can help address affordability pressures and improve equality of opportunity in accessing housing within the neighbourhood area.				
Mitigation	None required.				

Policy 6 Design Guide and Local Character	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex	X				
Sexual orientation		X			
Gender reassignment		X			
Commentary	The inclusion of Secured by Design principles may have a positive impact by promoting safer environments, which can particularly benefit older people, women, children, and those who may feel more vulnerable in public spaces. Well-designed and safe environments can contribute to social cohesion and foster good relations between different groups.				
Mitigation	None required.				

Policy 7 Protection of Historic Environment	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy applies equally to all members of the community and does not differentiate between protected groups. Its focus is on the conservation of the built and historic environment rather than on individuals or groups.				
Mitigation	None required.				

Policy 8 Small scale Sustainable and Renewable Energy	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Improved energy efficiency and on-site renewable generation may help reduce household energy costs and improve thermal comfort. This can have positive indirect impacts for older people, families with young children, and potentially vulnerable residents who may be more affected by fuel poverty.				
Mitigation	None required				

Policy 9 High Quality Agricultural Land and renewable energy	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy relates to land classification and the spatial location of development rather than to individuals or community groups. It applies equally to all members of the community and does not differentiate between protected characteristics. The policy applies equally to all members of the community and does not differentiate between protected groups. The inclusion of viability and practicality caveats reduces the risk of unintended negative impacts.				
Mitigation	None required.				

Policy 10 Trees, Hedges and Woodland	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy relates to environmental protection and landscape character rather than to individuals or specific community groups. It applies equally to all members of the community and does not differentiate between protected characteristics.				
Mitigation	None required				

Policy 11 Wildlife and Biodiversity	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy applies equally to all members of the community and does not differentiate between protected characteristics. Biodiversity enhancement and green infrastructure provision can contribute to improved health and wellbeing outcomes for residents generally.				
Mitigation	None required				

Policy 12 Public Rights of Way	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The explicit requirement to ensure accessibility for wheelchair users and those with limited ability for walking represents a positive impact for disabled residents. Improved pedestrian and cycle connectivity may also positively benefit older people, children, and those without access to private vehicles.				
Mitigation	None required				

Policy 13 Local Green Spaces	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Protection and provision of accessible green space can have positive indirect impacts on health and wellbeing, particularly for older people, children, families with young children, and those who may be less able to travel further distances to access recreational space. Safeguarding amenity value and accessibility supports inclusive use of outdoor spaces.				
Mitigation	None required				

Policy 14 Valued Landscapes	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy relates to landscape quality and visual amenity rather than to individuals or specific community groups. It applies equally to all members of the community and does not differentiate between protected characteristics.				
Mitigation	None required				

Policy 15 Flood Mitigation	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Reducing flood risk and improving surface water management can have positive indirect impacts for vulnerable groups, including older people, disabled residents, and families with young children, who may be disproportionately affected by flooding events. By requiring long-term management arrangements and adherence to a clear drainage hierarchy, the policy supports community resilience and public safety.				
Mitigation	None required				

Policy 16 Dark Skies	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy relates to environmental protection and landscape character and applies equally to all members of the community. It does not prohibit necessary lighting for safety or access purposes, instead requiring that lighting be appropriate, proportionate and sensitively designed.				
Mitigation	None required				

Policy 17 Community Facilities	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership	X				
Pregnancy and maternity	X				
Race	X				
Religion and belief	X				
Sex	X				
Sexual orientation	X				
Gender reassignment	X				
Commentary	This policy identifies and protects key community facilities within the Parish, including recreational facilities, a children's play area, village hall, school, and community orchards. It supports proposals that enhance their viability and resists their loss unless strict criteria are met, benefiting all				
Mitigation	None required				

Policy 18 Business and Employment	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race	X				
Religion and belief		X			
Sex	X				
Sexual orientation		X			
Gender reassignment		X			
Commentary	Supporting local employment opportunities may have positive impacts across a range of protected characteristics by improving access to jobs within the Parish, reducing the need to travel, and supporting economic inclusion. This may particularly benefit younger people entering the workforce, older residents seeking local employment, those with caring responsibilities, and disabled residents for whom long-distance commuting may present barriers.				
Mitigation	None required				

Policy 19 Camping and Caravan Sites	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	The policy regulates the scale, siting and impacts of development rather than the individuals who may use such accommodation. It applies equally to all members of the community and does not differentiate between protected characteristics				
Mitigation	None required				

4 BASELINE DATA

- 4.1 Data for South Llenches is available for the following protected characteristics: age, ethnicity, marital status, religious belief, and disability.
The Data in the tables below comes from the below comes from the 2021 Census.
- 4.2 There were approximately 708 people living in South Llenches in 2021. Of these, 52.7% were male and 47.3% were female.

Age	%
0-4	3.1
5-14	8.1
15-19	5
20-64	56.8
65-84	23.2
85+	7.3
Ethnicity	%
Asian, Asian British or Asian Welsh	0.3
Black, Black British, Black Welsh, Caribbean or African	0.4
Mixed or Multiple ethnic groups	0.8
White	98.4
Other ethnic group	0
Marital Status (aged 16 and over)	%
Never married and never registered a civil partnership	23.4
Married or in a registered civil partnership	60.7
Separated, but still legally married or still legally in a civil	0.9
Divorced or civil partnership dissolved	8.6

Widowed or surviving civil partnership partner	6.3
Religious Belief	%
No religion	29.8
Christian	63.3
Buddhist	0.1
Hindu	0
Jewish	0.1
Muslim	0.6
Sikh	0
Other religion	0.8
Not answered	5.2
Disability	%
Disabled under the Equality Act	16.3
Not disabled under the Equality Act	83.7

5 CONCLUSION

- 5.1 This Equalities Impact Assessment has considered the potential effects of the South Lenches Neighbourhood Plan on groups with protected characteristics under the Equality Act 2010.
- 5.2 Based on the 2021 Census profile and the assessment of each policy, the Plan is considered to have either positive or neutral impacts across all protected characteristics. Several policies are likely to benefit older residents, disabled people and families through support for appropriate housing mix, accessible movement routes, protection of community facilities, green spaces, and environmental quality.
- 5.3 No policies are considered to result in moderate or significant negative impacts. The policies apply equally and proportionately across the community and support inclusive, sustainable development.
- 5.4 The Neighbourhood Plan is therefore considered to comply with the Public Sector Equality Duty. No additional mitigation measures are required beyond the implementation of the policies.