



Dobwalls and Trewidland
Neighbourhood Development Plan (NDP)
**Equalities Impact Assessment
(EqIA)**

Reg15 supporting document

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Dobwalls and Trewidland NDP Equalities Impact Assessment (EqIA)

Contents

1. Introduction.....	3
1.1 Aims of the Equalities Impact Assessment.....	3
1.2 Table 1: Definitions.....	3
1.3 Equality Principles of the Dobwalls &Trewidland NDP (D&T NDP).....	3
1.4 Equality Impact Assessment.....	4
1.5 Assessment Methodology.....	4
2. Dobwalls and Trewidland Population: Summary Data.....	5
2.1 Table 2: Key Population Statistics for Dobwalls and Trewidland Parish.....	5
2.2 Summary.....	6
3. Community Engagement Strategy.....	7
4. What is the Impact of Dobwalls and Trewidland NDP?.....	7
4.1 D&T Plan Vision and its impact.....	7
4.2 D&T NDP Policy Objectives.....	7
4.3 Summary of Policies and their Objectives.....	7
4.4 Table 3: Relationship between policies and objectives.....	9
4.5 Table 4: Policy Search Table.....	10
5. Equality Impact Assessment Analysis.....	11
5.1 Table 5: Policy Impact Assessment Tables.....	12
5.2 Conclusion.....	16
6. Table 6 Equality Impact Review Table.....	17
7. Conclusions.....	19
7.1 What Course of Action does the EqIA suggest is required?.....	19
8. Summary of Proposals.....	19
Appendices.....	20
Appendix A: Definitions of the Protected Characteristics.....	20
Appendix B: What is Discrimination?.....	21

Please note: The full set of documents for the D&T NDP can be found at:
www.dobwallsandtrewidlandplan.org.uk/

1. Introduction

1.1 Aims of the Equalities Impact Assessment

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 with a “protected characteristic” and those without.

The aim of the Act was to harmonise discrimination law and to strengthen the law to support progress on equality.

1.2 Table 1: Definitions

Equality – Seeks to ensure that everyone receives fair and equal treatment. In some cases this may mean changing the way in which we do things based on people’s differences (e.g. producing information in a different format for someone with a sight impairment)

Diversity- Relates to our differences, the characteristics that make us unique. These can be characteristics we are born with i.e. our sex or the gender that we identify with, or the people we are attracted to, our age, or our race or cultural background. It can also be related to our beliefs about the world, religion, politics, a person’s disabilities and impairments etc.

The Act extended legal protections to cover the seven previous strands or characteristics, plus marriage and civil partnerships, pregnant women and new mothers. The EqIA must pay due regard or consider the protected characteristics where relevant. The full definitions of these characteristics can be found in Appendix B 'Protected Characteristics' are defined in the Act as **age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation**. In Cornwall, we also have a category of **Cornish Status**.

The purpose of the EqIA 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 EqIA is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. The EqIA assesses the impact of the proposed policies on groups with protected characteristics.

1.3 Equality Principles of the Dobwalls & Trewidland NDP (D&T NDP)

The community and the people who live in and/or receive services in the plan area come from different backgrounds and are all individuals. It is a duty under the Act that everyone work towards creating a culture and practice that recognises, respects values and harnesses difference for the benefit of our communities.

The D&T NDP Steering Group aims:

- To reflect the diversity of the whole community
- Consider the needs of different sectors of the community
- Ensure that all members of the community have the opportunity to inform the plan through the consultation process

The Steering Group Terms of Reference include:

- The Steering Group will undertake the process in a democratic, transparent and fair fashion, encouraging widespread participation and giving equal consideration to opinions and ideas from all members of the community
- All decisions made shall be fully evidenced and supported through consultation with the local community

The Steering Group will achieve this through applying the following principles:

- Be clear and open when their individual roles or interests are in conflict
- Treat everyone with dignity, courtesy and respect, regardless of their age, gender, sexual orientation, ethnicity, or religion and belief
- Actively promote equality of access and opportunity

This report forms the basis of the Equality Impact Assessment of the policies set out in the D&T NDP Reg14 Pre-submission Public Consultation Newsletter/Survey document (Jan 2021) updated to include the responses to feedback received as part of the Reg14 process and the changes to policy which resulted from this exercise in the development of the Reg15 submission.

1.4 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 particular 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 can be considered.

This document considers the impact of the policies in the D&T NDP to ensure that the NDP does not have any equalities impacts and that it conforms with the Basic Conditions for Neighbourhood Plans. It is a key tool in ensuring that the NDP benefits the entire community.

This EqIA is intended to show how the decision making process on the D&T NDP has used evidence to support the decisions made and where decisions impact on individuals or the community, there is a robust case to show that an individual or group has not been discriminated against. The EqIA process has evolved during the NDP programme, from the initial information gathering for the Evidence Base documents, through to the assessment of the policies as part of the Sustainability Check, prior to the Pre-submission consultation stage, and forms an input to the Basic Conditions evidence.

1.5 Assessment Methodology

An assessment has been made as to whether D&T NDP has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available).

Each policy is considered and notes on any mitigation of negative impacts are provided. If the impact is negative, this has been given a high, medium or low assessment.

- 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.

The impact of the policies has been based on the current situation (i.e. disregarding any actions planned to be carried out in future). Where there is a negative impact, any necessary mitigation is identified.

2. Dobwalls and Trewidland Population: Summary Data

The table below uses Census data to give a picture of the current demographic profile of Dobwalls and Trewidland Parish. The data used is from the 2011 Census and shows how the parish differs from Cornwall and the rest of England. Data is not readily available for all protected characteristics at a local level. Where it is difficult to give a statistical basis for a group, we have assessed our policies on any implications that they could have on protected groups and sexual orientation. Unless stated otherwise, the data source is from the 2011 Census as reported by the Office for National statistics (ONS - <https://www.nomisweb.co.uk/>)

2.1 Table 2: Key Population Statistics for Dobwalls and Trewidland Parish

2011 Census key statistics (Nomis)					
	D&T Parish		Cornwall	England	Comment
Population	2,068		532,273	53,012,456	<i>The development of more than 200 new dwellings across the D&T parish since 2010 will have a significant impact on the population numbers, particularly in the Dobwalls area.</i>
Gender					
%Male	982	47.7%	48.5%	49.2%	
%Female	1,086	52.3%	51.5%	50.8%	
Age					
0- 15	353	17% (15.8%)	16.9%	19.1%	<i>Current projections (2015 ONS mid-year estimates for the L&LCNA) are that the parish population will have a significantly older age spread, than that of both Cornwall and England 2011 Census figures.</i>
16-64	1,303	63% (57.9%)	58.8%	63.1%	
65+	412	20% (26.4%)	24.3%	17.9%	
% Of lone parent households with dependent children	37	3.9%		7.1%	<i>The percentage of lone parent households is low compared to the England Average</i>
% Student households	0	0%	0.3%	0.6%	<i>Lack/cost of access to university or college educational sites has reduced residence in this age group</i>
Disability					
% With mobility restricted a lot	231	11.2%	10.0%	8.3%	<i>It is likely that the projected increase in number of older members of the community will also impact on the health and disability levels in the community as a whole.</i>
% With mobility restricted a little	239	11.6%	11.4%	9.3%	
% Mobility not restricted	1,598	77.3%	78.6%	82.4%	
Ethnicity					
% White British / Irish	98.1%		98.2%	79.8%	<i>In common with Cornwall as a whole, the percentage of the parish population with 'other' or 'non white' ethnicity was low in 2011, but similar to the rest of Cornwall</i>
% Other (non-British) white	0.7%		1.8%	5.7%	
% non-white (to include Mixed ethnic	1.1%			20.2%	

groups, Asian, Black, Arab and other)					
Nationality			52,793 (+20,427 Cornish +other identity)	58,969 (+ 23,833 Cornish +other identity)	.
Cornish Only Status	180	8.7%			<i>11.5% of the D&T population consider themselves as having Cornish only or partial Cornish identity</i>
Cornish + other identity	59	2.8%			
Religion					
% Christian	1,262	61%	59.8%	59.4%	<i>Nearly 40% of the D&T population gives their religion as none or not stated, significantly higher than either Cornwall or England.</i>
% Other religion	19	0.9	1.4%	8.7%	
% No religion	593	28.7	30.3%	24.7%	
% Religion not stated	189	9.1			

Gender Reassignment and Sexual Orientation
Survey 2011 found 1.9% to be lesbian, gay or bisexual. However Stonewall says that the UK Government estimate, used for policy making, that 5% to 7% of the population is lesbian, gay, bisexual, transgender or questioning (LGBTQ), is reasonable. This implies that between 103 and 130 of the usually resident population may describe themselves as LGBTQ.

2.2 Summary

Dobwalls and Trewidland Neighbourhood Development Plan area has:

- An ageing population with about 27% over 65
- A small and declining population of younger people
- A much higher proportion of white people than the national average
- A religious structure similar to the South West but with a higher proportion stating no religious beliefs than nationally
- A slightly higher proportion of people with limiting long term illness than the national average
- Potentially between 103-130 people who are LGBTQ
- A slight preponderance of females over males in the population
- A lower proportion of lone parent households than typical.

3 Community Engagement Strategy

In setting up the Engagement and Consultation Strategy the Steering Group considered the nature and demographics of the plan area and prepared methods that took account of the diversity of the whole community, so all members of the community inform the plan. The team worked hard to design engagement activities that were as fully inclusive as possible, such as displays at key community locations with good venue accessibility for everyone, timings that suited those in work, or with families at home, and a variety of communication methods to reach as wide an audience as possible.

These included three all household delivered questionnaires and three local roadshow all day events to give residents an opportunity to engage with developing objectives and policy and add comments. The consultation also included a dedicated interactive D&T NDP website with and more recently Facebook and social media. Local press, posters, flyers and banners, and all household summary updates in the quarterly parish 'Villager' magazine ensured that all households in the NDP area were kept abreast of development and were encouraged to contribute to the Steering Group and add their inputs to the process.

Responses to the initial household questionnaire in 2017 set out key priorities which framed the development of the Evidence Base for the NDP, and these categories were modified and expanded by later public input to the process, and by topic research groups.

The Reg14 Pre-submission Public Consultation took place in 2021 during the Covid-19 outbreak and, therefore, took the form of an extended eight page A2 update survey which set out all the policies and gave opportunities for comments. This strategy was agreed in advance with Cornwall Council and included all households, community groups, neighbouring parish councils and statutory bodies.

A request for comments on the Reg14 NDP document was sent out in the Spring of 2022 to 14 bodies specifically representing the interests of people with disabilities and different racial, ethnic or religious groups.

The survey and written responses fed directly into modifications to the Reg15 Submission documents.

4. What is the Impact of Dobwalls and Trewidland NDP?

4.1 D&T Plan Vision and its impact

The Vision for Dobwalls and Trewidland was developed through community engagement.

'In 2030 the area covered by the Dobwalls and Trewidland plan, will be a resilient community where residents of all ages have appropriate and affordable homes, full and equitably-paid employment, access to suitable education, health and social care facilities and recreation and live in a sustainable, safe and protected environment, with suitable and affordable local, regional and national transport links.'

4.2 D&T NDP Policy Objectives

The key objectives that have emerged in the Reg15 Full Submission D&T NDP Plan document can be found on the D&T NDP website.

4.3 Summary of Policies and their Objectives

The table below sets out the final Policy Areas and individual policy numbers against the six key objectives and includes a 'Sustainability' column which was added as an early exercise in the Sustainability Check, which became a significant part of the final plan documentation.

Flowing from these objectives are the policies of the NDP which are listed below with their location in the D&T NDP Reg15 document, followed by the analysis of each D&T NDP policy themes in terms of its impact on groups with protected characteristics. (Table 5)

4.4 Table 3: Relationship between policies and objectives

	Dobwalls and Trewidland NDP Objectives						
Policies (Policy numbers)	Landscape Biodiversity And Heritage	Community facilities And Green Infrastructure	Housing	Community Health	Access Comms & Transport	Business Employment & Jobs	Sustainability
Landscape Character (LC1/2)	Y	Y					+
Biodiversity (BIO1/2/3/4/5)	Y			Y			+
Climate Change and Energy (CCE1/2/3)	Y		Y		Y		+
Community Facilities (CF1/2/3/4)	Y	Y		Y			+
Green Infrastructure (GS1/2/3)	Y	Y	Y	Y			+
School Places (SC1)		Y					
Housing Development Boundaries (HO1/2)	Y		Y				
Housing Mix (HM1/2)			Y	Y			+
Housing Standards (HS1/2)			Y	Y			+
Community Health (HE1/2)		Y	Y	Y			+
Roads (RT1/2/3/4/5)					Y	Y	
Parking (RP1/2/3/4)			Y		Y		
Broadband (BB1)		Y	Y			Y	
Business and Jobs (BE1/2/3/4)					Y	Y	+

4.5 Table 4: Policy Search Table

Policy Number	Policy	Page
Landscape Biodiversity and Heritage		
10.1 Landscape Character		
LC1	Minimise the Impact on the Local Landscape	26
LC2	Understanding of the Local Landscape	26
10.2 Biodiversity		
BIO1	Protection of Biodiversity	27
BIO2	Tree Management	27
BIO3	Green Infrastructure	27
BIO4	Biodiversity Best Practice	27
BIO5	Protection of Community Spaces	28
10.3 Climate Change and Energy		
CCE1	Renewable Energy Schemes	32
CCE2	Vehicle Charging Points	32
CCE3	Water Management	33
Community Facilities and Green infrastructure		
10.4 Community Facilities		
CF1	Protection of Community Facilities	34
CF2	Promotion of Community Facilities and Services	34
CF3	Facilities to Meet the needs of all Sectors of the Community	34
CF4	Redundant Buildings	34
10.5 Green Infrastructure		
GS1	Local Open Space	35
GS2	Trewidland and Doublebois New Open Space	35
GS3	Local Green Space and Infrastructure	35
10.6 School Places		
SC1	School Places	40
Housing		
10.7 Development Boundaries		
HO1	Development Boundaries	41
HO2	Rural Exception Sites	42
10.8 Housing Mix		
HM1	Affordable Housing	46
HM2	Sheltered/Supported Housing	47
10.9 Development Standards		
HS1	Site and Building Design	47
HS2	Carbon Reduction Technologies	48
Community Health		
10.10 Community Health		
HE1	Community Health Accommodation	49
HE2	Improving Community Health	49
Accessibility, Communications and Transport		
10.11 Roads and Traffic		
RT1	Safe Access to Roads and Highways Infrastructure	50
RT2	Access to Public Transport	50
RT3	HGV Travel Plans	50
RT4	Diversification of Agricultural Sites	50
RT5	Cycle Routes and Lanes	50
10.12 Parking		
RP1	Parking	51
RP2	Avoid Adverse Impacts of Development	51
RP3	Avoiding Loss of Community Parking	51
RP4	Appropriate Onsite Parking	51
10.13 Broadband		
BB1	Broadband Provision	52

Business, Employment and Jobs		
10.14 Business, Employment and Jobs		
BE1	Business Infrastructure	53
BE2	Environment and Landscape Protection	53
BE3	Impact of Development	53
BE4	Site Travel Plans	53

5. Equality Impact Assessment Analysis

The following tables set out the assessment of the D&T NDP with the Equality Act 2010, which places a duty on all public authorities to have regard to the need to eliminate discrimination; to advance equality of opportunity and to foster good relations between persons with a “protected characteristic” and those who do not.

The protected characteristics are Age, Disability, Gender re-assignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex, Sexual Orientation and, in Cornwall, an additional characteristic, Cornish Status.

A final Equalities Impact check was carried out in the summer of 2022 for each of the draft policies in preparation for the Reg15 Full submission of the D&T NDP.

The results of this assessment give us confidence that the Reg15 plan policies have considered the need to eliminate discrimination; to advance equality of opportunity and to foster good relations between all those with protected characteristics and others resident in the plan area.

5.1 Table 5: Policy Impact Assessment Tables

Theme: Landscape Biodiversity and Heritage						
Policy Nos: 10.1 Landscape Character - LC1 – 2						
Protected Characteristic	Assessed Impacts					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age			X			Measures to retain local landscape characteristics may require the retention of Cornish hedges, stiles or traditional surface treatments, which may impact on older people, those with a disability etc. Dark sky policies may also inhibit access for those with impaired vision.
Disability			X			
Gender Reassignment		X				
Marriage and Civil partnership		X				
Pregnancy and maternity			X			
Race		X				
Religion and Belief		X				
Sex		X				
Sexual orientation		X				
Cornish Status (Rurality)		X				

Theme: Landscape Biodiversity and Heritage						
Policy Nos: 10.2 Biodiversity - BIO1 – 5						
Protected Characteristic	Assessed Impacts					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age		X				It is anticipated that these policies will have no adverse impact on groups with protected characteristics.
Disability		X				
Gender Reassignment		X				
Marriage and Civil partnership		X				
Pregnancy and maternity		X				
Race		X				
Religion and Belief		X				
Sex		X				
Sexual orientation		X				
Cornish Status (Rurality)		X				

Theme: **Landscape Biodiversity and Heritage**

Policy Nos: **10.3 Climate Change and Energy - CCE1 - 3**

<i>Protected Characteristic</i>	<i>Assessed Impacts</i>					<i>Comments and Mitigation</i>
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age	X					Measures to tackle the causes and impacts of the climate crisis are likely to have short and long-term benefits to those in all groups
Disability	X					
Gender Reassignment	X					
Marriage and Civil partnership	X					
Pregnancy and maternity	X					
Race	X					
Religion and Belief	X					
Sex	X					
Sexual orientation	X					
Cornish Status (Rurality)	X					

Theme: **Community Facilities and Green Infrastructure**

Policy Nos:

10.4 Community Facilities - CF1 – 4

10.5 Green Infrastructure, GS1 – 3

10.6 School Places – SC1

<i>Protected Characteristic</i>	<i>Assessed Impacts</i>					<i>Comments and Mitigation</i>
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age	X					It is anticipated that these policies will indirectly support groups with protected characteristics by providing additional and enhanced leisure/community facilities/opportunities for all. Provision of new green spaces along with protection from any loss of existing green spaces. Improving children's play spaces. Improved community health.
Disability	X					
Gender Reassignment	X					
Marriage and Civil partnership		X				
Pregnancy and maternity	X					
Race	X					
Religion and Belief	X					
Sex	X					
Sexual orientation	X					
Cornish Status (Rurality)	X					

Theme: **Housing**

Policy Nos:

10.7 Development Boundaries - HO1 – 2

10.8 Housing Mix - HM1 – 2

10.9 Development Standards - HS1 - 2

Protected Characteristic	Assessed Impacts					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age	X					It is anticipated that these policies will indirectly support a number of groups with protected characteristics by providing additional fit-for-purpose accommodation for the elderly and people with disabilities, with no adverse impact on other groups.
Disability	X					
Gender Reassignment		X				
Marriage and Civil partnership		X				
Pregnancy and maternity		X				
Race		X				
Religion and Belief		X				
Sex		X				
Sexual orientation		X				
Cornish Status (Rurality)		X				

Theme: **Community Health**

Policy Nos:

10.10 Community Health - HE1 – 2

Protected Characteristic	Assessed Impacts					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age	X					It is anticipated that these policies will indirectly support the health of the community as a whole by: <ul style="list-style-type: none"> the development of a good range of housing and facilities to meet the needs of diverse groups. providing additional safe, open and playable spaces for children, along with appropriate open space for walkers and other disadvantaged groups.
Disability	X					
Gender Reassignment		X				
Marriage and Civil partnership		X				
Pregnancy and maternity	X					
Race	X					
Religion and Belief	X					
Sex	X					
Sexual orientation	X					
Cornish Status (Rurality)	X					

Theme: **Accessibility, Communications and Transport**

Policy Nos:

10.11 Roads and Traffic - RT1 - 5,
10.12 Parking - RP1 – 4

<i>Protected Characteristic</i>	<i>Assessed Impacts</i>					<i>Comments and Mitigation</i>
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age	X					It is anticipated that these policies will indirectly support a number of groups with protected characteristics by ensuring that everybody has easy access to a safe public transport infrastructure and key destinations. An increase in the use of public transport could possibly reduce the use of private vehicles, making it a safer environment to live in and leading to improved air quality within the plan area. Management of HGV traffic will provide a safer environment.
Disability	X					
Gender Reassignment		X				
Marriage and Civil partnership		X				
Pregnancy and maternity		X				
Race		X				
Religion and Belief		X				
Sex		X				
Sexual orientation		X				
Cornish Status (Rurality)		X				

Theme: **Accessibility, Communications and Transport**

Policy Nos:

10.13 Broadband - BB1

<i>Protected Characteristic</i>	<i>Assessed Impacts</i>					<i>Comments and Mitigation</i>
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age	X					Improved broadband would give better access to online resources for research and the growing use of video conferencing for meetings, medical consultation, counselling and education.
Disability	X					
Gender Reassignment	X					
Marriage and Civil partnership	X					
Pregnancy and maternity	X					
Race	X					
Religion and Belief	X					
Sex	X					
Sexual orientation	X					
Cornish Status (Rurality)	X					

Theme: **Business, Employment and Jobs**

Policy Nos:
10.14 Business, Employment and Jobs - BE1 - 4

<i>Protected Characteristic</i>	<i>Assessed Impacts</i>					<i>Comments and Mitigation</i>
	Positive	Neutral	Negative Low	Negative Medium	Negative High	
Age		X				It is anticipated that these policies will have no adverse impact on groups with protected characteristics.
Disability		X				
Gender Reassignment		X				
Marriage and Civil partnership		X				
Pregnancy and maternity		X				
Race		X				
Religion and Belief		X				
Sex		X				
Sexual orientation		X				
Cornish Status (Rurality)		X				

5.2 Conclusion

The three low negative impact potentials in the Landscape Character Policies 1 and 2 will require careful monitoring to ensure that action can be taken if the potential issues identified prove to be a problem.

Our conclusion is that the policies set out in the Reg15 D&T NDP document will have either a neutral or enhancing impact on the Equality and Diversity characteristics set out in the regulations.

6. Table 6 Equality Impact Review Table

<p>What are the Aims, Objectives, outcomes and proposals of the D&T NDP?</p>	<p>Sustainable Development The D&T NDP has regarded the first two sentences of the ministerial forward to the National Planning Policy Framework. It aims to support development that is sustainable and ensure better lives for ourselves that will not result in worse lives for future generations.</p> <p>The D&T NDP positively backs the local economy by supporting affordable and market housing to support all tenures and to support current and future employment, where that can be provided without loss of environmental quality. More than 50% of the population is aged over 50. The NDP aims to encourage younger people to remain or settle in the plan area by allowing housing suitable for their needs.</p> <p>The NDP's social role is to support the creation of settlements and landscapes which can provide accessible support for healthy recreation for all ages and the development of places which encourage local people to meet and support mental and physical health.</p> <p>Nothing is proposed in the D&T NDP that will cause harm to the plan area's national and local designations, its historic buildings, its landscapes or its green spaces.</p>
<p>Who Implements or delivers the D&T NDP?</p>	<p>Cornwall Council Dobwalls Parish Council St Keyne and Trewidland Parish Council See notes on Boundary changes 2021 in Reg15 Plan document</p>
<p>Who will be affected by this proposal?</p>	<p>Cornwall Council corporately Council members Developers Stakeholders The community including gypsies and travellers and other ethnic groups.</p>
<p>What are the likely positive/negative impacts on the groups mentioned in paragraph 1.2 above?</p>	<p>An assessment has been made on whether the D&T NDP has a positive, negative or neutral impact on each of the Protected Characteristics (in so far as data is available). This assessment is set out in the tables above.</p>
<p>What particular groups are impacted more than others, and why?</p>	<p>With regard to younger and older people, and those with health issues and disabilities, a range of positive housing policies has been put forward to ensure that their needs can be met.</p>

<p>Have the impacts identified above been assessed using up to date and reliable data?</p>	<p>The most up to date parish-level data available is that of the 2011 Census. The parish has seen considerable development (More than 200 new houses approved between 2010 and 2020 and 168 built by April 2020). These new households will have a significant impact on the 898 households recorded in the 2011 census for the parish (22.5% addition).</p> <p>The results of the 2021 Census Small Area Statistics were not available by the date of this submission.</p> <p>Other information has drawn on the Local Insight Profile for Liskeard and Looe Community Network Area, OCSI March 2017.</p>
<p>Are any of these identified groups seen to be vulnerable?</p>	<p>Yes, there are vulnerable groups and these have been engaged with as part of the plan as set out in the Community Consultation Statement.</p>
<p>What plans do you have in place that will mitigate the likely identified negative impacts?</p>	<p>The Steering Group has made every effort to ensure that Plan Policies will impact positively, or have neutral impacts across all groups in the community.</p> <p>Specific issues have been identified as potential negative impacts related to Policy 10.1 Landscape Character LC1 and LC2 which refer to access and mobility difficulties as a result in the maintenance of traditional entrance and surface treatments in public green space and rights of way. The Landscape Character Statement and the Green Infrastructure Strategy supporting documents were developed to encourage the Parish Councils responsible for delivering the D&T NDP to focus systematically on such areas in the review and development of best practice in ensuring access for all is maintained, and indeed improved, during the period of the Plan.</p>
<p>Do you have plans in place to monitor the impact of the proposals once they are implemented?</p>	<p>The full impact of the D&T NDP may only be known after the policies have been implemented.</p> <p>The qualifying body for the D&T NDP is Dobwalls Parish Council. However, the plan will be delivered by a variety of different stakeholders and acts as a framework for change and development within the plan area rather than a rigid blueprint. The two parish councils (Dobwalls Parish Council and St Keyne and Trewidland Parish Council) will be key organisations in helping to facilitate and promote elements of the NDP in their respective areas and will work closely with Cornwall Council and other statutory agencies to ensure that proposals come forward within the framework of the NDP.</p>

7. Conclusions

7.1 What Course of Action does the EqlA suggest is required?

The Parish Councils should work with landowners, investors and developers to ensure that private sector resources and investment is channelled into delivering the NDP objectives and policies.

The Parish Councils can also harness and co-ordinate public sector funds and investment where possible to bring forward elements of the NDP that require additional resources and work with Cornwall Council to prioritise Section 106 or Community Infrastructure Levy (CIL) contributions raised in the parishes are directed towards relevant parts of the NDP.

The voluntary and communities/charity sectors will also have roles to play, especially in supporting and delivering community infrastructure, and the Parish Councils can work closely with all organisations to ensure that these efforts can be properly aligned to private and public sector resources.

8. Summary of Proposals

No negative impacts have been identified at this time in this EqlA, however this will be reviewed at each stage of the D&T NDP development.

The process followed through from the designation of the plan area has been informed through the development of a Consultation Statement that assesses how groups and individuals can be, and have been included, in the plan making, reducing barriers to involvement and the development of potential solutions.

The D&T NDP provides a strategy for the sustainable development of the plan area, and a range of policies which will result in positive benefits for many parts of the local community with protected characteristics: older people, young people, mothers-to-be and with young children, people with disabilities and those with limited mobility.

The D&T NDP does not explicitly address the needs of racial or religious groups or transgender, gay or lesbian groups. The NDP does make equal provision for affordable housing for a range of housing to suit different needs and for support and improvement of local facilities and services which will benefit these groups equally.

The D&T NDP Steering Group does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the plan, or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998.

Appendices

Appendix A: Definitions of the Protected Characteristics

Definitions of the Protected Characteristics are:

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 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.

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.

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 and this is an important factor when completing an EqIA.

Rural Isolation

Cornwall is a very rural county and this can affect the way we deliver services. Rurality issues may be important when completing an EqIA.

Appendix B: What is Discrimination?

The reason for carrying out this EqIA is to ensure that decisions made are based on sound evidence and will not discriminate against anyone with one or more of the defined Protected Characteristics

Definitions of Discrimination

Below is a list of ways in which discrimination may occur:

1. **Direct** - Occurs when a person is treated less favourably than another because of a protected characteristic they have, or are thought to have, or because they associate with someone who has a protected characteristic.
2. **By Association** - Applies to race, religion or belief or sexual orientation, now extended to include age, disability, gender reassignment and sex. This is direct discrimination against someone because they associate with someone who possesses a protected characteristic.
3. **Perception** - Applies to age, race, religion or belief and sexual orientation now extended to include age, disability, gender reassignment and sex. This is direct discrimination against an individual because others think they possess that characteristic.
4. **Indirect** - Applies to age, race, religion or belief, sex, sexual orientation and marriage or civil partnership, now extended to cover disability and gender reassignment. Discrimination can occur when you have a condition, rule, policy or even a practice that applies to everyone but particularly disadvantaged people who share protected characteristics.
5. **Harassment** - Defined as: "Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading or offensive environment for that individual." Applies to all protected characteristics except pregnancy and maternity and marriage and civil partnership. Employees will now be able to complain of behaviour they find offensive, even if it is not directed at them and the complainant need not possess the relevant characteristic themselves.
6. **Third Party Harassment** - Applies to sex already, now extended to age, disability, gender reassignment, race, religion or belief and sexual orientation.
7. **Victimisation**- Occurs when an employee is treated badly because they have made or supported a complaint or raised a grievance under the Equality Act or because they are suspected of doing so. An employee is not protected from victimisation if they have maliciously made or supported an untrue complaint.

Dobwalls and Trewidland Neighbourhood Development Plan Equalities Impact Assessment



Reg15 Submission

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