

# Appendix F

## Equality Impact Assessment



**Budleigh Salterton Neighbourhood Plan 2017 – 2031**

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## **Budleigh Salterton Neighbourhood Plan Equality Impact Assessment**

### **1.0 Introduction to Equality Impact Assessment**

The Equality Act 2010 (the Act) places a duty on all the 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 who have a 'protected characteristic' and those who do not.

'Protected characteristics' are defined in the Act as age, disability, race, maternity and pregnancy, religion or belief, gender, sexual orientation and gender reassignment.

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 or adverse impact of a policy on people from different groups so that, if a policy results in unfairness or discrimination, then changes to lessen or eliminate the impact can be considered.

This documents present the results of the EqIA of the Budleigh Salterton Neighbourhood Plan (BSNP) to ensure that Budleigh Salterton Town Council is satisfying its statutory duties in this regard.

### **1.1 Aims of the Equality Analysis**

The purpose of the Act 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 Equality Analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern.

The sections below consider the Objectives and Policies of the BSNP and then assess the impact on groups with protected characteristics of the Objectives, Policies and Community Actions within the Plan.

## **1.2 Methodology**

An assessment has been made on whether the BSNP has a positive, negative or neutral impact on each of the protected characteristics (insofar as data is available). If an impact is negative this is given a high, medium or low assessment according to the following criteria.

- 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, evidence is poor.
- Low impact...almost no relevancy to the process e.g. in an area which is legislation-led.

A brief overview of relevant data is given in Section 2. The Objectives and Policies in the BSNP are summarised in Section 3 and an assessment of the impact on groups with protected characteristics is provided in Section 4.

## **2. Baseline Data**

Data for Budleigh Salterton is available for the following protected characteristics: age, disability, race, religious belief and sex. Data is not available for the following protected characteristics: pregnancy and maternity, sexual orientation and gender reassignment.

The data source is the 2011 Census:-

### **2.1 Gender**

In 2011 there were 5185 people living in Budleigh Salterton. 2437 of these were male and 2748 were female.

### **2.2 Age Profile**

Budleigh Salterton has a significantly greater number of people aged 65 and over and a significantly smaller number of young persons aged 0-15, compared to the national average (in brackets below)

- Aged 0-15...13.1% (18.9%)
- Aged 15-65...47.3% (64.8%)
- Aged 65 and over...39.6% (16.4%)

### **2.3 Disability**

Budleigh Salterton has a slightly lower proportion of people whose day-to-day activities are limited a lot (7.8%) compared to the national average (8.3%) but a higher proportion of people whose day-to-day activities are limited a little (11.5%) compared to the national average (9.3%).

### **2.4 Ethnic Origin**

The profile of ethnic origin for Budleigh Salterton was as follows (national figures shown in brackets)

British white...96.3% (80.0%)

Other white...2.1% (5.7%)

Non-white...1.6% (14.3%)

These figures show that Budleigh Salterton has a very low non-white population compared to the national average.

### **2.5 Religion**

Religious belief in Budleigh Salterton is weighted towards Christianity as shown below. National statistics are shown in brackets.

Christian...69.7% (59.4%)

Buddhist...0.5% (0.45%)

Muslim...0.1% (5.0%)

Jewish...0.1% (0.5%)

Other...0.4% (2.3%)

The non-Christian religions comprise 1.1% of the population compared to a total of 8.3% nationally. 21.5% of people in Budleigh Salterton declared no religion and 7.3% did not state their religion.

## **2.6 Maternity**

3.0% of the population of Budleigh Salterton was aged 0-4 years, compared with 6.25% nationally. This suggests that the proportion of people with young families is smaller than average and that pregnancy and maternity rates are also lower than the national average.

## **2.7 Sexual Orientation and Gender Reassignment**

Sexual orientation and gender reassignment are generally invisible characteristics for which little reliable data exist at local level.

## **2.8 Summary**

In summary Budleigh Salterton has:-

- a) A significantly higher proportion of old people than the national average.
- b) A lower proportion of people with young families than the national average.
- c) A much lower proportion of non-white persons than the national average.
- d) A much lower proportion of people who practice religions other than Christianity than nationally.

## **3. Objectives and Policies of the Budleigh Salterton Neighbourhood Plan (BSNP)**

The BSNP will provide a framework of Objectives and Policies for the development of the Parish until 2031. The Objectives and Policies will be complemented by Community Actions.

### **3.1 Objectives of the BSNP**

The BSNP contains nine Objectives:-

**Objective One:** To encourage sustainable development in the town that meets the needs of and reflects the wishes of the residents and conserves and enhances the AONB. (see Chapter 5)

**Objective Two:** Ensure that new development should maintain the local distinctiveness of the town and seafront, including its distinct urban form, and is of the highest design and build quality. (See Chapter 6)

**Objective Three:** The special architectural and historical interest of the town's heritage assets will be a primary development consideration including designated and non-designated heritage assets. (See Chapter 6)

**Objective Four:** Protect and enhance the natural environment within the designated protection areas and retain the biodiversity and wildlife habitats of the Parish. (See Chapter 7)

**Objective Five:** To improve opportunities and infrastructure for developing new and existing business/retail enterprises. (See Chapter 8)

**Objective Six:** Enhance and protect community facilities for the benefit and needs of the community. (See Chapter 9)

**Objective Seven:** Promote and support the pastoral needs and wellbeing of the community. (See Chapter 9)

**Objective Eight:** To enhance and protect green spaces and recreational facilities of value to the community and visitors. (See Chapter 9)

**Objective Nine:** Address traffic, parking and pedestrian safety issues and ensure that transport links are maintained at least at current levels. (See Chapter 10)

Objectives 2, 3 and 4 impinge no differently upon persons with a protected characteristic than anyone else in the Parish; each Objective seeks to achieve environmental benefits for all members of the community.

All the Objectives have supporting Policies and Community Actions which might affect persons with protected characteristics differently than they might affect the general population. In each case these Objectives and the associated Policies and/or Community Actions aim to create a situation which would benefit persons with protected characteristics by:-

- (i) enhancing the prospects for local employment,
- (ii) up-grading transport links (thus reducing the need for cars)

and improving road safety,

(iii) providing smaller dwellings and affordable homes for people wishing to down-size and for young families wishing to live in the Parish,

(iv) optimising local facilities to ensure a healthy life-style for the older population as well as a healthy and stimulating environment for young children.

#### **4. Impact of Objectives and Policies in the BSNP on Groups with Protected Characteristics**

Without exception, where Objectives and Policies in the Neighbourhood Plan do have an impact on groups with protected characteristics, it is a positive impact and not a negative one as discussed below.

##### **4.1 Age**

The Neighbourhood Plan has three key objectives with regard to the age profile of the Parish.

First it aims to enhance and support the leisure facilities for young and old. This will include protection of green spaces of value to the community (Objective 8, Policy NE2) together with recreational facilities in the community (Objective 6, Policy CLW1). Finally addressing traffic and pedestrian safety issues (Objective 9, Community Action TT2).

Secondly, as part of Objective 9 (Community Action TT8) the Town Council will work with providers to secure a public transport service that will enable older residents more easily to access local towns and the city of Exeter. The Town Council will also pursue proposals for road safety and traffic management which are particularly important for school children and the elderly (Community Action TT2).

Thirdly, the Neighbourhood Plan will seek to provide strong encouragement to attract young families into the Parish by supporting the local pre-schools and the primary school (Objective 7, Community Actions CLW 6/7) and also by the provision of small dwellings and affordable housing (Objective 1 and Policy H1)

##### **4.2 Disability**

The needs of persons who are disabled or who have limited mobility are recognised in:- Objective 5 which seeks to improve opportunities and

infrastructure for new and existing small enterprises. Specifically, Policy BE1 supports the development of new integrated home/work locations which will benefit those who have restrictions on their mobility by enabling them to work either from home or close to home. Objective 9 and Community Action TT2 concerning improvements in road and pedestrian safety which will encourage traffic to slow down with benefit to pedestrians of limited mobility.

### **4.3 Pregnancy and Maternity**

Key issues for women who are pregnant or who have young children are

- a) access to appropriate housing,
- b) flexible employment and
- c) access to facilities including recreational facilities, developmental play and health.

The Neighbourhood Plan has policies to help to meet or improve all of these criteria. Policy H1 requires all new development of over 10 houses to have at least 50% affordable dwellings. This will assist young families to get a home of their own.

Protecting and enhancing community and recreational facilities are key elements in Objectives 6 and 8 respectively. Specifically, Policy CLW1 aims to protect and enhance recreational community facilities and while Policy NE2 sets out to protect Local Green Spaces. While proposals in Community Actions CLW1, CLW8 & CLW 9 aim to improve sports and leisure facilities for children. Community Action CLW 10 looks to support parents with young children by ensuring the town has sufficient childcare provision. Objective 9 and proposals in Community Action TT2 seek to improve the safety of pupils near St Peter's school

### **4.4 Race**

Non-white ethnic groups are a small proportion of the population in Budleigh Salterton; in 2011 only 0.6% of the population was non-white and, within this group there were several groups of different ethnic origins. Non-white ethnic groups can experience difficulties around discrimination, language, health and wellbeing, deprivation and culture. The Neighbourhood Plan seeks to ensure that discrimination is absent or

at least minimised. All the recreational and leisure facilities in the Parish are available for every person irrespective of race or creed

#### **4.5 Gender**

The Budleigh Salterton Neighbourhood Plan does not contain any Objective or Policy that is selective for a particular gender. It has been written to provide equal opportunities to both sexes in respect of the development of the Parish as well as access and use of its facilities. Neither gender is disadvantaged by any of the Objectives or Policies in the Plan; on the contrary both sexes will benefit equally from the implementation of the Neighbourhood Plan.

#### **4.6 Religion, Sexual Orientation and Gender Reassignment**

Objective 7 seeks to promote and support the pastoral and spiritual needs and wellbeing of the Parish with a particular emphasis on the social and pastoral inclusion of all persons with the activities of all the places of worship in the town. (Community Action CLW 16) Key issues for the minority religious groups are discrimination relating to employment, housing, the provision of services and their portrayal in the media. Key issues for gays, lesbians, bisexual persons and gender reassignment people are personal relationships, homo- and transphobia, discrimination and hate crime. The Neighbourhood Plan does not and cannot address directly the social attitudes that are involved in these problems. However it does seek to provide an environment in the Parish which all social groups can enjoy and to provide facilities that are open to all comers.

### **5. Conclusions**

**5.1** The Budleigh Salterton Neighbourhood Plan provides a strategy for the development of the Parish and a range of Objectives, Policies and Community Actions which will result in positive benefits for those many parts of the community with protected characteristics, namely older people, young children, disabled people and those persons with limited mobility. The BSNP does not address the needs of

- a) racial or minority religious groups or
- b) gay, lesbian, bisexual or transgender people or
- c) a particular gender, male or female.

**5.2** However the Plan does make equal provision for affordable and small housing and also seeks to provide additional social, community and leisure facilities which will benefit these groups equally. It also endeavours to provide a safe environment where people with protected characteristics will be less liable to discrimination. Overall this Equality Impact Assessment concludes that none of the Objectives and Policies within the Budleigh Salterton Neighbourhood Plan will have a negative impact on groups with protected characteristics. On the contrary many of the Objectives, Policies and Actions will have a positive impact, as described above.