

# Equality Impact Assessment



Assessment Of: Report to Executive 8 March 2022 on Bovey Neighbourhood Plan	
<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Place & Commercial Services	Assessment carried out by: Rob Kelley
Service Area: Spatial Planning	Job Role: Senior Planning Officer
Version / Date Of Sign Off By Director:	

## Step 1: What do we want to do?

*This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.*

### 1.1 What are the aims and objectives/purpose of this proposal?

*Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.*

A neighbourhood plan puts in place planning policy for a neighbourhood area to guide future development. A neighbourhood plan is about the use and development of land and may contain a vision, aims, planning policies, proposals for improving the area or providing new facilities, or allocation of key sites for specific kinds of development. It may deal with a wide range of social, economic and environmental issues (such as housing, employment, design, heritage and transport) or it may focus on one or two issues only. These may be issues that are relevant to the whole neighbourhood or just to part of the neighbourhood. It is for those producing the plan to decide on its scope and content as a planning document. However, a neighbourhood plan cannot conflict with National planning policy or the adopted Local Plan.

The Localism Act and associated regulations provide the legal framework for the production of Neighbourhood Plans, Neighbourhood Development Orders and Community Right to Build Orders. These formed part of the suite of planning powers devolved to town and parish councils and neighbourhood forums under the 2011 Localism Act.

Following the formal consultation period (Pre-submission & Submission), the Bovey Parish Neighbourhood Plan was submitted to the District Council and then subjected to an independent examination. The successful examination of the plan led to a referendum in which the decision to 'make' (adopt) the neighbourhood plan was put to a local vote in Bovey Tracey Parish on 3 February 2022.

With the successful referendum, Teignbridge Council must 'make' the neighbourhood plans unless doing so would breach or would otherwise be incompatible with any obligation or Convention under the Human Rights Act. No such conflict has been identified by the neighbourhood plan examiner or by Officers of the Council. As such no conflict or breach with the above has been identified and the Neighbourhood Plan should be 'made'.

Statute requires that planning applications should be determined in accordance with the provisions of the development plan unless material considerations indicate otherwise. Once the Neighbourhood Plan is 'made' it formally becomes part of the Development Plan for the parish (alongside the Teignbridge

Local Plan), and will therefore have a significant role in decision-making on planning applications within the parish. The policies that may potentially have a relevance to equities issues include;

Policy H1 Affordable Housing

Policy H2 – Housing for Elderly residents

Policy H5 – Sustainable Homes

Policy T1 – Highway Safety and Environmental Impact

Policy T2 – Traffic constraint

Policy T3 – Sustainable travel

Policy T4 – Town centre parking

Policy T6 – Off-street parking

Policy C1 – Provision of additional healthcare facilities

Policy C2 – Provision of community facilities

Policy C3 – Re-provision of Bovey Tracey primary school

Note that neighbourhood plans are 'Made' which has essentially the same meaning as when a Local Plan is 'adopted'. This accords with the provisions of the Planning and Compulsory Purchase Act 2004 Section 38A(4) as amended.

## 1.2 Who will the proposal have the potential to affect?

Service users

The wider community

Teignbridge workforce

## 1.3 Will the proposal have an equality impact?

*Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?*

*If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.*

*If 'Yes' complete the rest of this assessment.*

**Yes**

**No**

[please select]

## Step 2: What information do we have?

### 2.1 What data or evidence is there which tells us who is, or could be affected?

*Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).*

*Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.*

*Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.*

*For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.*

<b>Data / Evidence Source</b> <i>[Include a reference where known]</i>	<b>Summary of what this tells us</b>
The Policies contained in the Neighbourhood Plan affect all residents of the Parish. It contains specific Policies supporting: Affordable Housing (young people and those on low incomes); Housing for Elderly Residents (Older People); Re-provision of Bovey Tracey Primary School (younger children).	The Policies are required to have been informed by feedback from local residents via various consultation and engagement exercises, so reflect local community aspirations for improved provision for certain groups.

## 2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

## 2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

See 2.1
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## 2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

In accordance with the Neighbourhood Planning Regulations, the Bovey Parish Neighbourhood Plan was led and informed by local people. A total of five stages of public and stakeholder consultation were undertaken during the development of the plan before it progressed to public referendum.
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## 2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

As the neighbourhood plan process is locally led, ongoing engagement will be addressed via the Town Council. TDC Spatial Planning (Local Plan Team) will continue to engage with the Town Council as part of the Local Plan Review process.

### Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

#### 3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

<b>GENERAL COMMENTS</b> <i>(highlight any potential issues that might impact all or many groups)</i>	
The Bovey Parish Neighbourhood Plan contains a set of Policies, the majority of which are cross-cutting in nature and does not specifically impact upon the characteristics of the individual group/s identified. The purpose of the plan is to provide a policy framework for delivering beneficial outcomes for all groups in Bovey Tracey Parish.	
<b>PROTECTED CHARACTERISTICS</b>	
<b>Age: Young People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Age: Older People</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Disability</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sex</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Sexual orientation</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Pregnancy / Maternity</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Gender reassignment</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Race</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Religion or Belief</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

<b>Marriage &amp; civil partnership</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>OTHER RELEVANT CHARACTERISTICS</b>	
<b>Socio-Economic (deprivation)</b>	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
<b>Other group(s)</b> Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport	
Potential impacts:	
Mitigations:	

### 3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The neighbourhood plan does not directly benefit people on the basis of their protected or relevant characteristics. The policies are designed to provide a suite of local 'rules' that will positively impact on the delivery of local land use planning, local infrastructure and thereby quality of life and wellbeing of parish residents.

Two key elements of the plan are the provision of sustainable transport options which will encourage local people to use local services and facilities; and plans for a new community centre in the town. These will encourage greater community interaction and community cohesion. In addition, the Policies relating to affordable housing and housing for older residents will ultimately be beneficial to a number of groups, particularly young/older people, people on low incomes and those with a disability.

## Step 4: Impact

### 4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

#### Summary of significant negative impacts and how they can be mitigated or justified:

No negative impact(s) identified.

#### Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Continue the proposal: The assessment demonstrates that the Bovey Parish Neighbourhood Plan shows no potential for discrimination and the Town Council has taken all appropriate opportunities to advance equality of opportunity and foster good relations between people with different protected characteristics.

The consultation process has built on experience from previous consultations to ensure a mix of digital / on-line information is available, and hard-copy formats. These methods and others have helped collect input from several of the identified groups such as young people, older people and those with mobility challenges.

## 4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
None identified.		

## 4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Monitoring the impact of the neighbourhood plan policies draft plan is a task which can only be fully undertaken once some of the policies/proposals are implemented and applied through the planning application process.

It is recommended that Neighbourhood Plans are reviewed every 5 years. It is therefore important that active monitoring of the impact and effectiveness of plan Policies takes place in the intervening period.

## Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'Corporate Register' of all council EIAs saved in the same directory.

<b>Reviewed by Service Manager:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Instead was reviewed by: Alex Lessware	<b>Strategic Leadership Team Sign-Off:</b>  Neil Blaney
Date: 09.02.2022	Date: 09.02.2022

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