



**EQUALITIES
IMPACT
ASSESSMENT
STAGE 2
ST STEPHEN IN
BRANNEL
Neighbourhood
Development Plan
2023 - 2030**

**ST STEPHEN IN BRANNEL NDP
Steering Group July 2023**

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

ST STEPHEN IN BRANNEL NEIGHBOURHOOD DEVELOPMENT PLAN

EQUALITIES IMPACT ASSESSMENT - STAGE TWO

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1. Introduction

1.1 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.

1.2 Equality Impact Assessment. Equality Impact Assessment (EQIA) is the systematic analysis of a policy or policies, primarily 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. In 2017 an EQIA Stage 1 Statement was adopted for the St Stephen in Brannel NDP.

1.3 The 'Protected characteristics' that are defined in the Act. For NDPs the relevant 'Protected characteristics' are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation. In Cornwall, we also have a category of Cornish Status. This document considers the impact of the policies in the St Stephen in Brannel Neighbourhood Development Plan (NDP) to ensure that these groups are not being discriminated or disadvantaged by them. The focus is mainly on 'indirect discrimination' which can occur when a policy applies to everyone but disadvantages a person with a particular protected characteristic.

1.4 **Aims of the EQIA.** The underlying 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.

2. Methodology

2.1 An assessment has been made as to whether the St Stephen in Brannel NDP is expected to have a positive, negative, or neutral impact on each of the protected characteristics. A brief exposition of the Policies and notes on any mitigation has been provided.

2.2 The impact of the Policies has been assessed taking into account the baseline information about the population of St Stephen in Brannel Parish. If the impact is negative, this has been given a high, medium or low assessment. The impact of the Policies has been based on the current situation (i.e. disregarding any actions planned to be carried out in future).

- 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.

Where there is a potential positive impact, in that the outcome of the policies will be likely to be of benefit to the interest of groups with protected characteristics, this is also indicated.

2.3 Where there is a negative impact, any necessary mitigation is identified.

3. Summary Data

3.1 Baseline demographic information relating to the 9 Protected Characteristics specified in the 2010 Equalities Act is given in the Stage One EQIA. That document concluded that the baseline data suggests that St Stephen in Brannel Parish is the home of many people who may fall into one or more of the protected characteristics covered by the Equalities Act, and in some cases there are proportionally more of them than is typical in Cornwall and England. There is also the potential for any discriminatory impacts to be more extensive and intensive through the effect of the higher levels of deprivation and rural isolation present.

3.2 The Stage One EQIA concluded that the NDP may include policies for new housing, employment areas, retail, leisure and entertainment, which whilst benefiting the community at large may be perceived to be against interest of particular individuals (e.g. people whose immediate living environment may be affected).

3.3 In the NDP process, it is possible that some residents, such as young people, or those suffering from ill-health and persons with disabilities, or those living in more isolated locations, may be less engaged and their 'voice' dis-proportionately muted in comparison to other groups, to their disadvantage. Policies intended to be applied generally may have unanticipated impacts on people in protected characteristics. Also, it is possible that some resultant developments are not as accessible as may be possible if not effectually influenced/controlled (for example the creation of environments that are wheelchair unfriendly).

3.4 It is also a risk that inappropriate language may be used in community based engagement processes.

4. Community Engagement Strategy

4.1 In its approach to community engagement the Steering Group considered the nature and demographics of the Parish (as above), noting that some small communities could be hidden in the largely homogenous wider community, 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, including a dedicated interactive website with options to change viewing settings, Facebook social media, local press, posters, flyers, an online engagement platform and door-to-door summary leaflets, and letters to organisations representing particular groups.

5. Stage Two Equality Impact Assessment

5.1 The Plan Vision. A vision for St Stephen in Brannel for 2030 was developed through community engagement:

'Recognise and respect the distinctive characteristics of the Parish community, including its individual villages and settlements, whilst providing for the future success and ambitions of all who reside within it, as a key part of the 'Green Capital' of Cornwall'.

5.2 It is considered that the vision is inclusive of all those falling within one of the protected characteristics, and the assessment is that that they will gain an overall positive impact.

5.3 The Plan Objectives. The Objectives of the St Stephen in Brannel Parish NDP are as follows:

1. Housing:

- A. Promote a mix of housing development which focuses on the affordability, size and tenure needs of the community, including the elderly, disabled and first-time buyers and those wishing to expand their families within the Parish.
- B. Ensure future housing development is appropriate in scale and location to compliment and support existing communities.
- C. Ensure that new housing is sustainable, well-designed and a good neighbour to existing development.

2. Business and employment:

- A. Safeguard existing employment sites within the Parish.
- B. Support growth of the wider local economy and local businesses, particularly those that support the development of environmental technologies and industries that offer regeneration and environmental benefits.
- C. Encourage efficient use and enhancement of existing employment land.
- D. Support the diversification of agriculture.
- E. Encourage the growth of tourism which capitalises on the location and the distinctive historic environment.

3. Community Facilities, Recreation and Open Space:

- A. Protect existing community facilities, recreation sites and open spaces.
- B. Support high quality, accessible and affordable community facilities to meet the changing local health and well-being, education, shopping, leisure and recreation needs of all parts of the community.
- C. Ensure new development is appropriate in scale to the ability of social and physical infrastructure to support it.

4. Design, Heritage & Cornish Distinctiveness:

- A. Ensure that development is appropriate in scale and character to its setting, reflects each village's distinctive character and respects or enhances their settings.
- B. Protect the Parish's heritage assets, ensuring evidence of the Parish's significant historical contribution in the South West is upheld.
- C. Ensure that the design of buildings and the outdoor spaces around them is energy efficient, environmentally sustainable and respects or enhances their settings.

5. Natural Environment and Landscape:

- A. Reduce the environmental impact of development, protect and increase biodiversity and protect wildlife corridors.
- B. Protect and enhance the landscape character and setting for the Parish.
- C. Supporting the best productive and positive use of previously developed, despoiled, degraded, derelict, contaminated and unstable land.

6. Roads, Access and Transport

- A. Help to support an increase in sustainable and healthy forms of travel, reduce traffic conflict, improve road safety and improve air quality.
- B. Protect and encourage the enhancement of pedestrian links, rural footpaths and bridleways to improve connectivity to services, schools and leisure opportunities.
- C. Maintain access to public rights of way, cycleways, footpaths and bridleways.

7. Cross Cutting Issues:

Climate Crisis

- A. Reduce the causes of the climate crisis within our community.
- B. Reduce the impact of the climate crisis on our community.
- C. Encourage sustainable energy generation and use.

Health and well-being

- D. Protect and enhance leisure opportunities, social gathering places, and ensure that design discourages crime and encourages exercise.

Environmental sustainability

- E. Support self-sufficiency in communities, for food production, energy, work and leisure.

5.4 These objectives are very broad in their phrasing and can be considered to be inclusive. Any negative impacts are addressed in the policies that follow from the objectives.

5.5 Summary of Policies. Flowing from these objectives are the policies of the NDP:

1. Housing:

- H1 Housing Mix
- H2 Development Boundaries
- H3 Housing Development Inside Development Boundaries
- H4 Housing Development Outside Development Boundaries
- H5 Rural Exception Sites for Affordable Housing
- H6 Community Led Housing
- H7 Housing For Older People [or those with a particular specialist housing need]
- H8 Park Homes

2. Business and employment:

- BE1 Safeguarding and Enhancement of Employment Land
- BE2 New Business Development
- BE3 Working from Home and Home-based Business
- BE4 Farm Business Diversification
- BE5 Rural and Sustainable Tourism

3. Community Facilities, Recreation and Open Space:

- CF1 Safeguarding and Enhancing Neighbourhood Community Facilities
- CF2 Local Green Spaces
- CF3 Key Recreation Spaces and Sports Pitches
- CF4 Facilities for Young People
- CF5 Development Infrastructure for Growth

4. Design, Heritage & Cornish Distinctiveness:

- D1 Design and Development Standards

- D2 Development, Heritage and Cornish Distinctiveness
- D3 Design and Local Distinctiveness in the Historic Core of Villages
- D4 Reconstruction or Conversion of Abandoned/Neglected Buildings
- D5 Open Areas of Local Significance

5. Natural Environment and Landscape:

- NE1 Landscape
- NE2 Green Infrastructure
- NE3 Net Biodiversity Gain
- NE4 Trees, Cornish Hedges and Hedgerows
- NE5 Dark Skies
- NE6 Sustainable Energy Production
- NE7 Local Energy Storage

6. Roads, Access and Transport

- RT1 Accessibility and Transport
- RT2 Conversion of Residential Garages
- RT3 Future Bus and Rail
- RT4 Broadband and Mobile Communications
- RT5 Footways, Pedestrian Links, Public Rights of Way

5.6 The following table assesses the impact of the St Stephen in Brannel NDP objective and policy set on groups with protected characteristics.

Theme: HOUSING						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>Policies here and in other themes include criteria for new housing development which will help to achieve sustainable, inclusive, accessible and safe neighbourhoods that meet the needs of a wide cross-section of the community. However provision without regard to the protected characteristics would not be acceptable.</p> <p>Specific reference is made in Policy H1 to the need for a mix of formats, sizes and tenures of dwellings to ensure a range of housing choices are available to meet the identified housing needs in the Parish, including one and two bedroom homes for the young and elderly, family homes of 4 to 5 bedrooms, homes that provide enhanced opportunities to 'work from home' [which may also enable people with reduced mobility to stay economically active] and dwellings designed to meet special needs such as fully accessible or extra care units suitable or readily adaptable for disabled or elderly people, on parts of the site with generally level access and close to community facilities. Provision of affordable housing is emphasized.</p> <p>Policy H1 also requires that developers assess current demographic, housing need and market information to determine the proportional balance of dwelling size, type and tenure required.</p> <p>Policies H2, H5 and H8 seek to ensure that most new housing will occur in sustainable locations where services are most accessible, which will help to ensure that people with protected characteristics are better able to live near to supporting service.</p> <p>Reference is also made in Policy H3 to the provision of garden space, appropriate to the size of the dwelling proposed, to encourage recreation and physical activity for all ages.</p> <p>Referring to infill in hamlets Policy H4 of the NDP requires that the proximity, accessibility and relationship of the hamlet / small group of dwellings to facilities, employment and services required for day to day living will be a consideration.</p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

						<p>Special housing needs are specifically addressed through NDP policies H6 and H7, which enables such provision if in appropriate locations and of suitable design.</p> <p>Therefore, the impact of these policies on the interest of groups with protected characteristics may be expected to be positive, including a better supply of suitable dwellings, designs better suited to needs, improved integration and accessibility.</p> <p>MITIGATIONS INTRODUCED: NON NECESSARY</p>
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Theme: BUSINESS AND EMPLOYMENT						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						<p>Overall these policies, which in general will help improve prosperity, should indirectly support groups with protected characteristics by safeguarding and providing additional or enhanced work opportunities, improving general access to employment locations, and encouraging a better environment at existing employment sites.</p> <p>A specific requirement of Policies BE1 and BE2 is that the redevelopment of and new employment site proposals should seek to improve pedestrian/cycle links to adjoining residential areas and village centres, pedestrian links to public transport routes, and enhance the usability and safety of existing routes.</p> <p>Policy BE3 gives support for working from home and home-based business which may help those with limited mobility.</p> <p>The approach to farm business diversification and rural tourism in Policies BE4 and BE5 includes the securing of multiple wider public benefits such as employment and enterprise opportunities, sustainable access, social and cultural facilities.</p> <p>Policy BE5 also specifically asks that new tourism facilities be physically accessible to people with impaired mobility and other disabilities such as impaired sight or hearing, and socially inclusive facilitating use by all sectors of the tourist and local community.</p> <p>MITIGATIONS INTRODUCED: NONE NECESSARY</p>
Age	✓					
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: COMMUNITY FACILITIES, RECREATION AND OPEN SPACE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>Overall it can be anticipated that these policies will indirectly support groups with protected characteristics by providing support for retention and enhancement of social, educational, recreational and medical facilities.</p> <p>Policy CF1 also seeks a well-designed public realm which will respond to access needs and encourages the incorporation in new developments of opportunities for informal gatherings in a safe and clean environment, which will aid inclusiveness for those in protected characteristics.</p> <p>Policies CF2 and CF3, by encouraging the retention, enhancement and extension of the provision of green spaces, recreation and sports facilities, will contribute opportunities to improve both physical and mental health and well-being. The needs of young people are emphasized in Policies CF3 and CF4.</p> <p>The needs of those with protected characteristics are an element covered by Policy CF5 which seeks to ensure that development of services and facilities takes place alongside any future development.</p> <p>MITIGATION: NONE NECESSARY</p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: DESIGN, HERITAGE AND CORNISH DISTINCTIVENESS						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age				✗		<p>Whilst Policies D1 to D5 will help to retain the distinctive built and historic environment qualities that contribute to the locally valued 'sense of place' and thereby to both physical mental well-being, measures to retain local characteristics in design may require the retention of steps or different surface treatments such as cobbles, or of traditional stiles etc which may impact negatively on the interests of older people and those with disability. They may also rule against building formats associated with religious beliefs. Measures to retain local characteristics in design may require the retention of steps or different surface treatments such as cobbles, etc which may</p>
Disability				✗		
Gender reassignment		○				

Marriage and civil partnership		○				impact negatively on the interests of older people, those with disability. They may also rule against building formats associated with religious beliefs.
Pregnancy and maternity				x		<p>MITIGATIONS INTRODUCED: SEE POLICY D3, RT5 AND ST STEPHEN IN BRANNEL DESIGN GUIDE AND CODES</p> <p>The NDP now includes a note supporting Policy D3 ‘Design and Local Distinctiveness in the Historic Cores of Villages’ to the effect that in applying this policy users should be aware of and carefully take into account the needs of groups with special characteristics as set out in the Equalities Act 2010.</p> <p>Policy RT5 on public footways, pedestrian links, and Public Rights of Way now requires that development should seek to connect to link where possible to permissive routes created through the restoration of china clay tips and workings and that where practicable, routes should be accessible to all, including people with disabilities, applying the principle of ‘Least Restrictive Access’. It applies the same principle where public footways, pedestrian links, and Public Rights of Way are routed or realigned through new development.</p> <p>Reference is also made in the St Stephen in Brannel Design Guide to ‘Building for a Healthy Life’ by Homes England Building for a Healthy Life (BHL) is the new (2020) name for Building for Life, the government endorsed industry standard for well-designed homes and neighbourhoods. The BHL toolkit sets out principles to help guide discussions on planning applications and to help local planning authorities to assess the quality of proposed (and completed) developments, but can also provide useful prompts and questions for planning applicants to consider during the different stages of the design process.</p>
Race		○				
Religion and Belief				x		
Sex		○				
Sexual orientation						

Theme: NATURAL ENVIRONMENT AND LANDSCAPE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓			✗		<p>Overall Policies NE1 to NE4 will help to retain the distinctive natural, environment qualities that contribute to the locally valued ‘sense of place’ and thereby to both physical mental well-being. Policy NE5 on Dark Skies may help in promoting improved sleep patterns and reducing stress, both important to the protected characteristics. Policies NE6 and NE7 on sustainable energy production and storage will help to address the social impacts of climate change, and may help address energy poverty in the area.</p> <p>However, development measures to retain local biodiversity and landscape assets such as the retention of Cornish Hedges, stiles or traditional surface treatments, may also impact on older people, those with a disability etc., and therefore mitigations are necessary.</p> <p>MITIGATIONS INTRODUCED: SEE POLICY D3, RT5 AND ST STEPHEN IN BRANNEL DESIGN GUIDE AND CODES</p> <p>The NDP now includes a note supporting Policy D3 ‘Design and Local Distinctiveness in the Historic Cores of Villages’ to the effect that in applying this policy users should be aware of and carefully take into account the needs of groups with special characteristics as set out in the Equalities Act 2010.</p> <p>Policy RT5 on public footways, pedestrian links, and Public Rights of Way now requires that development should seek to connect to link where possible to permissive routes created through the restoration of china clay tips and workings and that where practicable, routes should be accessible to all, including people with disabilities, applying the principle of ‘Least Restrictive Access’. It applies the same principle where public footways, pedestrian links, and Public Rights of Way are routed or realigned through new development.</p> <p>Reference is also made in the St Stephen in Brannel Design Guide to ‘Building for a Healthy Life’ by Homes England Building for a Healthy Life (BHL) is the new (2020) name for Building for Life, the government endorsed industry standard for well-designed homes and neighbourhoods. The BHL toolkit sets out principles to help guide discussions on planning applications and to help local planning authorities to assess</p>
Disability	✓			✗		
Gender reassignment		○				
Marriage and civil partnership		○				
Pregnancy and maternity				✗		
Race		○				
Religion and Belief		○				
Sex		○				
Sexual orientation		○				

						the quality of proposed (and completed) developments, but can also provide useful prompts and questions for planning applicants to consider during the different stages of the design process.
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Theme: ROADS, ACCESS AND TRANSPORT						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age				x		<p>Overall Policies RT1 to RT5 under this theme should be of general benefit, including for people falling within the protected characteristics. However, promoting sustainable access can, if not done carefully, be of detriment to the interest of groups with protected characteristics, for example through reducing access for car-users with disabilities, footpaths routes which are insufficiently lit or have rough and harsh traffic calming measures, or poorly delineated shared surfaces.</p> <p>MITIGATIONS INTRODUCED: SEE POLICY RT1 AND RT5.</p> <p>Policy RT1: Accessibility and Transport now says that development will be supported where it is within a safe walking distance of public transport (bus stop or railway station), maximises opportunities for safe walking and cycling to services and facilities, and includes the appropriate provision of new paths to link with the existing network and to local facilities, to a standard which allows for wheelchair access wherever practicable and appropriate, and is designed to take into account the needs of groups with protected characteristics, particularly those with age-related infirmity, disability and/or poor health.</p> <p>The policy also says that development should cause increased risk to human health from air pollution or exceed adopted national standards and where relevant includes appropriate mitigation under CLP Policy 16.</p> <p>Policy RT5 on public footways, pedestrian links, and Public Rights of Way now requires that development should seek to connect to link where possible to permissive routes created through the restoration of china clay tips and workings and that where practicable, routes should be accessible to all, including people with disabilities, applying the principle of 'Least Restrictive Access'. It applies the same principle where</p>
Disability				x		
Gender reassignment		o				
Marriage and civil partnership		o				
Pregnancy and maternity				x		
Race		o				
Religion and Belief		o				
Sex		o				
Sexual orientation		o				

						public footways, pedestrian links, and Public Rights of Way are routed or realigned through new development.
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6. Conclusion

6.1 An assessment of the vision, objectives and policies contained in the St Stephen in Brannel Parish NDP indicates that none of them will have high negative impacts upon groups with protected characteristics, with most being medium or low impact, and capable of mitigation (which has been included in the NDP). Many of the policies will make a positive contribution to the needs of those in the community with protected characteristics.

ENDS