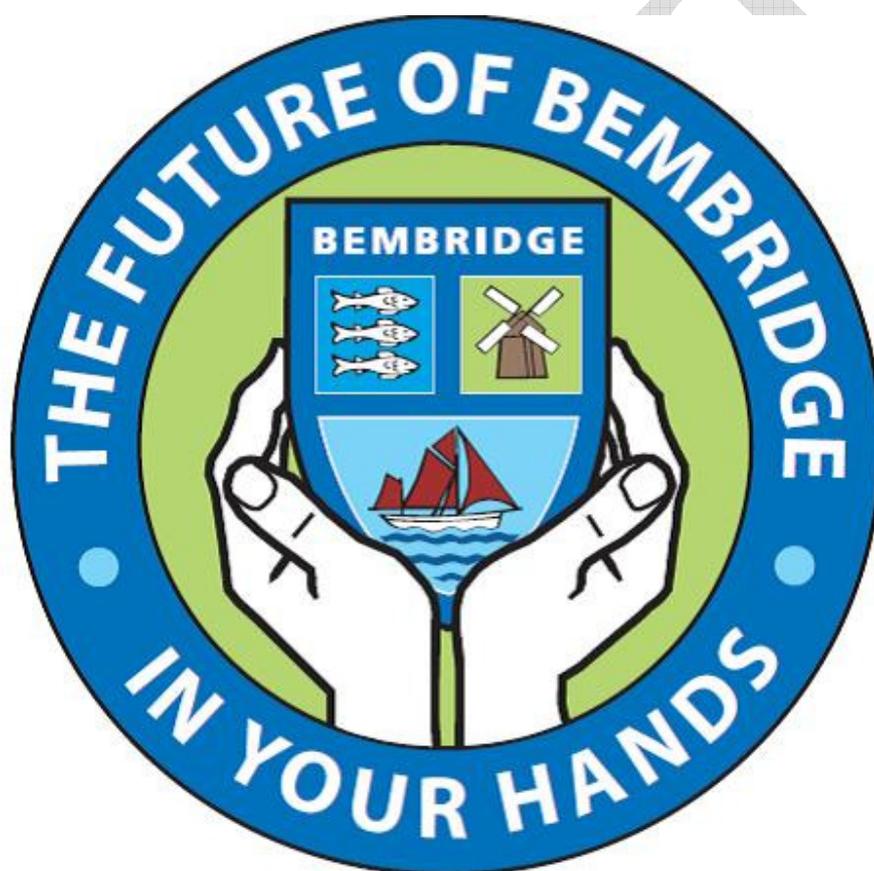


Bembridge Neighbourhood Equality Impact Assessment



July 2013

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Dawn Smith Planning Policy Officer Emma Goldring Clerk to Bembridge Parish Council
Directorate:	Economy and Environment
Date of Completion:	25 July 2013

Name of Policy/Strategy/Service/Function Proposal

Bembridge Neighbourhood Plan

The Aims, Objectives and Expected Outcomes:

The aim of Bembridge Neighbourhood Plan is to maintain and enhance the unique self-contained character of Bembridge Village whilst permitting small scale sustainable growth that is in line with the needs and wishes of the community. The Neighbourhood Plan will cover the whole of the parish of Bembridge.

The objective of the plan is to set out a series of policies that can be used by developers when preparing planning proposals and guide Bembridge Parish Council and the Local Planning Authority when determining planning applications within the neighbourhood area.

The expected outcome of the plan is that it will pass through the required stages including consultation, an independent examination and a referendum before being formally brought into force by the Isle of Wight Council. It is anticipated that the plan will become a formal part of the statutory local development plan (the Island Plan) and can be used to determine planning applications and guide developers preparing planning proposals in the neighbourhood area.

This follows reform to the planning system in England to give local communities more say in shaping development in the areas in which they live. The Localism Act received Royal Assent on 15 November 2011. The Act introduced new rights and powers to allow local communities to shape new development by coming together to prepare and produce neighbourhood plans which establish general planning policies for the development and use of land in a neighbourhood.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- ~~This is a proposal for a new, changed or removed policy/strategy/service/council function~~
~~(check whether the original decision was equality impact assessed)~~

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a "legitimate expectation" for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age			x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of improving accessibility, addressing the need for older persons accommodation and affordable housing and retaining access to open space.</p>
Disability			x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of improving accessibility and access to affordable housing and open space</p>
Gender Reassignment			x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could</p>

				contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the provision for affordable housing and retaining access to open space.
Marriage & Civil Partnership			x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the provision for affordable housing and retaining access to open space.</p>
Pregnancy & Maternity			x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the provision for affordable housing and retaining access to open space.</p>
Race			x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the provision for affordable housing and retaining access to open space.</p>
Religion / Belief			x	The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy

			<p>and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the provision for affordable housing and retaining access to open space.</p>
Sex (male / female)		x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of improving accessibility for those with pushchairs/toddlers, providing access to affordable housing and retaining access to open space.</p>
Sexual Orientation		x	<p>The plan will not impact on this group. As part of the decision making process, the plan is required to be in conformity with policies in the Island Plan Core Strategy and have regard to the National Planning Policy Framework.</p> <p>However, there are aspects of the document that could contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of addressing the provision for affordable housing and retaining access to open space.</p>

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes/No
<p><i>If answered Yes, describe what these are and how they may be promoted or enhanced</i></p> <p>The following aspects have been taken from Bembridge Neighbourhood Plan:</p>	

Policy BNHP.H.2 Older Persons Housing:

This policy supports the delivery of accommodation suitable for older people over the plan period based on an identified need only. Although the delivery of this type of accommodation will have no impact on the protected characteristic age, this aspect could contribute to the opportunities for equality and for this reason this has been noted.

Policy BNHP.H.4 Affordable Housing Contributions

This policy addresses the provision for affordable housing based on an identified need. Although the plan will have no impact on the protected characteristics as identified above, this aspect could contribute to the opportunities for equality and for this reason this has been noted above.

Policy BNHP.GA.2 Public Rights Of Way

This policy specifies the need to maintain public access to public rights of way and supports the creation of a footpath/cycle track along the former railway line for pedestrians. Although the potential improvements to accessibility will have no impact on age, disability or sex as identified above, this aspect could contribute to the opportunities for equality and for this reason this has been noted above.

Policy BNHP.LW.1 Protection Of Public Open Space

The policy addresses the need to retain, protect and enhance the public open spaces within the parish which are accessible to all groups. Although the plan will have no impact on the protected characteristics as identified above, this aspect could contribute to the opportunities for equality and for this reason this has been noted above.

Evidence Considered During Screening

Bembridge Neighbourhood Plan has been consulted on in line with the Bembridge Neighbourhood Plan Consultation Statement (attached as a background document).

The first public questionnaire was delivered to every house in the Parish in May 2012 which attracted 123 responses. Public consultation days were held on 14th and 16th June 2012 at the village hall and youth & community centre. 24 people attended. Two public meetings held on 30th October and 1st November 2012 in the village hall with over 100 people attending across the two dates. A second more detailed questionnaire was completed as part of the public meetings which attracted 48 returns. A dedicated housing needs survey was delivered to every house in January 2013 which attracted 454 returns.

Targeted consultation for relevant policies has taken place with specific local and community groups as listed on the consultation log. (attached as a background document).

The following publicity was undertaken in drafting the Neighbourhood Plan and to comply with Part 5 s14 of the Neighbourhood Planning Regulations 2012.

Method	Location	Date	Comments
Parish Council Article	Beacon – delivered to every house in the village	March 12	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	May 12	See Annex A

Newsletter	Delivered to every house	May 12	See Annex A
1 st Questionnaire	Delivered to every house	May 12	See Annex A
Feedback to 1 st			See Annex A
Consultation Day Poster	Village Notice Boards Parish Website Local Shops Notice Boards IoW County Press Village Talk Beacon Article	May / June 12	See Annex A
Consultation Day Questionnaire	Village Hall Bembridge Youth & Community Centre	14 th June 12 16 th June 12	See Annex A
Feedback			See Annex A
Parish Council Article	Beacon – delivered to every house in the village	July 12	See Annex A
Newsletter	Delivered to every house	September 12	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	September 12	
Public Meeting Poster	Village Notice Boards Parish Website Local Shops Notice Boards IoW County Press Village Talk Beacon Article	October 12	See Annex A
Public Meeting	Village Hall	30 th October 12 & 1 st November 12	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	November 12	See Annex A
Housing Needs Survey	Delivered to every house	January 13	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	January 13	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	March 13	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	June 13	See Annex A

Annex A – Copies of publicity and consultation material used.

The plan along with the Sustainability Appraisal document will be subject to further public consultation of 4 weeks on 1 November 2013. Comments will be invited from residents, businesses, workers and visitors to Bembridge. The documents will be available for inspection at our website www.bembridgepc.org.uk/neighbourhood-planning, in the Parish Office 5 Foreland Road, Bembridge, Isle of Wight or the community Library Church Road, Bembridge, Isle of Wight.

Demographic Data

The table below indicates parish data taken from the 2011 Office for National Statistics (ONS) Census data. The data shows a population of some 3,688 for the parish of Bembridge and of this 38.4% are of pensionable age (65 years plus).

When considering the number of those living in the parish of Bembridge with some form of disability who may benefit from improved accessibility within the parish, a range of information is available. This includes data showing long-term health problems or disability that can limit a person's day to day activities and can include problems that are related to age.

The following statistics include disability that can limit a person's day to day activities identified as either a little or a lot.

Statistical Group- Pensionable Age	Number	% of total parish population
Population for Bembridge Parish	3688	
Pensionable age 65+	1417	38.4%

Statistical Group-Disability	Number	% of total parish population
Day-to-day activities are limited a lot	431	11.6%
Day-to-day activities are limited a little	483	13.0%

Bembridge Housing Needs survey dated July 2013 was adopted by IWC in August 2013 for use in Planning decisions. It is estimated that 63 additional homes are required over the next 5 years to meet the needs of local residents. These additional homes are required to meet mismatch between the specific requirements of households and the likely available supply. On average this means 12 units per annum. Two thirds of these requirements are for affordable housing, mainly social rented housing. Around one fifth of the 63 dwellings will need to be accessible housing. The supply of accessible smaller dwellings would allow older person households to downsize and to assist the ageing population to remain within their current community.

IW Council Documents
 Open Space, Sports and Recreation Audit (April 2010)
 Play Pitch Assessment and Strategy (February 2011)
 Green Infrastructure Mapping Study (July 2010)

Further information on Green Infrastructure will be available when the Supplementary Planning Document is published.

Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

DRAFT

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Dawn Smith Planning Policy Officer Emma Goldring Clerk to Bembridge Parish Council
Directorate:	Economy and Environment
Date of Completion:	31 July 2013

Name of Policy/Strategy/Service/Function Proposal

Bembridge Neighbourhood Plan

The Aims, Objectives and Expected Outcomes:

The aim of Bembridge Neighbourhood Plan is to maintain and enhance the unique self-contained character of Bembridge Village whilst permitting small scale sustainable growth that is in line with the needs and wishes of the community. The Neighbourhood Plan will cover the whole of the parish of Bembridge.

The objective of the plan is to set out a series of policies that can be used by developers when preparing planning proposals and guide Bembridge Parish Council and the Local Planning Authority when determining planning applications within the neighbourhood area.

The expected outcome of the plan is that it will pass through the required stages including consultation, an independent examination and a referendum before being formally brought into force by the Isle of Wight Council. It is anticipated that the plan will become a formal part of the statutory local development plan (the Island Plan) and can be used to determine planning applications and guide developers preparing planning proposals in the neighbourhood area.

This follows reform to the planning system in England to give local communities more say in shaping development in the areas in which they live. The Localism Act received Royal Assent on 15 November 2011. The Act introduced new rights and powers to allow local communities to shape new development by coming together to prepare and produce neighbourhood plans which establish general planning policies for the development and use of land in a neighbourhood.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- ~~This is a proposed change/review to/removal of an existing policy/strategy/service/council function (check whether the original decision was equality impact assessed)~~

Scope of the Equality Impact Assessment

Bembridge Neighbourhood Plan has been consulted on in line with the Bembridge Neighbourhood Plan Consultation Statement (attached as a background document).

The first public questionnaire was delivered to every house in the Parish in May 2012 which attracted 123 responses. Public consultation days were held on 14th and 16th June 2012 at the village hall and youth & community centre. 24 people attended. Two public meetings held on 30th October and 1st November 2012 in the village hall with over 100 people attending across the two dates. A second more detailed questionnaire was completed as part of the public meetings which attracted 48 returns. A dedicated housing needs survey was delivered to every house in January 2013 which attracted 454 returns.

Targeted consultation for relevant policies has taken place with specific local and community groups as listed on the consultation log. (attached as a background document).

The following publicity was undertaken in drafting the Neighbourhood Plan and to comply with Part 5 s14 of the Neighbourhood Planning Regulations 2012.

Method	Location	Date	Comments
Parish Council Article	Beacon – delivered to every house in the village	March 12	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	May 12	See Annex A
Newsletter	Delivered to every house	May 12	See Annex A
1 st Questionnaire	Delivered to every house	May 12	See Annex A
Feedback to 1 st			See Annex A
Consultation Day Poster	Village Notice Boards Parish Website Local Shops Notice Boards IoW County Press Village Talk Beacon Article	May / June 12	See Annex A
Consultation Day Questionnaire	Village Hall Bembridge Youth & Community Centre	14 th June 12 16 th June 12	See Annex A
Feedback			See Annex A
Parish Council Article	Beacon – delivered to every house in the village	July 12	See Annex A
Newsletter	Delivered to every house	September 12	See Annex A
Parish Council Article	Beacon – delivered to every	September	

	house in the village	12	
Public Meeting Poster	Village Notice Boards Parish Website Local Shops Notice Boards IoW County Press Village Talk Beacon Article	October 12	See Annex A
Public Meeting	Village Hall	30 th October 12 & 1 st November 12	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	November 12	See Annex A
Housing Needs Survey	Delivered to every house	January 13	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	January 13	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	March 13	See Annex A
Parish Council Article	Beacon – delivered to every house in the village	June 13	See Annex A

Annex A – Copies of publicity and consultation material used.

The plan along with the Sustainability Appraisal document will be subject to further public consultation for 4 weeks on 1 November 2013. Comments will be invited from residents, businesses, workers and visitors to Bembridge. The documents will be available for inspection at our website www.bembridgepc.org.uk/neighbourhood-planning, in the Parish Office 5 Foreland Road, Bembridge, Isle of Wight or the community Library Church Road, Bembridge, Isle of Wight.

Demographic Data

The table below indicates parish data taken from the 2011 Office for National Statistics (ONS) Census data. The data shows a population of some 3,688 for the parish of Bembridge and of this 38.4% are of pensionable age (65 years plus).

When considering the number of those living in the parish of Bembridge with some form of disability who may benefit from improved accessibility within the parish, a range of information is available. This includes data showing long-term health problems or disability that can limit a person's day to day activities and can include problems that are related to age.

The following statistics include disability that can limit a person's day to day activities identified as either a little or a lot.

Statistical Group- Pensionable Age	Number	% of total parish population
Population for Bembridge Parish	3688	
Pensionable age 65+	1417	38.4%

Statistical Group-Disability	Number	% of total parish population
Day-to-day activities are limited a lot	431	11.6%
Day-to-day activities are limited a little	483	13.0%

Bembridge Housing Needs survey dated July 2013 was adopted by IWC in August 2013 for use in Planning decisions. It is estimated that 63 additional homes are required over the next 5 years to meet the needs of local residents. These additional homes are required to meet mismatch between the specific requirements of households and the likely available supply. On average this means 12 units per annum. Two thirds of these requirements are for affordable housing, mainly social rented housing. Around one fifth of the 63 dwellings will need to be accessible housing. The supply of accessible smaller dwellings would allow older person households to downsize and to assist the ageing population to remain within their current community.

IW Council Documents
Open Space, Sports and Recreation Audit (April 2010)
Play Pitch Assessment and Strategy (February 2011)
Green Infrastructure Mapping Study (July 2010)

Further information on Green Infrastructure will be available when the Supplementary Planning Document is published.

Analysis and assessment

Given that the aim of the Bembridge Neighbourhood Plan is to maintain and enhance the unique self-contained character of Bembridge Village whilst permitting small scale sustainable growth that is in line with the needs and wishes of the community, the following provides an assessment of the consultation feedback.

The first public questionnaire was delivered to every house in the Parish in May 2012 which attracted 123 responses. Public consultation days were held on 14th and 16th June 2012 at the village hall and youth & community centre. 24 people attended. Two public meetings held on 30th October and 1st November 2012 in the village hall with over 100 people attending across the two dates. A second more detailed questionnaire was completed as part of the public meetings which attracted 48 returns. A dedicated housing needs survey was delivered to every house in January 2013 which attracted 454 returns.

Targeted consultation for relevant policies has taken place with specific local and community groups as listed on the consultation log. (attached as a background document).

From the assessment of Bembridge Neighbourhood Plan, it was identified that there are aspects that could contribute to the opportunities for equality of the protected characteristics identified in the initial screening process. This is in respect of the following:

- Improving footpaths and cycle tracks could help the elderly and those with mobility issues

access areas within the parish.

- The provision of affordable housing and accommodation suitable for older persons over the plan period, based on an identified need.
- Retain, protect and enhance the public open spaces within the parish which are accessible to all groups.

Recommendations

The expected outcome of the plan is that it will pass through the required stages including consultation, an independent examination and a referendum before being formally brought into force by the Isle of Wight Council. It is anticipated that the plan will become a formal part of the statutory local development plan (the Island Plan) and can be used to determine planning applications and guide developers preparing planning proposals in the neighbourhood area.

Undertake discussions with Development Management colleagues over the treatment of an individual's protected characteristics in determining planning applications in Bembridge as and when required.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No Impact			
Disability	No Impact			
Gender Reassignment	No Impact			
Marriage & Civil Partnership	No Impact			
Pregnancy & Maternity	No Impact			
Race	No Impact			
Religion / Belief	No Impact			

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No Impact			
Sexual Orientation	No Impact			
HR & workforce issues	No Impact			
Human Rights implications if relevant	No Impact			
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	31 July 2013
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i> 		