

St Just-in-Penwith Neighbourhood Development Plan Equalities Impact Assessment

Introduction

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.

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 particularly 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.

'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. This document considers the impact of the policies in the [Parish] Neighbourhood Development Plan (NDP) to ensure that these groups are not being disadvantaged by them.

Aims of the EqIA

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.

Methodology

An assessment has been made as to whether St Just in Penwith NDP has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). A brief exposition of the Policies and notes on any mitigation has been provided. 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.

Summary Data

The table below uses census data to give a picture of the current demographic profile of St Just in Penwith . 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).

	Parish	Cornwall	England	Comment
Population	5015	532,273	53 012 456	
%Male	48	48.5% male;	49.2% male	
%Female	52	51.5% female	50.8% female	
Age				
0- 15	790	16.9%	19.1%	
16-64	2810	58.8%	63.1%	
65+	1415	24.3%	17.9%	
% of lone parent households with dependent children	6.6%		7.1%	
% student households	0%	0.3%	0.6%	
Disability				In the parish:
% with mobility restricted a lot		10	8.3	8.14% receive Attendance Allowance
% with mobility restricted a little		11.4	9.3	6.7% receive PIP
% mobility not restricted		78.6	82.4	2.5% receive DLA
Ethnicity				
% White British / Irish	98%	98.2%	79.8%	
% Other (non-British) white			5.7%	
% non-white (to include Mixed ethnic groups, Asian, Black, Arab and other)	2%	1.8%	20.2%	
Nationality		52,793	58,969	In the parish:
Cornish Status		(+20,427 Cornish + another identity)	(+ 23,833 Cornish + another identity)	3345 people hold UK passports 125 hold non-UK passports

Religion				
% Christian	58	59.8	59.4	
% Other religion	2	1.4	8.7	
% No religion	40	30.3	24.7	

Policy Area: Affordable Housing							
Protected characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative – Low	Negative – Med	Negative - High		
Age	X					<i>Policy AH5 supports provision of property specifically for older people</i>	
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					

Policy Area: Appropriate Development							
Protected characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative – Low	Negative – Med	Negative - High		
Age		X					
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					

Policy Area: Building Design							
Protected characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative – Low	Negative – Med	Negative - High		
Age		X					
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					

Policy Area: Renewable Energy							
Protected characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative – Low	Negative – Med	Negative - High		
Age		X					
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					

Policy Area: Commercial Development							
Protected characteristic	Assessed Impact					Comments	Mitigation
	Positive	Neutral	Negative – Low	Negative – Med	Negative - High		
Age		X					
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					

