

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Dawn Smith Planning Policy Officer Oliver Boulter Team Leader, Policy and Conservation Chris Mills Planning Policy Officer Lisa Scovell Planning Policy Officer Peter Griffiths Principal Officer Housing Policy Chris Wells Principal Officer Transport Policy and Strategy Emma Brown Planning Policy Administrator
Directorate:	Economy & Environment
Date of Completion:	23 May 2012

Name of Policy/Strategy/Service/Function Proposal

The approval of the Chale Village Design Statement as a Supplementary Planning Document.

The Aims, Objectives and Expected Outcomes:

Different groups of people within the local community have different needs and aspirations as to how they want their community to develop in the future. This would include what services, facilities and local infrastructure are important to them. Given this, the aim and benefits of the Chale Village Design Statement is to give the people of Chale the opportunity to provide their views on the character of the village. Another aim of the Village Design Statement is to provide a description of the special character of Chale and to give detailed and practical guidance to those making proposals for development and the Local Planning Authority making those decisions on planning applications.

The objective is to apply the community established guidance consistently throughout the Parish of Chale as set out in the Village Design Statement.

The outcome is to improve the historic, built and natural environment within the Parish of Chale.

The final stage of the process is to submit the Village Design Statement to the Isle of Wight Council so that it can be considered for formal adoption as a Supplementary Planning Document (SPD). Whilst the document can formally be considered in the planning process once adopted as a material consideration, any proposal that requires planning permission within the Yarmouth and Thorley area will still be judged on its own planning merits.

- This is a new policy 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)~~

Key Questions to Consider in Assessing Potential Impact

Will the policy 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 policy proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the policy proposal have a significant effect on how other organisations operate?	No
Does the policy proposal involve a significant commitment of resources?	No
Does the policy 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 document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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 provision for affordable housing and retaining access to open space.</p>
Disability			X	<p>The document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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 provision for affordable housing and retaining access to open space.</p>
Gender Reassignment			X	The document will have no impact on this group.

				<p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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>
Marriage & Civil Partnership			X	<p>The document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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 document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general</p>

				<p>conformity.</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 document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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	<p>The document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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 document will have no impact on this group.</p>

				<p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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>
Sexual Orientation			X	<p>The document will have no impact on this group.</p> <p>The status of the guidance is such that higher level policy and legislation is also required to be considered as part of the decision making process. Additionally, the guidance has been the subject of a conformity check with the Policies of the Island Plan Core Strategy and the National Planning Policy Framework which has concluded that the content of the guidance is in general conformity.</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
<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 Chale Village Design Statement:</p> <p>Guidance specified under the Traffic and Communication Links section of the plan refers to the need for developers to consider footpath linkages and their improvements as a component of any development. Although the improvements to footpath linkages will have no impact on age and disability as identified above, this aspect could contribute to the opportunities for equality and for this reason this has been noted above.</p> <p>Guidance specified under the Spaces and Boundaries section of the plan addressed the need for affordable housing for local people. Although the document 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.</p> <p>Guidance specified under the Spaces and Boundaries section of the plan refers to Chale Green as an important open space within the village which is accessible to all groups. Although the document 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.</p>	

Evidence Considered During Screening
<p>Chale Village Design Statement has been through local public consultation and has been adopted by the Parish Council.</p> <p>The aim and benefits of the Chale Village Design Statement is to give people in Chale the opportunity to provide their views on the future of the area to ensure that the needs and aspirations of different groups of people have been taken into consideration when developing the plan.</p> <p>As well as providing evidence on how local people have been consulted, the document has also been the subject of a conformity check with the policies of the Island Plan Core Strategy and the National Planning Policy Framework. This conformity check has concluded that the content of the guidance is in general conformity with the Island Plan Core Strategy.</p> <p>The plan will also be subject to further consultation as part of its formal adoption as a SPD. This statutory process requires a six-week period of public consultation. The Council will make reference to the fact that the plan has had a detailed local consultation and will involve both the Parish Council and Isle of Wight Council elected Councillor for the area. It will be important for the Council to consider all comments that come forward from the consultation and discuss any changes that may be needed with the Parish Council.</p> <p>The six week period of public consultation took place between the 27 July and the 10 September and during this time the Council received no comments on the plan. Therefore no further Equality Impact Assessment was required.</p>

Demographic Data

The table below indicates ward data taken from the 2010 Office for National Statistics (ONS) mid year estimate and other sources including Working Age claimants at November 2011 from the Department for Works and Pensions (DWP). This data shows a population of some 2,689 for the ward of Chale, Niton and Whitwell and of this 39% are of pensionable age (60 years plus).

When considering the numbers of those living in the ward of Chale, Niton and Whitwell with some form of disability who may benefit from improved footpath links and accessibility, a range of information is available. This includes the number of people claiming incapacity benefit and severe disability allowance. The data identifies 215 people claiming benefits in the Chale, Niton and Whitwell area and of these 44% are claiming incapacity benefit or severe disability allowance.

Statistical Group	Number	% of total ward population
Population for Chale, Niton and Whitwell	2689	
Pensionable age 60+	1054	39%

Statistical Group	Number	% of total ward population
Working Age Claimants in Chale, Niton and Whitwell	215	
Incapacity benefit/ severe disability allowance	95	44%

Further information on population profile by parish and affordable housing data will be provided when the 2011 census data becomes available.

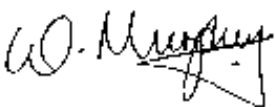
IW Council Documents

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)	Ben Gard
Date	23 May 2012

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Dawn Smith Planning Policy Officer Oliver Boulter Team Leader, Policy and Conservation Once the Equality Impact Assessment had been drafted comments were received from Ben Gard, Trainee Legal Executive, Rosie Barnard, Lead Officer Equality & Diversity and Ian Lacey, Performance and Business Manager.
Directorate:	Economy & Environment
Date of Completion:	13 June 2012

Name of Policy/Strategy/Service/Function Proposal

The approval of the Chale Village Design Statement as a Supplementary Planning Document.

The Aims, Objectives and Expected Outcomes:

Different groups of people within the local community have different needs and aspirations as to how they want their community to develop in the future. This would include what services, facilities and local infrastructure are important to them. Given this, the aim and benefits of the Chale Village Design Statement is to give the people of Chale the opportunity to provide their views on the character of the village. Another aim of the Village Design Statement is to provide a description of the special character of Chale and to give detailed and practical guidance to those making proposals for development and the Local Planning Authority making those decisions on planning applications.

The objective is to apply the community established guidance consistently throughout the Parish of Chale as set out in the Village Design Statement.

The outcome is to improve the historic, built and natural environment within the Parish of Chale.

The final stage of the process is to submit the Village Design Statement to the Isle of Wight Council so that it can be considered for formal adoption as a Supplementary Planning Document (SPD). Whilst the document can formally be considered in the planning process once adopted as a material consideration, any proposal that requires planning permission within the parish of Chale will still be judged on its own planning merits.

Please delete as appropriate:

- This is a new policy proposal
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Scope of the Equality Impact Assessment

Chale Village Design Statement has been through local public consultation and has been adopted by the Parish Council.

The aim and benefits of the Chale Village Design Statement is to give people in Chale the opportunity to provide their views on the future of the area to ensure that the needs and aspirations of different groups of people have been taken into consideration when developing the plan. The community as well as local businesses and the farming community were consulted with questionnaires and through public meetings, workshops and community events. The questionnaires were designed for the local community and additional consultation was undertaken with pupils from the local primary school and Chale Women's Institute. The results were analysed and reproduced in the document.

Chale Parish Council established a steering group to lead the village's efforts to produce a Village Design Statement for Chale. The project was launched at the annual meeting of the parish in 2007. Questionnaires were delivered to each house in the village. The questionnaire was kept to a single two-sided sheet of paper with 16 open questions and one for gaining some demographic information that is not available for the village from other sources. This was the widest ranging source of data obtained during the project and provided the foundation upon which all the other work was based and shaped the production of the document. All of the material previously generated including the findings from the questionnaires were presented back to a series of three drafting group meetings that took place on 8 and 22 November and 6 December 2007. These were attended by a variety of villagers; numbers attending were 10, 8 and 7 respectively. The output of each session was a series of bullet points setting out the character descriptions and guidance under each topic that had been identified by the work to date. On 19 January 2008, an open feedback day was held when villagers were invited to review the first draft document; comments and suggestions were taken on board. The final draft was made available at the Annual Parish Meeting in April 2008 after which the document was formally adopted.

As well as providing evidence on how local people have been consulted, the document has also been the subject of a conformity check with the policies of the Island Plan Core Strategy and the National Planning Policy Framework. This conformity check has concluded that the content of the guidance is in general conformity with the Island Plan Core Strategy.

The plan will also be subject to further consultation as part of its formal adoption as a SPD. This statutory process requires a six-week period of public consultation. The Council will make reference to the fact that the plan has had a detailed local consultation and will involve both the Parish Council and Isle of Wight Council elected Councillor for the area. It will be important for the Council to consider all comments that come forward from the consultation and discuss any changes that may be needed with the Parish Council.

The six week period of public consultation took place between the 27 July and the 10 September and

during this time the Council received no comments on the plan. Therefore no further Equality Impact Assessment was required.

Demographic Data

The table below indicates ward data taken from the 2010 Office for National Statistics (ONS) mid year estimate and other sources including Working Age claimants at November 2011 from the Department for Works and Pensions (DWP). This data shows a population of some 2,689 for the ward of Chale, Niton and Whitwell and of this 39% are of pensionable age (60 years plus).

When considering the numbers of those living in the ward of Chale, Niton and Whitwell with some form of disability who may benefit from improved footpath links and accessibility, a range of information is available. This includes the number of people claiming incapacity benefit and severe disability allowance. The data identifies 215 people claiming benefits in the Chale, Niton and Whitwell area and of these 44% are claiming incapacity benefit or severe disability allowance.

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Analysis and assessment

Given that the aim of the Chale Village Design Statement is to ensure that the needs and aspirations of different groups of people have been taken into consideration when developing the plan, the following provides an assessment of the consultation feedback.

The consultation was undertaken by Chale Parish Council following the Village Design Statement launch at the annual meeting of the parish in 2007. The following identifies the number of people who responded to the consultation by completing questionnaires designed specifically for adults and young

people in the parish. Comments received helped to shape the content of the document.

Of the 286 questionnaires delivered to households in the locality 85 were returned, a response rate of 30%. Not all completed the demographic information but based on those that did, 192 people were represented, made up of around 150 adults and 40 children. This is again around 30% of the village adult population.

From the assessment of the Chale Village Design Statement, 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 footpath linkages could help the elderly and those with mobility issues access a range of local services and facilities.
- The provision of affordable housing for local people in Chale with the redevelopment of derelict and redundant buildings being encouraged.
- Retaining access to open space in the village with specific reference to Chale Green and its importance to the character of the village.

Recommendations

To approve the adoption of the Chale Village Design Statement as a Supplementary Planning Document.

To undertake discussions with Development Control colleagues over the treatment of an individual's protected characteristics in determining planning applications in Chale 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:

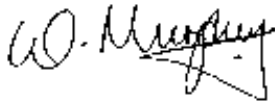
1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

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			
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				

Summary**Date of Assessment:**

13 June 2012

**Signed off by Head of
Service/Director****Review date**

13 June 2013

Date published

24 July 2012