

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	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
<b>Directorate:</b>	Economy & Environment
<b>Date of Completion:</b>	23 May 2012

### Name of Policy Proposal

**The approval of the Nettlestone and Seaview Parish Plan 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 Nettlestone and Seaview Parish Plan is to set out how the community would like the area to develop in the future.

The objective of the plan is to say how the community was consulted, describe the findings arising from the consultation and set these findings into a series of action plans.

The outcome is a rolling plan of delivery in the action plans.

The final stage of the process is to submit the plan 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 Nettlestone and Seaview 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)~~

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<b>Key Questions to Consider in Assessing Potential Impact</b>	
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 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 <b>Yes</b> 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 <b>No</b> 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 and pedestrian safety, addressing the need for affordable housing and a residential nursing home 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</p>

				and for this reason these have been noted. This is in respect of improving accessibility and pedestrian safety, addressing the need for affordable housing and a residential nursing home and retaining access to open space.
Gender Reassignment			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 the need 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 the need 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</p>

			<p>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 the need 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 the need 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</p>

				contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of the need for affordable housing and retaining access to open space.
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 the need 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 the need for affordable housing and retaining access to open space.</p>

<b>Are there aspects of the proposal that contribute to or improve the opportunity for equality?</b>	<b>Yes</b>
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*If answered Yes, describe what these are and how they may be promoted or enhanced*

The following aspects have been taken from the Nettlestone and Seaview Parish Plan Action Plans:

Action 2.3 addresses the need to maintain open space within the parish 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.

Action 3.1 specifies the need to identify sites for a residential nursing home. Although the provision of this type of accommodation 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.

Action 3.3 specifies the need to identify sites for affordable housing for the community. 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.

Action 4.3 addresses the need to increase and maintain better quality footpaths. Although the improvements for pedestrian safety and accessibility 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.

### **Evidence Considered During Screening**

Nettlestone and Seaview Parish Plan has been through local public consultation and has been adopted by the Parish Council.

The aim and benefits of the Nettlestone and Seaview Parish Plan is to give people in Nettlestone and Seaview 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, landowners, societies, clubs and historic building occupiers were consulted by questionnaire and through public meetings and community events. The questionnaires were designed for the local community and additional consultation was undertaken with pupils from the local primary school. The results were analysed and reproduced in the document.

Public meetings were organised to help formulate the parish plan and a questionnaire compiled and delivered to 1700 households throughout the parish. During the production of the plan various stakeholders attended monthly meetings including officers from the Isle of Wight Council.

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 2,836 for the ward of Nettlestone and Seaview and of this 46% are of pensionable age (60 years plus).

When considering the numbers of those living in the ward of Nettlestone and Seaview 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 125 people claiming benefits in the Nettlestone and Seaview area and of these 36% are claiming incapacity benefit or severe disability allowance.

Statistical Group	Number	% of total ward population
Population for Nettlestone and Seaview	2836	
Pensionable age 60+	1330	46%

Statistical Group	Number	% of total ward population
Working Age Claimants in Nettlestone and Seaview	125	
Incapacity benefit/ severe disability allowance	45	36%

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

#### IW Council Documents

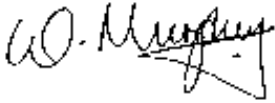
Open Space, Sports and Recreation Audit (April 2010)

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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

<b>Assessor(s)Name(s):</b>	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.
<b>Directorate:</b>	Economy & Environment
<b>Date of Completion:</b>	13 June 2012

### Name of Policy/Strategy/Service/Function Proposal

**The approval of the Nettlestone and Seaview Parish Plan 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 Nettlestone and Seaview Parish Plan is to set out how the community would like the area to develop in the future.

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Please delete as appropriate:

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## Scope of the Equality Impact Assessment

Nettlestone and Seaview Parish Plan has been through local public consultation and has been adopted by the Parish Council.

The aim and benefits of the Nettlestone and Seaview Parish Plan is to give people in Nettlestone and Seaview 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, landowners, societies, clubs and historic building occupiers were consulted by questionnaire and through public meetings and community events. The questionnaires were designed for the local community and additional consultation was undertaken with pupils from the local primary school. The results were analysed and reproduced in the document.

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## Analysis and assessment

Given that the aim of the Nettlestone and Seaview Parish Plan 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 Nettlestone and Seaview Parish Council. The following identifies the number of people who responded to the consultation by completing questionnaires designed specifically for people in the local community. Comments received helped to shape the content of the document.

Of the 1700 questionnaires delivered to households in the locality 853 were returned, a response rate of 51%.

From the assessment of the Nettlestone and Seaview 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 footpath linkages could help the elderly and those with mobility issues access a range of local services and facilities.
- The provision of affordable housing and a residential nursing home for local people in

Nettlestone and Seaview. Identify sites that could accommodate low cost housing.

- Retaining access to open space in the village for local people.

### **Recommendations**

To approve the adoption of the Nettlestone and Seaview Parish Plan 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 Nettlestone and Seaview 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:

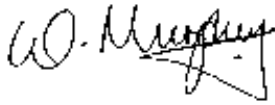
1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

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