

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 Proposal

The approval of the Yarmouth and Thorley Community 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 Yarmouth and Thorley Community Plan is to give people in Yarmouth and Thorley the opportunity to provide their views on the future of the area over the next ten to fifteen years from 2009.

The objective of the plan is to describe the community, its local distinctiveness and its place within the Island context. Provide information on how people were consulted and summaries these findings.

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 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 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 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 road safety, the provision of a community bus and access to affordable housing and 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</p>

				respect of improving accessibility, addressing road safety and access to affordable housing and 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 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</p>

			<p>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 road safety and access to affordable housing and 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 provision of community centres in the area and specifically the support for the adaptation of the west end of Thorley Church as a community facility was raised as an issue. We identified this action to have no impact but the issue was raised about the potential impact such a provision could have on people of other beliefs/religions or no faith who may wish to access this facility.</p> <p>The status of the guidance is such that higher level</p>

				<p>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>

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Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
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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 Yarmouth and Thorley Community Plan Action Plans:

Action B2 addresses the need for an 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 B10 addresses the work to improve road safety by the installation of traffic control measures to reduce speed. Although the improvement of road safety 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 B11 specifies the need to provide footpaths in the centre of Thorley and between Thorley and Yarmouth for pedestrians and those pushing prams. Although the improvements for pedestrian safety and accessibility will have no impact on age, disability and maternity as identified above, this aspect could contribute to the opportunities for equality and for this reason this has been noted above.

Action C2 addresses the provision for a community bus for the elderly which would help this group access local shops and services. Although the provision for a community bus 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 above.

Action D1 specifies the investigation for the need 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.

Evidence Considered During Screening

Yarmouth and Thorley Community Plan has been through local public consultation and adopted by the Parish Council.

The aim and benefits of the Yarmouth and Thorley Community Plan is to give people in Yarmouth and Thorley 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 were consulted with flyers, questionnaires and through public meetings. The questionnaires were designed for adults and young people and the results were analysed and produced in the document.

Yarmouth Town Council resolved on 6 November 2007 to hold public meetings to consult on the preparation of a parish plan. These took place in Yarmouth and Thorley with a total of 93 attending, representing some 22 local organisations as well as individual residents, and a total of 27 volunteered to help with the project. Between 27 October and 14 November 2008 Steering Committee members and other volunteers delivered 945 flyers to households in Yarmouth, Thorley, and peripheral areas of Bouldnor and Halletts Shute/West Hill. From 1 April 2009 962 adult questionnaires were delivered to households in the locality and also a youth questionnaire for 10-17 year olds was devised by a working group and distributed to schools and youth centres.

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 3,334 for the ward of West Wight (including Yarmouth and Thorley) and of this 39% are of pensionable age (60 years plus).

When considering the numbers of those living in the ward of Yarmouth and Shalfleet 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 140 people claiming benefits in the Yarmouth and Shalfleet area and of these 50% are claiming incapacity benefit or severe disability allowance.

Statistical Group	Number	% of total ward population
Population for West Wight (including Yarmouth and Thorley)	3334	
Pensionable age 60+	1301	39%

Statistical Group	Number	% of total ward population
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Working Age Claimants in Yarmouth and Shalfleet	140	
Incapacity benefit/ severe disability allowance	70	50%

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

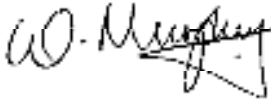
IW Council Documents

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 Yarmouth and Thorley Community 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 Yarmouth and Thorley Community Plan is to give people in Yarmouth and Thorley the opportunity to provide their views on the future of the area over the next ten to fifteen years from 2009.

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Please delete as appropriate:

- 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)~~

Scope of the Equality Impact Assessment

Yarmouth and Thorley Community Plan has been through local public consultation and has been adopted by the Parish Council.

The aim and benefits of the Yarmouth and Thorley Community Plan is to give people in Yarmouth and Thorley 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 were consulted with flyers, questionnaires and through public meetings. The questionnaires were designed for adults and young people and the results were analysed and reproduced in the document.

Yarmouth Town Council resolved on 6 November 2007 to hold public meetings to consult on the preparation of a parish plan. These took place in Yarmouth and Thorley with a total of 93 attending, representing some 22 local organisations as well as individual residents, and a total of 27 volunteered to help with the project. Between 27 October and 14 November 2008 Steering Committee members and other volunteers delivered 945 flyers to households in Yarmouth, Thorley, and peripheral areas of Bouldnor and Halletts Shute/West Hill. From 1 April 2009 962 adult questionnaires were delivered to households in the locality and also a youth questionnaire for 10-17 year olds was devised by a working group and distributed to schools and youth centres.

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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

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for Works and Pensions (DWP). This data shows a population of some 3,334 for the ward of West Wight (including Yarmouth and Thorley) and of this 39% are of pensionable age (60 years plus).

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Analysis and assessment

Given that the aim of the Yarmouth and Thorley Community 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 Yarmouth Town Council between the 27 October and 14 November 2008 and from the 1 April 2009. The following identifies the number of people who responded to the consultation from individual flyers delivered to households in the locality or by questionnaires designed specifically for adults and young people in the community. Comments received helped to shape the content of the document.

Flyer Consultation

Of the 945 flyers delivered to households in Yarmouth, Thorley, and the peripheral areas, 301 flyers

were returned, a 32% response rate. There were over 2,500 comments received which have been documented.

Adult Consultation by Questionnaire

Of the 962 adult questionnaires delivered to households in the locality 405 were returned, a response rate of 42%.

Consultation with Young People

Of the questionnaire for 10-17 year olds delivered to schools and youth centres, 55 questionnaires were returned and of those 40% were from Yarmouth and Thorley residents.

From the assessment of the Yarmouth and Thorley Community 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 between Thorley and Yarmouth could help the elderly and those with mobility issues access a range of local services and facilities in Yarmouth.
- Improve road safety and traffic control measures in Yarmouth by introducing a 20mph zone for the Conservation Area of Yarmouth. This could help the elderly and those with mobility issues access a range of local services and facilities.
- Investigate the provision of a community bus for the elderly. This could help the elderly and those with mobility issues access a range of local services and facilities.
- Investigate affordable housing need for local people in Yarmouth and Thorley.
- Provide an open space and young children's play area in Thorley.

Recommendations

To approve the adoption of the Yarmouth and Thorley Community 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 Yarmouth and Thorley 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 or 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