

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Oliver Boulter Team Leader, Policy and Conservation
<b>Directorate:</b>	Economy & Environment
<b>Date of Completion:</b>	June 2014

### Name of Policy Proposal

The adoption of the Fishbourne Parish Supplementary Planning Document (SPD).

### The Aims, Objectives and Expected Outcomes:

The Isle of Wight Council has been working with Fishbourne Parish Council in preparing a Fishbourne chapter for the Ryde Plan. Because of the timescale involved in preparing the Ryde Plan and its likely adoption date (programmed for December 2015), the parish council requested that the Fishbourne chapter be adapted into a SPD.

This will enable applicants and decision-makers to be aware of how the community would like to see the policies of the Island Plan Core Strategy applied to the parish of Fishbourne, and formalise it within a planning document.

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 parish of Fishbourne 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 <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>It is considered that the document could have a positive impact on this group.</p> <p>There are aspects of the plan that could make proposals 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 through its links to the Housing Needs Survey for the parish and for proposals to meet an identified local need.</p> <p>Policy FP2 identifies Kite Hill nursing home as a local facility the parish council supports and would like to see retained.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Disability	X			<p>It is considered that the document will have no direct impact on this group.</p> <p>There are, however, aspects of the plan that could make proposals contribute to the opportunities for equality for this group and for this reason these have been noted. This is in respect of improving accessibility, with links to addressing the need for older persons accommodation and affordable housing through its links to the Housing Needs Survey for the parish and for proposals to meet an identified local need.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the</p>

				Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.
Gender Reassignment			X	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Marriage & Civil Partnership			X	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Pregnancy & Maternity			X	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Race			X	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Religion / Belief	X			<p>It is considered that the document will have the potential for a positive impact on this group.</p> <p>Policy FP7 relates to Quarr Abbey and the religious community of Benedictine monks that live there. It</p>

				<p>supports development that “is of benefit to the ongoing religious community...”.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Sex (male / female)			X	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</p>
Sexual Orientation			X	<p>It is considered that the document will have no impact on this group.</p> <p>An SPD cannot introduce new policies; it expands and gives further guidance on the existing policies of the Island Plan Core Strategy. Furthermore, the SPD is required to be in general conformity with the Island Plan Core Strategy, which itself has been subject to an EqIA.</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 Fishbourne Parish SPD includes policy FP1, which states housing development proposals should demonstrate that they are meeting a local need.</p> <p>A significant element of local need is a housing need, which is identified through a housing needs survey. Such a survey was undertaken for Fishbourne and it identified a mix of housing types and tenures (owner occupied, shared equity, and rental homes) are required.</p> <p>The delivery of this type of accommodation could have a positive impact on the age and disability protected characteristics, this aspect could contribute to the opportunities for equality and for this reason this has been noted.</p>	

## Evidence Considered During Screening


The Fishbourne Parish SPD has been informed by various consultation exercises undertaken by the parish council. The document was also subject to further consultation as part of its formal adoption as a SPD. This statutory process requires a six-week period of public consultation.

### Demographic Data

The council has [ward profile information](#) for the ward of Binstead and Fishbourne, based on the 2011 Census. Information from the census is also available for the [parish](#) of Fishbourne. This data shows a population of 754 for the parish of Fishbourne, with 44% being of pensionable age (60 years plus).

The 2010 Indices of Deprivation shows that the ward of Binstead and Fishbourne is among 21-40% least deprived areas of England. Mosaic data for the ward of Binstead and Fishbourne shows that 24.2% of residents consider themselves to be residents of small and mid-sized towns with strong local roots, 21.5% consider themselves successful professionals living in suburban or semi-rural homes and 17.4% consider themselves to be active elderly people living in a pleasant retirement location.

The census shows that within the ward of Binstead and Fishbourne 95.7% of the population are white British. It also shows that only 1.2% of the population are in very bad health and 3% in bad health.

Head of Service Sign off:	
Advice sought from Legal Services (Name)	Justin Thorne
Date	10 July 2014

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	Ollie Boulter (Team Leader, Planning Policy, Conservation & Design)
<b>Directorate:</b>	Economy and Environment
<b>Date of Completion:</b>	10 July 2014

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

**Fishbourne Parish Supplementary Planning Document**

### The Aims, Objectives and Expected Outcomes:

The Fishbourne Parish SPD has been prepared by the community to guide development. It gives further details on existing Island Plan Core Strategy policies and is in general conformity with the National Planning Policy Framework (NPPF) Once adopted it will become a material consideration in the determination of planning applications within the parish of Fishbourne.

It has been identified through the Fishbourne Parish SPD process that there is a significant proportion of older people residing in Fishbourne, and the Fishbourne Parish will be one of the planning documents used to determine planning applications in the parish that would contribute to meeting a local need for accommodation for older people.

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

The Fishbourne Parish SPD gives further details on existing Island Plan Core Strategy policies, which have been subject to its own equalities impact assessment.

### **Analysis and assessment**

The impacts of the Fishbourne Parish SPD are not direct, rather it will be proposals from 3<sup>rd</sup> parties that are judged against the policies of the Fishbourne Parish SPD. The protected characteristics upon which the Fishbourne Parish SPD was identified as having the potential for a positive impact are age, disability and religion. The potential for a positive impact was identified as the policies of the Fishbourne Parish SPD (along with the core strategy) would support proposals for development that met specific needs of the community relating to age (older persons accommodation), disability (improving accessibility) and religion (support to religious community of Benedictine monks at Quarr Abbey).

### **Recommendations**

It is considered that the proposed Fishbourne Parish SPD would not have negative impacts on the protected characteristics. It, along with other relevant planning documents, would facilitate 3<sup>rd</sup> party proposals for development that met specific needs of the community, and this would cover provision for a range of specialist older persons accommodation.




## 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	Positive	No	n/a	Provide the planning policy framework to consider 3 <sup>rd</sup> party proposals, with a potential effect of supporting positive outcomes for the protected characteristic.
Disability	Positive	No	n/a	Provide the planning policy framework to consider 3 <sup>rd</sup> party proposals, with a potential effect of supporting positive outcomes for the protected characteristic.
Gender Reassignment	No Impact			
Marriage & Civil Partnership	No Impact			
Pregnancy & Maternity	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)
Race	No Impact			
Religion / Belief	Positive	No	n/a	Provide the planning policy framework to consider 3 <sup>rd</sup> party proposals, with a potential effect of supporting positive outcomes for the protected characteristic.
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:	10 July
Signed off by Head of Service/Director	
Review date	
Date published	

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