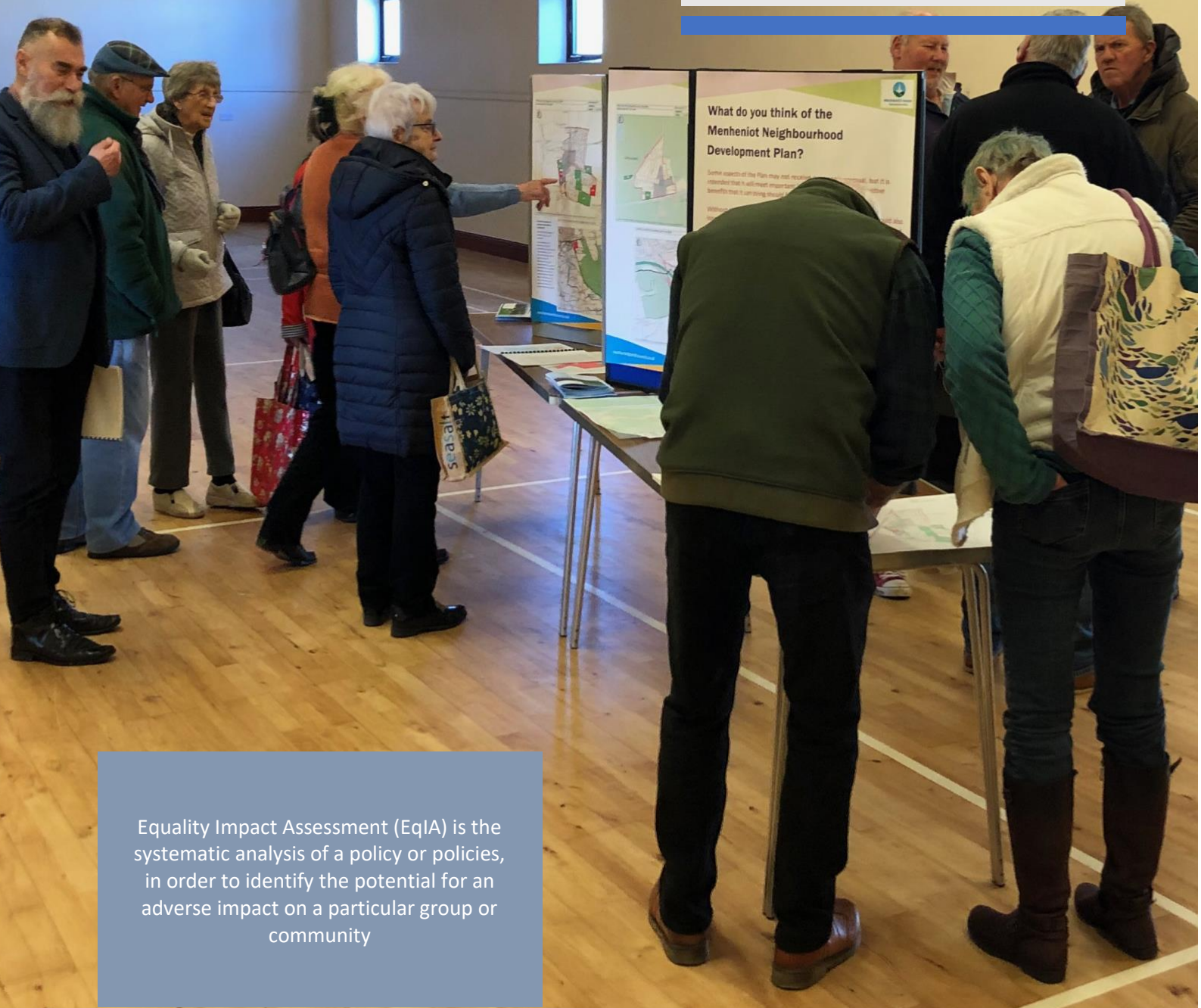


EQUALITY IMPACT ASSESSMENT STAGE 2

Menheniot Neighbourhood Development Plan 2021 - 2030

Menheniot NDP Steering
Group Updated November
2020



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

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1. Introduction

1.1 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.

1.2 Equality Impact Assessment

Equality Impact Assessment (EqIA) is the systematic analysis of a policy or policies, primarily to identify the potential for an adverse impact on a particular group or community, in particular 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. In 2017 an [EqIA Stage 1 Statement](#) was adopted for the Menheniot NDP.

1.3 The 'Protected characteristics' that are defined in the Act. For NDPs the relevant 'Protected characteristics' are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, 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 Menheniot Neighbourhood Development Plan (NDP) to ensure that these groups are not being discriminated or disadvantaged by them. The focus is mainly on 'indirect discrimination' which can occur when a policy applies to everyone but disadvantages a person with a particular protected characteristic.

1.4 Aims of the EqIA

The underlying 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.

2. Methodology

2.1 An assessment has been made as to whether the Menheniot NDP is expected to have a positive, negative, or neutral impact on each of the protected characteristics. A brief exposition of the Policies and notes on any mitigation has been provided.

2.2 The impact of the Policies has been assessed taking into account the baseline information about the population of Menheniot Parish. 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.

Where there is a potential positive impact, in that the outcome of the policies will be likely to be of benefit to the interest of groups with protected characteristics, this is also indicated.

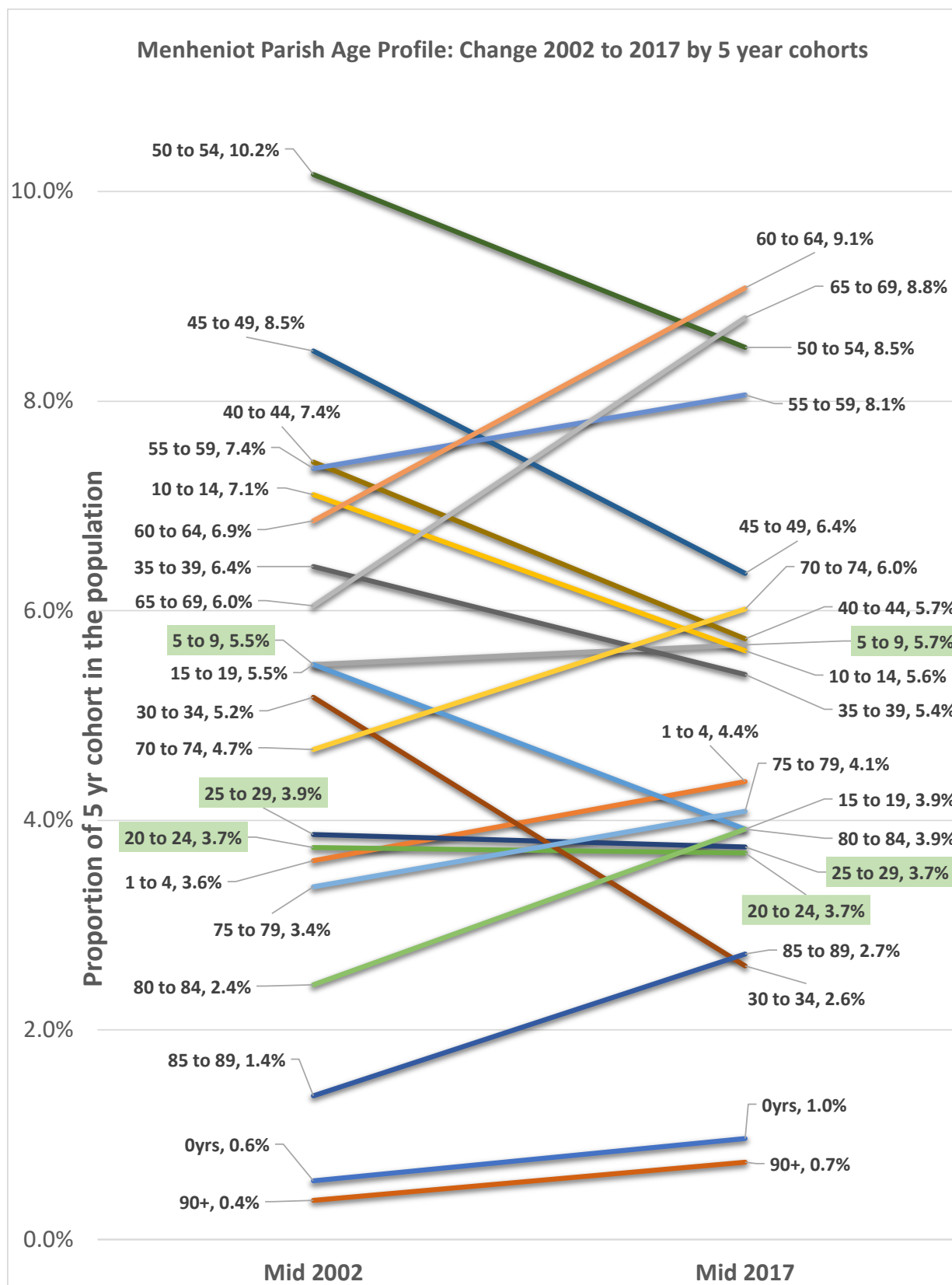
2.3 Where there is a negative impact, any necessary mitigation is identified.

3. Summary Data

3.1 The paragraphs below use census data to give a picture of the current demographic profile of Menheniot. 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 used the best data known from reliable sources that represent the interest of a people falling within a protected characteristic. Unless stated otherwise, the data source is from the 2011 Census and mid-year estimates reported by the Office for National statistics (ONS).

3.2 Some 48.5% of the usually resident population were male, and 51.5 female. Approximately 324 (19%) of Menheniot's usually resident population were under 18 years old, whilst the number of younger adults (18 to 44) was 466, about 27% of the total. The number of more mature working age people (45-65) was around 556 (32%)

whilst the 370 older people (65+) represented 22% of the total. Notably around 50 were 85+, likely to suffer mobility, access, and health issues. Over the period 2002 to 2017 significant changes to the demographic structure of Menheniot Parish occurred, with more older people and fewer younger people being present.



3.3 The nationality, national origin, religion and ethnic group information from the Census illustrates that Menheniot is a community with little diversity. There was a significantly greater proportion of white people compared to

England (98.6% compared to 79.8%). This bias was reflected in the low proportions of mixed/multi-ethnic, Asian, and black people (11, or 0.6% compared to 2.2% nationally). The proportions for religions such as Buddhist, Hindu, Muslim and Sikh was also very below average (20, 1.2% compared to 8.7%). In 2011 the proportion of people living in Menheniot with English as main language was 99% compared to 90.9% nationally. However some 0.1% of people lived in a household where no English was spoken as the main language and so may have difficulty dealing with Plan materials delivered in English.

3.4 In terms of health, 382 of residents (22.3% compared to 17.6% nationally) said that their day-to-day activities were limited through ill-health. Of these 165 (9.6% compared to 8.3% nationally) of residents said that their day-to-day activities were limited a lot. Of these, 106 or 41.2% were of working age (compared to 43.7% nationally). Some 238 people were recoded as carers, 13.9% of the usually resident, with some 62 people (or 3.6%) providing more than 50 hours caring per week.

3.5 No census data on sexual orientation and gender preference is available. The ONS Integrated Household Survey 2011 found 1.9% to be lesbian, gay or bisexual. However Stonewall says that the UK Government estimate, used for policy making, that 5% to 7% of the population is lesbian, gay, bisexual, transgender or questioning (LGBTQ), is reasonable. This implies that between 70 and 100 of the usually resident population over 16 (1412) may be LGBTQ.

3.6 Some 55.6% were married or in a civil partnership, compared to 46.8% nationally, whilst 11.1% were divorced (compared to 9% nationally) and 22.6% were single (compared to 34.6% nationally). About 7.5% of households were lone parent, compared to 10.6% nationally.

3.7 In summary, Menheniot has:

- a slightly higher preponderance of females over males in the population than is typical
- an ageing population
- a declining population of younger people
- A much higher proportion of white people than the national average, and fewer people of the black and multi-ethnic community
- A religious structure similar to the SW but with fewer minority beliefs than nationally
- A slightly higher proportion of people with limiting long term illness than the national average
- As many as 100 people who are LGBTQ
- A notably greater proportion of married and civil partnership couples than in Cornwall and England, and more divorced people, and a much smaller share of single people.
- A lower proportion of lone parent households than typical.

4. Community Engagement Strategy

4.1 In setting up the [Engagement and Consultation Strategy](#) the Steering Group considered the nature and demographics of the Parish (as above), noting that some small communities could be hidden in the largely homogenous wider community, and prepared methods that took account of the diversity of the whole community, so all members of the community inform the plan. The team worked hard to design engagement activities that were as fully inclusive as possible, such as displays at key community locations with good venue accessibility for everyone, timings that suited those in work, or with families at home, and a variety of communication methods to reach as wide an audience as possible, including a dedicated interactive website with options to change viewing settings, Facebook and Twitter social media, local press, posters, flyers, and door-to-door summary leaflets, letters to organisations representing for example LGBGT+ group, the Polish and South Asian communities.

5. The Plan Vision and its Impact

5.1 A vision for Menheniot for 2030 was developed through community engagement: ***‘Our Vision for 2030 and beyond is that Menheniot Parish will be a well-designed, well connected parish that:***

- ✓ ***has a strong sense of local identity and is a pleasant and tranquil place to live, work and visit;***
- ✓ ***meets the needs and aspirations of local people, offering a choice of homes, jobs and community facilities;***

- ✓ **tackles the causes of climate change and is resilient to them;**
- ✓ **supports a busy, active and dynamic community with a strong community spirit that is valued by residents;**
- ✓ **celebrates, enhances and protects the special qualities of its environment, heritage and landscape.**

5.2 It is considered that the vision is inclusive of all those falling within one of the protected characteristics, and the assessment is that that they will gain an overall positive impact.

6. The Plan Objectives and their Impact

6.1 The Objectives of the Menheniot Parish NDP are as follows:

1. Meeting Housing Needs

- a. Provide for a limited amount of new housing to meet local needs and demand, in a mix which includes good quality locally distinctive homes for elderly villagers, young singles, couples and families needing their first home.
- b. Contribute to the housing and employment needs of the Looe-Liskeard Community Network Area.
- c. Ensure that housing is available to meet the needs of specialist staff needed to support local agricultural and other rural businesses.

2. Environment. Landscape and Heritage

- a. Protect the peaceful and tranquil quality of the Parish and its special architectural and historic character.
- b. Secure high quality in the design of all development.
- c. Reduce environmental impacts, increase biodiversity, and protect wildlife corridors.
- d. Protect and enhance the landscape character and setting for the Parish.

3. Community Facilities, Leisure and Lifestyle

- a. Support the provision of high quality and accessible community facilities to meet the changing needs of all parts of the local community.

4. Roads, Access and Transport

- a. Improve movement around Menheniot Parish, reduce traffic and parking conflict, and enhance the pedestrian experience.

5. Business & Jobs

- a. Support, strengthen and diversify the wider local economy and local businesses, particularly in agriculture, tourism, leisure and light industry.
- b. Support local enterprises to have access to up-to-date internet services.

6. Tackling Climate Change

- a. Support renewable energy production at a scale that is environmentally sound
- b. Encourage on site provision of renewable energy and use of low energy and low carbon technologies in new development.
- c. Support community owned renewable energy generation.
- d. Support natural solutions to climate change.
- e. Support low carbon design and reduce the need to travel.

6.2 These objectives are very broad in their phrasing and can be considered to be inclusive. Any negative impacts are addressed in the policies that follow from the objectives.

7. Summary of Policies and their Impact

7.1 Flowing from these objectives are the policies of the NDP:

Figure 1: Menheniot NDP Policies Look Up Table		
Policy	Title	Page No.
HOUSING NEEDS		
Policy 1 -	Settlement Development Boundaries	21
Policy 2 -	Residential Infill and brownfield Development	25
Policy 3A -	New housing sites to meet the needs of Menheniot Parish	26
Policy 3B -	Meeting the Needs of Older Residents	29
Policy 4 -	New Mixed-Use Urban Extension to Meet the Needs of the Looe Liskeard Community Network Area	32
Policy 5 -	Exception Sites for affordable housing	35
ENVIRONMENT, LANDSCAPE AND HERITAGE		
Project 1 -	The Public Realm	37
Policy 6 -	Reconstruction or Conversion of Abandoned / Neglected buildings	40
Policy 7 -	Landscape and Heritage Views and Vistas	40
Policy 8 -	Local Landscape Value Area	42
Policy 9 -	Design in Historic Core of Villages	44
Policy 10 -	Dark Skies	46
Policy 11 -	Trees, Cornish hedges and hedgerows	47
Policy 12 -	Habitat and Biodiversity	47
Policy 13 -	Design of New Development	49
COMMUNITY FACILITIES, LEISURE AND LIFESTYLE		
Policy 14 -	Community Facilities and Social Infrastructure	50
Policy 15 -	Facilities for Young People	50
Policy 16 -	Local Green Spaces	51
ROADS, ACCESS AND TRANSPORT		
Policy 17 -	Transport and Communications	53
Policy 18 -	Footpaths and Bridleways	54
BUSINESS & JOBS		
Policy 19 -	Sustainable Tourism	54
Policy 20 -	Employment in Residential Areas	55
Policy 21 -	Small Workshop Development	55
Policy 22 -	Rural Workspace Centre Proposal	57
CLIMATE CHANGE		
Policy 23 -	Renewable energy production	59
Project 2 -	Community Sustainable Energy	62
Policy 24 -	Energy Efficient and Small Carbon Footprint Design	62

7.2 The following table assess the impact of the Menheniot NDP objective and policy set on groups with protected characteristics.

Theme: HOUSING NEEDS						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						<p>Policies here include criteria for new housing development which will help to achieve sustainable, inclusive, accessible and safe neighbourhoods that meet the needs of a wide cross-section of the community. However provision without regard to the protected characteristics would not be acceptable.</p> <p>MITIGATION:</p> <p>Specific reference is made to the need for starter/late life homes, family homes, small dwellings suitable for 1 and 2 person households, the development of a housing facility to meet the needs for affordable housing with care provision, and specialized housing with at least 25% of the dwellings provided as 'accessible homes', in line with Cornwall Local Plan Policy 13. Reference is also made to the provision of garden space, appropriate to the size of the dwelling proposed, to encourage recreation and physical activity for all ages.</p> <p>Therefore, the impact of these policies on the interest of groups with protected characteristics may be expected to be positive, including a better supply of suitable dwellings, designs better suited to needs, improved integration and accessibility.</p>
Age	✓					
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: ENVIRONMENT, LANDSCAPE AND HERITAGE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						<p>Whilst overall this set of policies will help to retain the distinctive natural, built and historic environment qualities that contribute to the locally valued 'sense of place' and thereby to both physical mental well-being, measures to retain local characteristics in design may require the retention of steps or different surface treatments such as cobbles, etc which may impact negatively on the interests of older people, those with disability. They may also rule against building formats associated with religious beliefs.</p> <p>Measures to retain local biodiversity and landscape assets such as the retention of Cornish Hedges, stiles or traditional surface treatments, may also impact on older people, those with a disability etc.</p>
Age	✓			✗		
Disability	✓			✗		
Gender reassignment		○				

Marriage and civil partnership		○				MITIGATION: The NDP includes a note to the effect that in applying Policy 9 in this section users should be aware of and carefully take into account the needs of groups with protected characteristics as set out in the Equalities Act 2010. Later, in Policies 17 and 18 on footpaths etc, reference is made to them being accessible to all including people with disabilities, applying the principle of 'Least Restrictive Access'. Project 1 on the public realm refers to the need to ensure improved accessibility and parking for people with disabilities, mobility scooters and wheelchair users.
Pregnancy and maternity		○				
Race				x		
Religion and Belief		○				
Sex		○				
Sexual orientation		○				

Theme: COMMUNITY FACILITIES, LEISURE AND LIFESTYLE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					It can be anticipated that these policies will indirectly support groups with protected characteristics by providing support for retention and enhancement of social and recreational facilities, and also resisting loss of any existing green spaces, allotments etc. Policy 3A also supports a school playing field extension which may allow the primary school to add further educational buildings. MITIGATION: NONE NECESSARY
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: ROADS, ACCESS AND TRANSPORT						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age				x		<p>Overall the set of policies under this theme should be of wide benefit, including for people falling within the protected characteristics. However, promoting sustainable access can, if not done carefully, be of detriment to the interest of groups with protected characteristics, for example through reducing access for car-users with disabilities, footpaths routes which are insufficiently lit or have rough and harsh traffic calming measures, or poorly delineated shared surfaces.</p> <p>MITIGATION</p> <p>Policies 17 and 18 includes a reference to ensuring design of are accessible to all including people with disabilities, applying the principle of ‘Least Restrictive Access’. Project 1 on the public realm refers to the need to ensure improved accessibility and parking for people with disabilities, mobility scooters and wheelchair users.</p>
Disability				x		
Gender reassignment		o				
Marriage and civil partnership		o				
Pregnancy and maternity				x		
Race		o				
Religion and Belief		o				
Sex		o				
Sexual orientation		o				

Theme: BUSINESS & JOBS						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>These policies, which in general will help improve prosperity, should indirectly support groups with protected characteristics by providing additional and enhanced work opportunities improved general access to employment locations, and better environment at existing employment sites. Support for home-based enterprise may help those with limited mobility. Policy 19 specifically refers to new tourism facilities to be physically accessible to people with impaired mobility and other disabilities such as</p>
Disability	✓					

Gender reassignment	✓					impaired sight or hearing, and s socially inclusive, facilitating use by all sectors of the local community. MITIGATION: NONE NECESSARY
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: CLIMATE CHANGE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						Support for measures to tackle the causes and impacts of the climate crisis are likely to be of short and long-term benefits to those who are in one of the protected characteristic groups in terms of more immediate economic benefits and reduced long term negative effects of climate change. MITIGATION: NONE NECESSARY
Age	✓					
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

8. Conclusion

8.1 An assessment of the vision, objectives and policies contained in the Menheniot Parish NDP indicates that none of them will have high negative impacts upon groups with protected characteristics, with most being medium or low impact, and capable of mitigation (which has been included in the NDP). Many of the policies will make a positive contribution to the needs of those in the community with protected characteristics.