



**Equalities Impact Assessment**  
**Lewes Neighbourhood Development Plan**

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June 2018

## 1. Introduction

- 1.1. The Equality Act 2010 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 who have a “protected characteristic” and those who do not.
- 1.2. “Protected characteristics” are age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 1.3. This report assesses the Submission Lewes Neighbourhood Development Plan (Lewes NDP) to ensure that Lewes Town Council (as the qualifying body responsible for preparing the Lewes NDP) is satisfying its statutory duties in this regard. Equality Impact Assessment (EqIA) is a systematic analysis of a policy or policies, in order to explore the potential for an adverse impact on a particular group or community. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups. If a policy results in unfairness or discrimination then changes to eliminate or lessen the impact should be considered.
- 1.4. The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision-making and to place a more proactive approach to the promotion of equality and fairness at the heart of public policy. The processes involved in conducting the analysis should not be looked on as an end in themselves. Instead, it should be borne in mind that the aim is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. In undertaking the EqIA, it is important to keep in mind why the Lewes NDP is needed, what the intended outcomes are, and how it will be ensured that the policies will work as intended.

## 2. Methodology

- 2.1. An assessment has been made on whether the Lewes NDP has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). The vision and objectives of the NDP have been assessed, and individual policies are highlighted where they are considered likely to have a negative impact.

## 3. Baseline data

- 3.1. Data for the Parish of Lewes is available from the 2011 Census for the following protected characteristics: age, sex, disability, race and religious belief.
- 3.2. No data is available for the following protected characteristics: gender reassignment, marriage and civil partnership, pregnancy and maternity and sexual orientation.

### Lewes neighbourhood area – population characteristics

**Total Population** – 17,297

**Age:** 12.4% of the population are children aged 15 or less, 62.9% are in the working age groups up to the age of 64, and 17.3 % are aged over 65. This means that the population has a slightly older profile than the national average.

**Sex:** 8,448 males, 8,849 females.

**Main language;** English is the main language for 95% of residents.

**Country of birth;** 90.4% of residents were born in the UK. 3.2% were born in the EU and 5.9% were born elsewhere.

**Ethnic group:** 90% of the population is British White, 2% Mixed/multiple ethnic, 1.8% Asian/Asian British, 0.4% Black/African/Caribbean/Black British.

**Religion:** 45.9% of residents are Christian. 42% of residents do not have a religion. 9% of residents did not state their religion in the 2011 Census.

**Health:** The local community is generally healthy, with the great majority reporting “very good” or “good” health at the time of the 2011 Census. Nevertheless, 17% of the local population reported long term health problems or a disability but this is in line with the national average.

Data sourced from NOMIS: <https://www.nomisweb.co.uk/>

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- 4.1. All written communications were in English and it was not considered necessary to translate them into any other language.
- 4.2. Throughout the preparation of the Lewes Neighbourhood Development Plan, the Town Council tried to promote the widest possible engagement of the local community in planning for the future development of the parishes.
- 4.3. Early on in the process, a wide range of community groups, including those from the Lewes Partnership were contacted to be part of the Lewes neighbourhood Plan Steering group. A visioning event for the public was held on 4<sup>th</sup> June 2015. This examined how change can be accommodated, designed and planned in Lewes A. report was produced from this event and other research carried out by the steering group which was subject to an online questionnaire over the Summer months. Poster exhibitions were held in October and November 2015 to share the evolving ideas with the public. Young people were specifically targeted through the engagement events and two dedicated weekend sessions for young people were designed and delivered by staff at the University of Brighton on Saturday 12<sup>th</sup> and 19<sup>th</sup> March 2017. Consultation with local schools was also carried out. A six week Pre-submission consultation was undertaken on the draft NDP was held on 8<sup>th</sup> May until 21<sup>st</sup> June 2017. The consultation was also publicised to the local community through a drop in events held at the Town Hall, Lewes on 25<sup>th</sup> and 26<sup>th</sup> May 2017. An online survey was also made available and the consultation was publicised through social media & leaflets

distributed throughout the town. Banners were also put up locally and the consultation was publicised through press releases. Printed copies of the draft NDP were made available.

## 5. Impact on Groups with Protected Characteristics

### 5.1. The Vision Statement for the Lewes NDP is:

“Lewes has a rich and unique historical, geographical and cultural heritage. Development in the town will look to the future by reflecting this heritage and maintaining a thriving town where business and the arts flourish, and where the challenges of climate change and the need to create sustainable communities will be met with resilience and imagination.

The town will house its residents and their children at an affordable cost for local average incomes. Lewes will be a place where the quality of people’s lives matters most as we engage with future development.”

### 5.2. Lewes NDP contains a series of objectives, these set out how the Town Council proposes to deliver its Vision for the area up to 2032. Delivery of the objectives will be through both planning policies and community actions. Each objective is reviewed to assess whether it is likely to have an impact on groups within the parish with protected characteristics:

<b>Objective</b>	<b>Likely impact</b>	<b>Commentary</b>
1. Sustainable Communities	Positive	This objective seeks to ensure that all new development provides excellent affordable housing and work spaces that contribute to safe sustainable and mixed communities with good access to local jobs and essential services. This objective is expected to have a positive impact on all sectors of the community but particularly those without access to a private vehicle or with limited mobility.
2. Locally Affordable Housing	Positive	This objective seeks to substantially increase the amount of genuinely affordable housing for sale and rent. This objective is expected to have a positive impact on groups with protected characteristics, particularly people with specific housing needs.
3. Locally Affordable Workspace	Positive	This objective seek to ensure that appropriate workspace is provided locally. This objective is expected to have a positive impact on groups with protected characteristics, particularly people without access to their own vehicle.
4. Efficient Use of Land	Neutral	This objective seeks to ensure that efficient use is made of brownfield sites to meet the demand for new housing. This objective is deemed to have a neutral impact on groups within the community with protected characteristics.
5. Environmental Design	Neutral	This objective seeks to encourage development that is well-designed and environmentally sustainable through efficiency of water use and avoidance of light pollution. This objective is deemed to have a neutral impact on groups within the community with protected characteristics.
6. Easily Moving Around	Positive	This objective seeks to encourage walking and cycling with particular regard for the access and safety needs of the

		young, the elderly and less able. This objective is expected to have a positive impact on groups with protected characteristics, particularly people with mobility issues or without access to their own vehicle.
7. Reduced Energy Demand	Neutral	This objective encourages carbon neutral sustainable development, as well renewable energy generation and energy storage. This objective is deemed to have a neutral impact on groups within the community with protected characteristics.
8. Natural Environment, Green Spaces & Biodiversity	Neutral	This objective seeks to enhance biodiversity within the town by providing green corridors, green spaces and green infrastructure. This objective is deemed to have a neutral impact on groups within the community with protected characteristics.
9. Climate Change	Neutral	This objective seeks to ensure all new development is resilient to climate change and extreme weather such as flooding. This objective is deemed to have a neutral impact on groups within the community with protected characteristics.
10. Village & Town Connections	Positive	This objective seeks to enhance connections from the town to the countryside and to provide an improved bus station and public transport connections along with community transport services. This objective is expected to have a positive impact on groups with protected characteristics, particularly people without access to their own vehicle.
11. Tourism	Neutral	This objective seeks to enhance tourism opportunities in the town and make the town more accessible to visitors. This objective is deemed to have a neutral impact on groups within the community with protected characteristics.
12. Flexible Housing for All Generations & Incomes	Positive	This objective seeks to rebalance the current housing stock by encouraging affordable housing and by increasing the number of smaller properties suitable for young people and older people wishing to down size.

5.3. All of the Lewes NDP objectives are considered to have a positive or neutral impact.

## 6. Conclusion

- 6.1. The Lewes NDP provides a suite of objectives and policies to respond to the vision for the benefit of the local community as a whole, including those with protected characteristics, but perhaps most particularly young people, older people and those with limited mobility.
- 6.2. In preparing the Lewes NDP, Lewes Town Council and the NDP Steering Group have sought to engage as widely as possible with the all of the local community. They have gone beyond minimum consultation requirements to gather the views of the community.
- 6.3. In conclusion, this assessment finds the Lewes NDP to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.