



**Equalities Impact Assessment**  
**Petworth Neighbourhood Development Plan**

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August 2017

## 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 Patching Neighbourhood Development Plan (NDP) to ensure that Petworth Town Council (as the qualifying body responsible for preparing the Petworth 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 Petworth 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 Petworth 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 Petworth 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.

### **Petworth neighbourhood area – population characteristics**

#### **Total Population – 3,027**

**Age:** 17% of the population are children aged under 16, 56% are in the working age groups up to the age of 64, with 26.7% in the older age groups. This means that the population has an older profile than the national average.

**Sex:** 2,235 (47%) males, 2,507 (53%) females

**Main language;** English is the main language for 98% of residents

**Country of birth;** 93.4% of residents were born in the UK. 3.2% were born in the EU and 3.4% were born elsewhere.

**Ethnic group:** 98.2% of residents are White. 1% of residents are Mixed/multiple ethnic groups.

**Religion:** 72% of residents are Christian. 19.8% of residents do not have a religion. 6.6% 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, 571 individuals reported long term health problems or a disability. This is over 18% of the local population but is in line with the national average.

## **4. Process of Community Consultation**

- 4.1. All written communications were in English and it was not considered necessary to translate them into any other language as English is the main language for 98% of residents.
- 4.2. Throughout the preparation of the Petworth Neighbourhood Development Plan, Petworth Town Council has tried to promote the widest possible engagement of the local community in planning for the future development of the parish.
- 4.3. Petworth Town Council have undertaken three rounds of public consultation during the preparation of the NDP. First, an ‘Issues & Options’ consultation in 2015, followed by a ‘Development Options’ consultation in 2016 and then the statutory pre-submission consultation in 2017. During each of these consultations, drop-in sessions have been held at various locations across the town. The events have been publicised through leaflets to all households, posters & banners, press releases, notices in local organisation newsletters and by having a stall at the local farmers market. The Town Council have also used social media to promote their events and have 243 followers to their facebook page. The Town Council have targeted hard to reach groups by sending additional leaflets to areas where there has been a low turnout, holding events in a range of venues, including the local school and targeting consultation with young people. At each consultation, people have been invited to comment using a questionnaire which has been available both online and in hard copy. Copies of the NDP and the questionnaire have been made available throughout the consultation periods at the Town Council office and at the local library.

## 5. Impact on Groups with Protected Characteristics

5.1. The Vision of Petworth NDP states that:

“By 2033 Petworth will be seen as a 21st Century market town whose historic core has been conserved and enhanced alongside a vibrant economy serving the Parish and the surrounding villages. New housing will provide examples of good design which will have improved neglected areas within the town and at its edges and approaches.

Local employment opportunities will have increased, and the management of traffic in the town centre will have improved the safety of pedestrians and cyclists. There will be enhanced recreation and leisure facilities, especially for the young, and the population will be served by accessible local services that reflect the community’s needs, and which support its health, social, cultural, and educational wellbeing”

5.2. Petworth NDP contains a series of key principles, these set out how the Parish proposes to deliver its Vision for Petworth up to 2033. Delivery of the principles will be through both the NDP objectives and planning policies. Each key principle is reviewed to assess whether it is likely to have an impact on groups within the parish with protected characteristics:

Key Principle	Likely impact	Commentary
Petworth must retain its character of a historic market town	Positive	This key principle seeks to ensure Petworth retains both its historic core and its compactness as a town. The shopping core should remain within 15 to 20 minutes walking distance of the majority of homes. This principle 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.
Petworth’s centrally positioned shopping area must increase its power of attraction for surrounding villages without losing its appeal to visitors.	Positive	Petworth town has in recent times become known for its antique traders – this appeals to many visitors. The NDP seeks to retain this appeal but also ensure there are retailers catering for a broad range of everyday needs. This principle is expected to have a positive impact on all sectors of the community.
Petworth must retain and broaden its facilities for markets, fairs, cultural events, and recreation.	Positive	This principle is expected to have a positive impact on all sectors of the community.
Petworth must remain easily accessible by road but improve the safety of pedestrians and cyclists.	Positive	Pedestrian safety is an important local concern as inadequate pavements, HGVs and speeding traffic are putting pedestrians at risk. This principle is expected to have a positive impact on all sectors of the community.
Petworth must show due respect to its landscape setting in a National Park.	Neutral	This principle seeks to preserve the landscape setting of Petworth which can be enjoyed by all but is deemed to have a neutral impact on groups within the community with protected characteristics.

<p>Petworth's new housing must be sustainably designed and well built, to complement the architecture of the town. It should be available to meet the needs of all ages including first time buyers, growing families and retirees. It should take into account the need for adequate domestic car parking and the need for green space within housing developments.</p>	<p>Positive</p>	<p>This principle and supporting policies seeks to rebalance the current housing stock by encouraging an increase in smaller properties suitable for young people and older people wishing to down size.</p>
<p>Petworth must increase potential employment opportunities for local residents.</p>	<p>Positive</p>	<p>This principle is supported by policies which seek to support and expand employment opportunities within the town. This principle is expected to have a positive impact on groups with protected characteristics, particularly people without access to their own vehicle.</p>

5.3. All of the Petworth NDP principles are considered to have a positive or neutral impact.

## 6. Conclusion

- 6.1. The Petworth NDP provides a suite of principles 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 older people, children and their parents, people with a disability and those with limited mobility.
- 6.2. In preparing the Petworth NDP, Petworth Town Council and the NDP Steering Group have sought to engage widely 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, the assessment finds the Petworth NDP to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.