



Equalities Impact Assessment

Stedham with Iping Neighbourhood Development Plan

October 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 Stedham with Iping Neighbourhood Development Plan (NDP) to ensure that Stedham with Iping Parish Council (as the qualifying body responsible for preparing the Stedham with Iping 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 Stedham with Iping 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 Stedham with Iping 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 Stedham with Iping 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, pregnancy and maternity and sexual orientation.

Stedham with Iping neighbourhood area – population characteristics

Total Population – 767

Age: 18.3% of the population are children aged 17 or less, 58% are in the age range from 18 to 64 inclusive, with 23.8% aged 65 and above. This means that the population has a slightly older profile than the national average, particularly in the age range 65 and above (16.4% nationally).

Sex: 366 males, 401 females

Marriage and Civil Partnership: 21% of the population are single, 59% are married, 10.1% are divorced, 7.3% are widowed and 2.5% are separated. There were no residents in a same-sex civil partnership. Compared to the national figures (in brackets), in Stedham with Iping there are significantly fewer single people (34.6%), and more people that are married (46.6%). (All figures are for those 16 and over).

Main language: English is the main language for 97.4% of households. A further 6 (1.7%) households had at least one person over 16 with English as their main language.

Country of birth: 91.5% of residents were born in the UK. 2.2% were born in the EU and 6.3% were born elsewhere.

Ethnic group: 98.7% of residents are White. 1.3% of residents are from mixed or other ethnic groups.

Religion: 69.8% of residents are Christian and 2% are other religions. 21.1% of residents do not have a religion. 7% 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, 37 (4.8%) individuals responded as being in “bad” or “very bad health”. This percentage response for “bad” and “very bad” health is slightly better than the national average of 5.4%. The percentage of residents reporting “very good” health is higher than the national average, 53.2% compared to 47.2%.

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

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.
- 4.2. Community involvement was central to the development of the NDP. The consultation strategy aimed to ensure every person within Stedham with Iping Parish had a fair opportunity to contribute to the development of the NDP.
- 4.3. A wide ranging consultation strategy was used to engage the community using different methods. A Parish wide survey was used as the first step to discover the issues the community felt were important, by sending a questionnaire to every household. As part of the Parish wide survey drop in sessions were held with members of the Steering Group

present to discuss and listen to issues that were raised. A presentation of the survey results was given at a public meeting where further comments and questions were raised with the Steering Group. A 6 week consultation was held on the draft NDP as required by the Neighbourhood Planning Regulations. This included publicising the consultation and draft document online, a printed invitation to all households, direct contact with all affected landowners and contacting the statutory bodies. Drop in sessions were also held during the consultation period where members of the Steering Group were present to answer queries and discuss the draft NDP.

5. Impact on Groups with Protected Characteristics

5.1. The Vision of Stedham with Iping NDP states that:

“Stedham with Iping Parish will:

1. Cherish its heritage, distinctive rural character, relationship with the River Rother and tributaries, together with its clear separation from Midhurst and the A272.
2. Use this plan to promote the organic change of our parish as part of its journey through the future, with a need for constant review and updating as necessary.
3. Ensure that new development is promoted which results in a built and natural environment which is attractive and sustainable while meeting the needs of our Parish.
4. Promote inclusive community facilities and the creation of safe and integrated connections throughout the Parish.
5. Promote the use of recreational spaces and opportunities that support and enhance the lives of all its residents and visitors.”

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

Objective	Likely impact	Commentary
1. Protect, conserve, and enhance the special qualities of the Parish in accordance with the policies of the SDNPA, in particular its rural setting, biodiversity, valued views, open spaces and cultural heritage.	Neutral	This objective supports the purposes of the National Park that will be enjoyed by all, although it is deemed to have a neutral impact on groups in the community with protected characteristics.
2. Define Settlement Boundaries and identify sites where appropriate development can be accommodated.	Neutral	This objective is considered neutral for groups with protected characteristics as the process of selecting sites concluded that the allocation in the Submission South Downs Local Plan would be supported and no other suitable sites were brought forward in the Neighbourhood Plan.
3. Ensure brownfield, redundant and derelict land	Neutral	This objective seeks to ensure that brownfield sites are used in the most appropriate way for new development. This

are used in the most appropriate way.		objective is considered to have a neutral impact on groups in the community with protected characteristics.
4. Promote sustainable and affordable housing in accordance with local strategic policies.	Positive	This objective seeks to ensure that new residential development meets the identified needs of the community and is well related to the existing settlement of Stedham. Policy SINDP7 seeks to achieve this objective adding local detail to the Submission South Downs Local Plan Policy SD92 for the allocation at Stedham Sawmills through providing less expensive housing that is well related to the existing village. This objective is considered positive for residents that are on lower incomes wanting to buy a home. By ensuring the site is accessible and well connected to the existing village this will positively impact on any new residents with mobility issues.
5. Encourage new housing that meets the needs of, and is available for, the local community	Positive	This objective seeks to promote development that will meet the locally identified need for housing for younger people, those on lower incomes and the older sections of the community. Policy SINDP7 supports housing for the elderly, and those with a local connection to the Parish seeking to provide this development through a Community Land Trust in response to locally identified need. It is considered this objective will have a positive impact on residents with protected characteristics, as it seeks to provide less expensive homes that are needed in the Parish for those that are young and those on lower incomes that are wanting to buy and for older people who are wishing to down size.
6. Maintain the rural feel of the Parish and ensure clear separation between the A272 and Stedham village.	Positive	This objective is expected to have a positive impact on all sectors of the community.
7. Ensure that new development complements the established vernacular of the Parish in terms of density, building styles and materials, respecting the historic environment, and encouraging the conservation and enhancement of Listed Buildings, unlisted historic buildings, Parish heritage assets, other significant features and their settings.	Neutral	This objective protects the character and heritage of the Parish that is enjoyed by all, although it is considered to have a neutral impact on groups within the community with protected characteristics.
8. Encourage sustainable high-quality design which promotes energy conservation, mitigates the impact of climate change, and enhances the appearance of the landscape.	Positive	This objective seeks sustainable high quality of design for new development to the benefit of all residents and is considered to have a positive impact on the whole community.
9. Promote developments, activities, and facilities that contribute to the well-being of the community.	Positive	This objective is considered to have a positive impact on all sections of the community.

10. Protect and maintain open and green spaces, footpaths, bridleways, cycle ways, and other facilities for sporting and general social/recreational use by the community.	Positive	This objective is important for maintaining ease of movement for residents around the Parish whether walking, cycling or horse riding. This objective is considered to have a positive impact on the whole community particularly for those without access to their own vehicle.
11. Encourage collaboration with stakeholders to improve and enhance Housing Association properties within the Parish.	Positive	This objective encourages the improvement of Housing Association properties and is deemed to have a positive impact on residents with lower incomes within the community.
12. Support our dark skies by limiting light pollution.	Neutral	This objective seeks to enhance the setting of the Parish and will benefit all sections of the community although it is considered to have a neutral impact on groups with protected characteristics.
13. Encourage and support infrastructure improvements, particularly measures that reduce traffic speeds and provide car parking for residents and visitors.	Positive	This objective seeks to make local roads safer and address the issue of inadequate parking provision in Stedham village. This objective will have a positive impact on all sections of the community particularly the young and the elderly in relation to road safety.
14. Support and encourage the growth of local enterprises, home-based businesses, and other forms of employment, including agriculture and horticulture, which contribute positively to the Parish.	Positive	This objective seeks to encourage employment opportunities within the Parish and is considered to have a positive impact particularly on residents within the community that are without access to a vehicle.
15. Embrace new technology to improve communications to support residents living and working in the Parish.	Positive	This objective seeks to improve internet access and mobile coverage within the Parish. This objective is considered to have a positive impact on the whole community.
16. Support and encourage Stedham Primary School to provide a valuable resource for all residents of our Parish	Positive	This objective supports the use of the primary school as a resource that is available for all residents. This objective is considered to have a positive impact on the whole community.

5.4. All of the Stedham with Iping NDP objectives are considered to have a positive or neutral impact on those with protected characteristics. There are no individual policies that are considered likely to have a negative impact.

6. Conclusion

- 6.1 The Stedham with Iping 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 Stedham with Iping NDP, the Parish 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 Stedham with Iping NDP to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.