



Equalities Impact Assessment

Findon Neighbourhood Development Plan Update I

July 2019

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 Findon Neighbourhood Development Plan (NDP) Update 1 to ensure that Findon Parish Council (as the qualifying body responsible for preparing the Findon 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 Findon NDP Update 1 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 Findon 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.

Findon neighbourhood area – population characteristics

Total Population – 2,023

Age: 17% of the population are children aged 17 or less, 54.8% are in the age range from 18 to 64 inclusive, with 28.2% aged 65 and above. This means that the population has an older profile than the national average, particularly in the age range 65 and above (16.4% nationally).

Sex: 952 males, 1,071 females

Marriage and Civil Partnership: 22.7% of the population are single, 56.2% are married, 10.6% are divorced, 78.1% are widowed and 2.3% are separated. 0.1% of residents are in a same-sex civil partnership. Compared to the national figures (in brackets), in Findon 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 14 (1.5%) households had at least one person over 16 with English as their main language.

Country of birth; 93.4% of residents were born in the UK. 2% were born in the EU and 4.2% were born elsewhere.

Ethnic group: 98.2% of residents are White. 1.8% of residents are from mixed or other ethnic groups.

Religion: 67.3% of residents are Christian and 1.5% are other religions. 23.8% of residents do not have a religion. 7.4% 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, 86 (4.3%) 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 slightly lower than the national average, 45.7% 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 Findon NDP Update I. The consultation strategy aimed to ensure every person within Findon Parish had a fair opportunity to contribute to the update of the NDP.
- 4.3. The community engagement began with a well-attended community meeting in April 2017 at the School Hall. A working group was then formed comprising local volunteers from different parts of the village and two Findon Parish Councillors. Throughout the updated plan process the working group have ensured that the whole community, including

residents, local businesses, interest groups, landowners and statutory and regulatory bodies have been actively consulted. This has included open consultation events, stakeholder engagement, housing site preference surveys and regular updates in local publications, social media and on the Findon PC and Findon Village websites.

- 4.4. The earlier consultation undertaken during preparation of the FNP in 2014/2016, including the NP questionnaires, housing needs survey and open consultation day feedback, are still considered to be up to date, relevant and providing a sound background to the targeted engagement undertaken for FNP Update 1.

5. Impact on Groups with Protected Characteristics

- 5.1. The Vision of Findon NDP Update 1 states that:

“Findon Parish will continue to be an attractive place to live. It will maintain its intrinsic rural character whilst allowing for sustainable development and improving local services.

The Parish will be connected to the wider South Downs National Park and its neighbours through a network of cycleways, footpaths and bridleways. Local shops will continue to flourish within the village providing an important part of daily community life. Local businesses and those working from home will benefit from an enhanced broadband service with the ability to expand to local small start-up business premises.”

- 5.2 Findon NDP Update 1 contains a series of core objectives, these set out how the Parish proposes to deliver its Vision for Findon up to 2035. 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
I. Support new residential development which compliments the current character and cultural heritage of the village and which is also sustainable in terms of infrastructure to the village in general	Neutral	This objective seeks to ensure new residential development compliments the character and cultural heritage of the village and is sustainably supported by infrastructure of the village. This objective is expected to have a neutral impact on groups with protected characteristics.
Maintain an attractive mixture of green spaces and residential properties.	Positive	This objective is expected to have a positive impact on all sectors of the community.
Encourage, where both possible and viable, appropriate infrastructure including health, transport and community facilities, to meet the needs of all in the community.	Positive	This objective seeks to promote greater social infrastructure including health, transport and community facility. This objective is expected to have a positive impact on all sectors of the community and groups with protected characteristics in particular.
Ensure that all new development does not	Neutral	This objective seeks to ensure development does not increase flood risk elsewhere. This objective is expected to

increase the flood risk to existing properties or land within the boundary of the Parish or within that of its immediate neighbours.		have a neutral impact on groups with protected characteristics.
Support housing development which meets identified needs where such housing is appropriate to its environment and meets statutory planning guidelines and the intentions set out in this FND.	Positive	This objective seeks to promote development that will meet locally identified needs. It is therefore expected to have a positive impact on groups with protected characteristics.
Support measures to best ensure the safety of pedestrian, cyclists and horse riders, to minimise traffic congestion, to reduce inconsiderate parking and to best ensure that school children can walk to and from school with minimal risk of injury from vehicles.	Positive	This objective is expected to have a positive impact on all sectors of the community and groups with protected characteristics, such as young people, in particular.
Conserve and protect the views of the surrounding countryside from and to the village for the benefit of residents and visitors to the South Downs National Park.	Neutral	This objective seeks to protect views of the surrounding countryside although it is considered to have a neutral impact on groups within the community with protected characteristics.

5.4. All of the Findon NDP Update I 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 Findon NDP Update I 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 Findon NDP Update I, the Parish Council and the NDP Working Group have sought to engage widely with the all of the local community.
- 6.3. In conclusion, the assessment finds the Findon NDP Update I to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.