



EQUALITY IMPACT ASSESSMENT

**St Cleer
Neighbourhood
Development Plan 2019
- 2030**

**St Cleer NDP Steering Group
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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 particularly 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.

1.3 The 'Protected characteristics' that are defined in the Act. For NDPs the relevant ones are age, disability, gender reassignment, pregnancy and maternity, 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 St Cleer 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 St Cleer NDP is expected to have a positive, negative, neutral or positive 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 based on the current baseline situation.

High impact - a significant potential discriminatory or disadvantage impact, with no mitigating measures in place etc.

Medium impact - some potential discriminatory or disadvantage impact exists, some mitigating measures are in place..

Low impact - potential discriminatory or disadvantage impact expected.

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

3. Summary Data

3.1 The paragraphs below uses census data to give a picture of the current demographic profile of St Cleer. The data used is from the 2011 Census and shows how the parish differs from Cornwall and the rest of England. 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 assessed our policies on any implications that they could have on protected groups and sexual orientation. Unless stated otherwise, the data source is from the 2011 Census as reported by the Office for National statistics (ONS).

Age

3.2 St Cleer Parish has a lower proportion of people aged 16-24 than the Cornwall, regional and national average, although the proportion grew slightly from 2001 to 2011. In the 25-44 age range, this variation is more significant: 20% of the parish population is in this age group, compared to 22.6% in Cornwall 24.6% in the South West, and

27.5% in England. This is a drop of 5.6% points since 2001, reflecting a more severe decline in the age group associated with rising careers, than the regional and national trend. See Figure 1 below.

3.3 Sitting alongside this, St Cleer Parish has a higher proportion of the population within the 45 to 64+ age range than the Cornwall, regional and England average, at 34%, compared to 29.% in Cornwall, 27% in the South West, and 25.4% in England. Again, the trend from 2001 to 2011 shows a stronger growth in this group locally than in regional and national change.

3.4 The proportion of the population within the under 16 age range is also dropping, albeit a little more slowly trends in Cornwall, the region and nationally.

3.5 So, in summary, we can see an ageing population in the parish. In 2001, 18.2% of the population were aged 65 or over. By 2011, this had increased to 22%. Following up is a small but growing cohort of younger people, but this is then followed by a declining cohort of children.

Ethnicity

3.6 Figure 2 below illustrates the population composition of St Cleer Parish in 2011 by broad ethnic group, compared to Cornwall, the South West region and England.

3.7 About 98.4% of the parish’s population is recorded as White British. This is a marginally higher proportion than Cornwall (98.23%), and significantly higher than the south west (95.41%) and England (85.42%) averages. At the time of the 2011 census, there were 10 people recorded as Gypsy or Irish Traveller residents in St Cleer Parish. An Authorised Gypsy & Traveller site is located at Foredown Parc, Pensilva, within St Cleer Parish. Cornwall Council have a Gypsy and Travelling Communities Strategy (2014) which identifies a required residential pitch provision, based on the Gypsy and Traveller Accommodation Needs Assessment 201411, for 105 additional residential pitches for the Gypsy and Traveller community within Cornwall over the next 15 years, plus a requirement for Transit and Show Peoples sites. To address these needs, Cornwall Council is to prepare a Development Plan Document allocating sites for pitches and has ‘called’ to hear from people with ideas about land which they think might be suitable for development and could be made available. Ideally, land should be near to a town or village and have reasonable access to local facilities and services and the main road network.

Figure 1: Age Structure (2011)

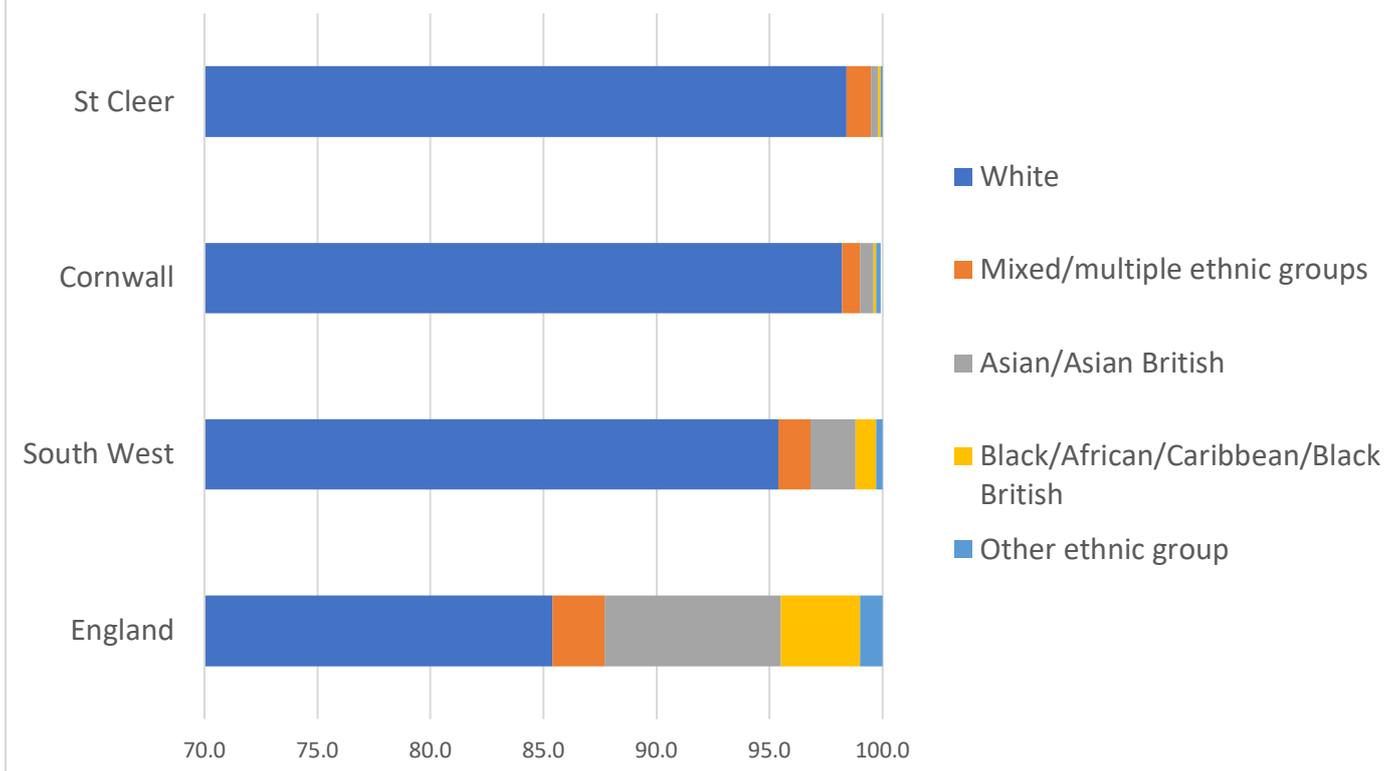
	St Cleer P		Cornwall		South West		England	
	2001	2011	2001	2011	2001	2011	2001	2011
0 - 15	18.8%	16%	18.4%	16.8%	19.1%	18%	20.2%	18.9%
16 - 24	8.1%	9%	9.0%	10.1%	10.1%	11.%	10.9%	12%
25 - 44	25.6%	20%	24.7%	22.6%	27%	24.6%	29.3%	27.5%
45 - 64	29.3%	34%	27.8%	29%	25.2%	27%	23.8%	25.4%
65+	18.2%	22%	20%	21.6%	19%	19.6%	16%	16.4%

Source: Nomis Table KS002 (Census 2001), KS102 EW (Census 2011)

Religion

According to the Census, about 30% of St Cleer Parish population claimed no religion and 9.7% did not indicate their belief. Some 59% asserted to be Christian, 0.94% ‘other’ religion, 0.30% Buddhist, 0.2% Jewish, 0.1% Muslim, and 0.06% Hindu.

Figure 2: Population by ethnic composition 2011 (%age)



Source: Nomis Table KS201 EW (Census 2011)

Health and wellbeing

3.8 Figure 3 shows long-term health problems or disability in St Cleer Parish is below average for Cornwall. But above the regional (8.3%) and national average (8.3%). 77.9% in St Cleer reported that they are not limited with day to day activities, which is also lower than Cornwall (78.6%), regional (81.6%) and national (82.4%) levels.

3.9 Some 12.5% of the population however reported they are limited 'a little' with day to day activities, which is higher than the county (11.4%), regional (10.2%) and national (9.3%) level

Figure 3: Long Term Health or Disability

	St Cleer	Cornwall	South West	England
<i>Day-to-day activities limited a lot</i>	9.6%	10.0%	8.3%	8.3%
<i>Day-to-day activities limited a little</i>	12.5%	11.4%	10.2%	9.3%
<i>Day-to-day activities not limited</i>	77.9%	78.6%	81.6%	82.4%

Source: NOMIS Table (QS303EW), (2011 Census)

3.10 In terms of general health across St Cleer Parish, with 79.1% of the population reported that they were in 'very good' or 'good' health. This is slightly higher than Cornwall (78.8%) averages but slightly below South West and England averages (81.4%), perhaps reflecting the older age profile of the community.

3.11 The proportion in 'very bad' or 'bad' health was 6.4%. This is lower than the Cornwall average of 6.3%, but higher than South West (5.2%) and England (5.5%).

Life Expectancy

3.12 No specific data exists for St Cleer Parish about life expectancy. However, the 2017 'PHE Fingertips' website indicates that for Cornwall male life expectancy is 79.6 years and female 83.4 years. Although the rate of improvement has declined, it can be expected to continue. Life expectancy is 6.6 years lower for men and 5.1 years lower for women in the most deprived areas of Cornwall than in the least deprived areas.

Sexual Orientation

3.13 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 350 and 1,300 of the usually resident population over 16 may describe themselves as LGBTQ.

3.14 In summary, St Cleer has:

- an ageing population with about 25% over 65
- a small but growing cohort of younger people
- declining population of young adults
- A much higher proportion of white people than the national average
- A religious structure similar to the SW but with fewer minority beliefs than nationally
- A higher proportion of people with limiting long term illness than the national average

4. Community Engagement Strategy

4.1 In setting up the Engagement and Consultation Strategy the Stakeholder Group considered the nature and demographics of the Parish 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 good venue access ability 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 methods, local press, posters, flyers, and banners, door-to-door summary leaflets, displays at key community areas with a variety of response mechanisms aiming to involve as many people as possible.

5. The Plan Vision

5.1 A vision for St Cleer for 2030 was developed through community engagement:

“St Cleer Parish will be a place where sustainable development has met community needs, preserved and enhanced our rural moorland landscape, character and heritage, and ensured a healthy future.”

The Plan Objectives

6.1 The Objectives of the St Cleer Parish NDP are as follows:

- Scale and Pace of Growth** - To enable appropriately scaled and paced growth of the villages of St Cleer Parish that meets the needs of the community and responds to market demand whilst protecting the heritage, character and countryside.
- Housing Needs** - To enable sustainable housing growth in a format and mix which meets local needs and demands
- Economic Development and Employment** - To support and encourage local businesses particularly in agriculture, tourism, and light manufacturing sectors, seeking to ensure that people have good opportunities for, and access to, local employment.
- Infrastructure and Community Facilities** - To provide a high quality of life in our villages with improved community facilities and leisure opportunities to meet changing circumstances
- Green Infrastructure and Biodiversity** - To conserve and enhance the green infrastructure and biodiversity of St Cleer Parish.

- F. **Landscape, Heritage and Design** - To conserve and enhance the special landscape and rich heritage of St Cleer Parish and ensure that new development reflects the special 'sense of place' associated with Cornish moorland mining villages
- G. **Accessibility and transport** - To ensure that new development respects the limitations of local infrastructure and incorporates sustainable travel measures and enhancing other forms of connectivity
- H. **Sustainable Energy Production and Use** - To promote the acceptable development of renewable energy sources and the use of sustainable energy design

6.2 Flowing from these are the policies of the NDP:

Policy 1	Settlement Development Boundaries
Policy 2	Rural Gaps
Policy 3	WHS Heritage Assets
Policy 4	Landscape & Heritage Views and Vistas
Policy 5	Heritage Assets at Risk
Policy 6	Local Listing of Non-Designated Heritage Assets
Policy 7	Design in Historic Core of Settlements
Policy 8	Design in New Development
Policy 9	Dark Skies
Policy 10	Community Infrastructure Levy
Policy 11	Community Facilities and Social Infrastructure
Policy 12	Facilities for Young People
Policy 13	Local Green Spaces
Policy 14	Trees, Cornish Hedges & Hedgerows
Policy 15	Habitat and Biodiversity
Policy 16	Sustainable Residential Infill Development
Policy 17	New Housing Development Sites
Policy 18	Exception Sites for Affordable Housing
Policy 19	Green Tourism Development
Policy 20	Employment in Residential Areas
Policy 21	Rural Workshops
Policy 22	Horizon Sustainable Rural Settlement Master Plan
Policy 23	Sustainable Energy Production
Policy 24	Community Sustainable Energy
Policy 25	Design for Sustainable Energy Use
Policy 26	Transport and Communications
Policy 27	Footpaths, Bridleways and Quiet Lanes

7. Summary of Policies and Their Impact

7.1 The following table assess the impact of the St Cleer NDP policy set on groups with protected characteristics.

POLICY AREA	IMPACT ON GROUPS WITH PROTECTED CHARACTERISTICS
<p>SETTLEMENT DEVELOPMENT BOUNDARIES AND RURAL GAPS POLICY 1 – SETTLEMENT DEVELOPMENT BOUNDARIES POLICY 2 - RURAL GAPS</p>	<p>The use of settlement development boundaries and rural gaps is unlikely to have a negative impact on any of groups with special characteristics as set out in the Equalities Act 2010, and might be positive in retaining the familiar form and scale of the settlements which could assist wheelchair users or those with visual impairment.</p> <p>LOW IMPACT/POSITIVE IMPACT</p>
<p>HERITAGE AND LANDSCAPE POLICY 3 – WHS HERITAGE ASSETS POLICY 4 - LANDSCAPE & HERITAGE VIEWS AND VISTAS POLICY 5 - HERITAGE ASSETS AT RISK POLICY 6 - LOCAL LISTING OF NON-DESIGNATED - HERITAGE ASSETS POLICY 7 - DESIGN IN HISTORIC CORE OF SETTLEMENTS POLICY 8 - DESIGN IN NEW DEVELOPMENT POLICY 9 - DARK SKIES</p>	<p>By supporting development that follows ‘Building for Life’ guidance in new housing the needs of those with health and age-related disabilities should be addressed in this part of the NDP. However, measures to retain local distinctiveness in design may for example require the retention of steps or different surface treatments such as Cobbles, or rule against building formats associated with religious beliefs. The NDP therefore includes a note to the effect that in applying the policies in this section users should be aware of and carefully take into account the needs of groups with special characteristics as set out in the Equalities Act 2010.</p> <p>MEDIUM IMPACT/POSITIVE IMPACT</p>
<p>INFRASTRUCTURE AND COMMUNITY FACILITIES POLICY 10 - COMMUNITY INFRASTRUCTURE LEVY POLICY 11 - COMMUNITY FACILITIES AND SOCIAL INFRASTRUCTURE POLICY 12 - FACILITIES FOR YOUNG PEOPLE POLICY 13 - LOCAL GREEN SPACES</p>	<p>It can be anticipated that these policies will indirectly support groups with protected characteristics by providing additional and enhanced leisure opportunities, and also resisting loss of any existing green spaces, footpath routes etc. etc. The NDP projects associated with this theme will provide opportunities to benefit groups with protected characteristics, for example by improving play spaces, spaces for social interaction, improved road safety, and healthy exercise.</p> <p>LOW IMPACT/POSITIVE IMPACT</p>
<p>GREEN INFRASTRUCTURE AND BIODIVERSITY POLICY 14 - TREES, CORNISH HEDGES & HEDGEROWS POLICY 15 - HABITAT AND BIODIVERSITY</p>	<p>No impact anticipated.</p>
<p>HOUSING POLICY 16 - SUSTAINABLE RESIDENTIAL INFILL DEVELOPMENT POLICY 17 - NEW HOUSING DEVELOPMENT SITES</p>	<p>These policies, along with Policy 8, provide criteria for new housing development which help to achieve sustainable, inclusive, accessible and safe neighbourhoods that meet the needs of a wide cross-</p>

POLICY AREA	IMPACT ON GROUPS WITH PROTECTED CHARACTERISTICS
POLICY 18 - EXCEPTION SITES FOR AFFORDABLE HOUSING	section of the community. The impact on the interest of groups with protected characteristics may be expected to be positive, including designs better suited to needs, improved integration and accessibility. LOW IMPACT/POSITIVE IMPACT
ECONOMIC DEVELOPMENT AND EMPLOYMENT POLICY 19 - GREEN TOURISM DEVELOPMENT POLICY 20 - EMPLOYMENT IN RESIDENTIAL AREAS POLICY 21 - RURAL WORKSHOPS	These policies, which in general will help improve prosperity, should indirectly support groups with protected characteristics by providing additional and enhanced work opportunities, new leisure opportunities etc. LOW IMPACT/POSITIVE IMPACT
HORIZON FARM SUSTAINABLE RURAL SETTLEMENT POLICY 22 - HORIZON SUSTAINABLE RURAL SETTLEMENT	The Horizon Farm proposal could lead to the provision of additional housing, services, employment and extra care provision, so is likely to be of positive impact. LOW IMPACT/POSITIVE IMPACT
SUSTAINABLE ENERGY PRODUCTION AND USE POLICY 23 - SUSTAINABLE ENERGY PRODUCTION POLICY 24 - COMMUNITY SUSTAINABLE ENERGY POLICY 25 - DESIGN FOR SUSTAINABLE ENERGY USE	Support for measures to tackle the causes and impacts of the climate crisis are like to be of short and long term benefits who are in one of the special characteristic groups in terms of more immediate economic benefits and reduced long term negative effects of climate change. LOW IMPACT/POSITIVE IMPACT
TRANSPORT AND COMMUNICATIONS POLICY 26 - TRANSPORT AND COMMUNICATIONS POLICY 27 - FOOTPATHS, BRIDLEWAYS AND QUIET LANES	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, harsh traffic calming measures, or poorly delineated shared surfaces. Both Policy 26 and Policy 27 therefore incorporate a criterion requiring design to take into account the needs of groups with protected characteristics, particularly those with age-related infirmity, disability and/or poor health. These aspects are particularly important in view of the growing elderly population of the town, and its higher than average number of people with long term limiting illness. MEDIUM IMPACT/POSITIVE IMPACT

7. Conclusion

7.1 An assessment of the policies contained in the St Cleer NDP indicates that none of the policies will have high negative impacts upon groups with protected characteristics, with most being low impact. Many of the policies will make a positive contribution to the needs of those in the community with protected characteristics.