



**Equalities Impact Assessment**  
**Bury Neighbourhood Development Plan**

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July 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 Bury Neighbourhood Development Plan (NDP) to ensure that Bury Parish Council (as the qualifying body responsible for preparing the Bury 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 Bury 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 Bury 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 Bury 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.

### **Bury neighbourhood area – population characteristics**

#### **Total Population – 642**

**Age:** 17.4% of the population are children aged 16 or less, 61.4% are in the working age groups up to the age of 65, with 21.2% in the older age groups. This means that the population has a slightly older profile than the national average.

**Sex:** 317 males, 325 females

**Main language;** English is the main language for 100% of residents

**Country of birth;** 93.6% of residents were born in the UK. 1.6% were born in the EU and 4.8% were born elsewhere.

**Ethnic group:** 9.3% of residents are White. 1.8% of residents are Mixed/multiple ethnic groups.

**Religion:** 72.1% of residents are Christian and 1.5% are other religion. 18.1% of residents do not have a religion. 8.4% 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, 28 individuals reported long term health problems or a disability. This is a little below 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 100% of residents speak English as their main language.
- 4.2. Throughout the preparation of the Bury Neighbourhood Development Plan, Bury Parish Council has tried to promote the widest possible engagement of the local community in planning for the future development of the parish.

Widespread consultation was carried out during the preparation of the Neighbourhood Plan and the Steering group worked hard, using a variety of methods, to reach all of the parish community. This included a Drop-In Session early on in the process, that was held in the village hall, and which sought to identify important issues affecting the community. Three separate surveys were carried out aimed at residents, local businesses and local visitors asking for views on a range of social, economic and environmental issues. The Neighbourhood Plan Steering Group made sure that all of the community received the surveys and had the opportunity to take part. A six week consultation was undertaken on the draft NDP in line with neighbourhood planning regulations. This included publicising the consultation and draft document online and a direct email to all residents, businesses and major landowners in the parish. In addition, notices were placed where there was a high footfall including the pub, village and other places in the Parish to reach out to those that may not be so easily contactable. In addition, the Neighbourhood Planning Steering

Group held a further Drop-In session where the community could discuss the plan with the NDP steering group.

## 5. Impact on Groups with Protected Characteristics

5.1. The Vision of Bury NDP states that:

“Our Parish will enhance its tranquil and agricultural character by preserving its open spaces, wonderful views, rich heritage, countryside and Dark Night Skies. WE will be value within the South Downs National Park and encourage our vibrant schools and local businesses to flourish through community cohesion.”

5.2. The vision of the Bury NDP is expected to have a positive impact on all sectors of the community but particularly on young groups using the local schools and those that may have mobility issues and/ limited or no access to a car and rely on local businesses for services.

5.3 Bury NDP contains a series of objectives, these set out how the Parish proposes to deliver its Vision for Bury up to 2032. 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.

<b>Objective</b>	<b>Likely impact</b>	<b>Commentary</b>
1. Allocate six new dwellings over the plan period.	Positive	The Bury Neighbourhood Development Plan (BNDP) Policy 3 –allocates a site for 6 dwellings to meet the locally identified desire for small new homes and that is accessible and well connected to the rest of the village. This objective will have a positive impact on residents with protected characteristics as it will provide smaller and potentially less expensive housing that is needed in the village for those that are young and those on lower incomes wanting to buy and older people that are wishing to down size. By ensuring the site is accessible and well connected to the village this will have a positive impact on any new residents that have mobility issues.
2. Enhance the rural feel and character of the Parish, preserving our agricultural and built heritage wherever possible.	Neutral	This objective protects the rural character and built heritage of the Parish, which will be enjoyed by all, but is deemed to have a neutral impact on residents with protected characteristics.
3. Reduce the dominance of the A29 and its severance effect upon the Parish community.	Positive	This objective is expected to have a positive impact on all sectors of the community.
4. Make our roads safer for all road users and particularly non-vehicular road users.	Positive	This objective is expected to have a positive impact on all sectors of the community, especially the young and old and those with mobility issues.

5. Conserve and enhance the natural beauty, wildlife and cultural heritage of the Parish within the National Park	Neutral	This objective protects the special qualities of the National Park, which will be enjoyed by all, but is deemed to have a neutral impact on residents with protected characteristics.
6. To improve the sense of community cohesion within the Parish incorporating Bury Village, West Burton, Bury Common, Bury Gate and the rural population	Positive	This objective is expected to have a positive impact on all sectors of the community and especially on those with protected characteristics.
7. Facilitate appropriate development that is for the benefit of the Parish's community.	Positive	This objective is expected to have a positive impact on all sectors of the community and those that may have mobility issues and/ limited or no access to a car and rely on local facilities for services.

5.4. All of the Bury NDP objectives are considered to have a positive or neutral impact on those with protected characteristics especially the objective to improve the sense of community cohesion. There are no individual policies that are considered likely to have a negative impact. The objective and policy of providing new dwellings to meet the locally identified desire for small new homes is particularly positive for some groups with protected characteristics, as are the objective and policies that seek to retain and improve local businesses and services.

## 6. Conclusion

6.1 The Bury 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 the young, older people, families and people with a disability and/or limited mobility.

6.2. In preparing the Bury NDP, Bury 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 Bury NDP to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.