

# Equality Analysis Form

By completing this form you will provide evidence of how your service is helping to meet Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

*(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*

*(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

*(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at: <https://inform.gloucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

## 1. Persons responsible for this assessment:

<b>Name(s):</b> Simon Maher	<b>Telephone:</b>
	<b>E-Mail:</b> <a href="mailto:simon.maher@stroud.gov.uk">simon.maher@stroud.gov.uk</a>
<b>Service:</b> Planning Strategy	<b>Date of Assessment:</b> 29/6/21

## 2. Name of the policy, service, strategy, procedure or function:

Making the Cam Neighbourhood Development Plan
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Is this new or an existing one?      **New / Existing** (please delete as appropriate)

## 3. Briefly describe its aims and objectives

Neighbourhood planning is a right for communities to shape development in their areas through the production of Neighbourhood Development Plans (NDPs). NDPs become part of the Development Plan and the policies contained within them are then used in the determination of planning applications.
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#### 4. Are there external considerations? (Legislation / government directive, etc)

The Cam NDP became part of the Development Plan following a successful referendum on 6<sup>th</sup> May 2021. The Council now has a legal duty to bring the NDP into legal force by “making” the plan.

#### 5. Who is intended to benefit from it and in what way?

NDPs benefit the local communities within the Neighbourhood Area by providing a mechanism for them to influence development within that area.

Producing a NDP allows parish and town councils to increase the amount of Community Infrastructure Levy (CIL) funds they receive from developments within their area from 15% to 25%.

#### 6. What outcomes are expected?

Planning decisions within the NDP Neighbourhood Area will need to consider and respond to policies within the NDP.

#### 7. What evidence has been used for this assessment? (eg Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

The Neighbourhood Planning (General) Regulations 2012 (as amended) ('the regulations') set out the process by which an NDP must be carried out. This includes 2 consultation processes and an independent examination. The examination process ensures the NDP meets the 'basic conditions' as set out in [paragraph 8\(2\) of Schedule 4B to the Town and Country Planning Act 1990](#) as applied to neighbourhood plans by section 38A of the Planning and Compulsory Purchase Act 2004. When submitting an NDP, a Basic Conditions Statement is also provided explaining how the plan meets these conditions.

The Council's Environment Committee decided on 4<sup>th</sup> June 2020 that the NDP meets the basic conditions, is compatible with the Convention rights, complies with the definition of a neighbourhood development plan (NDP) and the provisions that can be made by a NDP.

#### 8. Has any consultation been carried out?

Yes

##### Details of consultation

As prescribed by 'the regulations' a pre-submission consultation was carried out by the qualifying body and following submission the Council consulted on the plan for six weeks.

#### If NO please outline any planned activities

N/A

**9. Could a particular group be affected differently in either a negative or positive way?**

*(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;*

*Positive – it could benefit and help meet the General Equality duty;*

*Neutral – neither positive nor negative impact / Not sure)*

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
<b>Age</b>	<p>There were 118,130 residents in Stroud in 2017, approximately 8% more than 2001. This is below the county average of just over 10%.</p> <p>The proportion of people aged 65+ (22.2%) exceeds the County and national average of 21%. The second most common household composition is 'pensioner households' standing at 24.4% of households - 3.7% higher than the average for England.</p> <p>Approximately one third of households in Cam Parish are pensioner households.</p> <p>Part of the 'Vision' for the Cam NDP is to maintain and enhance community facilities and services <i>"as more people join the balanced community which aims to cater for all ages and stages of life"</i>.</p> <p>Objective 09 of the Plan aims to <i>"Promote pedestrian and cycle links to local services and facilities, including the Village Centre, Cam and Dursley train station, and the surrounding countryside for all, including those with mobility issues"</i>.</p> <p>Policy CAMMC1 <i>Improving and Enhancing Connections for Cyclists and Pedestrians</i> supports the delivery of accessible infrastructure to enable more cycling, walking and public transport choices, and states <i>"Any new or enhanced pedestrian or pedestrian/cycle route should be provided to a high standard of inclusive design"</i>.</p> <p>Policy CAMCF1 <i>Retention of Community Facilities</i> looks to protect local facilities and services whilst encouraging ample provision of new ones as part of new development.</p> <p>Potentially positive impact.</p>
<b>Disability</b>	<p>17% of residents in Stroud had a limiting long term illness/disability (LLTI) in 2017. This compares to 18% across England.</p> <p>Objective 09 of the Plan aims to <i>"Promote pedestrian and cycle links to local services and facilities, including the Village Centre, Cam and Dursley train station, and the surrounding countryside for all, including those with mobility issues"</i>.</p> <p>Policy CAMMC1 <i>Improving and Enhancing Connections for Cyclists and Pedestrians</i> supports the delivery of accessible infrastructure to enable more cycling, walking and public transport choices, and states <i>"Any new or enhanced pedestrian or pedestrian/cycle route should be provided to a high standard of inclusive design"</i>.</p> <p>Potentially positive impact.</p>

<b>Gender Re-assignment</b>	The making of the Cam NDP is expected to have a neutral impact upon gender re-assignment groups. No specific impacts have been identified either through consultation or through equality analysis.
<b>Pregnancy &amp; Maternity</b>	The making of the Cam NDP is expected to have a neutral impact upon pregnant women. No specific impacts have been identified either through consultation or through equality analysis.
<b>Race</b>	The making of the Cam NDP is expected to have a neutral impact upon racial groups. No specific impacts have been identified either through consultation or through equality analysis.
<b>Religion – Belief</b>	<p>Policy CAMCF1 <i>Community Facilities</i> states that “<i>Development which involves the loss of the following community facilities will not be supported unless it meets the relevant criteria</i>” and goes on to list the following:</p> <p><i>“Unless it is demonstrated that the use as a place of worship is no longer viable as a congregation and that it is demonstrated through marketing of the building that there are no other community uses that could use the building:</i></p> <ol style="list-style-type: none"> <li>24. Quarry Chapel URC Church</li> <li>25. St Batholemew’s Church</li> <li>26. One Church Cam</li> <li>27. Cam Methodist Church</li> <li>28. St George’s Church</li> <li>29. 3C Community Church”</li> </ol> <p>Potentially positive impact.</p>
<b>Sex</b>	The making of the Cam NDP is expected to have a neutral impact upon male or female groups. No specific impacts have been identified either through consultation or through equality analysis.
<b>Sexual Orientation</b>	The making of the Cam NDP is expected to have a neutral impact upon sexual orientation. No specific impacts have been identified either through consultation or through equality analysis.
<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	The making of the Cam NDP is expected to have a neutral impact upon marriage and civil partnerships. No specific impacts have been identified either through consultation or through equality analysis.
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	<p>Cam is a well-connected Parish served by its own services and those in neighbouring Dursley. However, the plan still contains policies and aspirations for improving facilities and services, improving and enhancing cycling and walking connections, and encouraging new businesses.</p> <p>Potentially positive impact.</p>

**10.If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

**Please transfer any actions to your Service Action plan on Excelsis.**

<b>Action(s):</b>	<b>Lead officer</b>	<b>Resource</b>	<b>Timescale</b>
N/A			

### **Declaration**

**I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.**

**We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment**

<b>Completed by:</b> Simon Maher	<b>Date:</b> 01/07/2021
<b>Role:</b> Senior Neighbourhood Planning Officer	
<b>Countersigned by</b> Head of Service/Director: Mark Russell, Head of Planning Strategy	<b>Date:</b> 02/07/2021

**Date for Review:**

**Please forward an electronic copy to [eka.nowakowska@stroud.gov.uk](mailto:eka.nowakowska@stroud.gov.uk)**