

# **Equalities Impact Assessment Screening**

## **Steeton with Eastburn and Silsden Neighbourhood Development Plan**



October 2017

<b>1. Name of Policy:</b>	Steeton, Eastburn and Silsden Neighbourhood Development Plan (NDP)
<b>2. Name and Job title / role of person completing Initial Screening:</b>	Michael Wellock, Managing Director, Kirkwells
<b>3. What is the main purpose of the Policy?</b>	To help promote sustainable development in the parishes of Steeton and Eastburn and the Town Council area of Silsden. These areas are jointly designated as a neighbourhood area. This whole area is referred to hence as “the neighbourhood area”.
<b>4. Who is the Policy aimed at?</b>	All those who live, work, visit and carry out business in the neighbourhood area.
<b>5. How is the success of the Policy measured?</b>	The neighbourhood plan has a number of policies, the success of which is measured against individual objectives and the plan’s overall aim: <i>“to promote and protect a healthy and pleasant environment for those who live, work and play in the area, offering opportunities for employment, leisure, education, shopping and housing and improving connectivity. The plan will act as an advocate for the area and will ensure involvement in higher level decision-making processes.”</i>
<b>6. Are equality monitoring systems for the Policy in place?</b>	The NDP includes a specific commitment to monitoring and review. Whilst not an explicit equality monitoring system, this monitoring will allow the councils to identify any equalities impacts not identified in this screening and review the NDP accordingly.

**7. The following table has been used using a ✓ to assess whether the NDP could have:**

- a) a positive impact on any of the groups or contribute to promoting equality of opportunity or improving relations within equality groups; or
- b) a negative impact on any of the equality groups i.e. it could disadvantage them; or
- c) a neutral impact on any of the equality group i.e. no impact.

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
<b>Gender:</b>				
Women/Girls			✓	The plan and its policies do not have gender specific impacts.
Men/Boys			✓	The plan and its policies do not have gender specific impacts.
Transgender people			✓	The plan and its policies do not have gender specific impacts.
<b>Sexual Orientation:</b>				
Lesbians, gay men and bisexuals			✓	The plan and its policies do not have impacts affecting lesbians, gay men or bisexuals.
<b>Race/Ethnicity:</b>				
White British people			✓	The plan and its policies do not have race/ethnicity specific impacts.

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
White non-British people (including Irish people)			✓	The plan and its policies do not have race/ethnicity specific impacts.
Asian or Asian British people			✓	The plan and its policies do not have race/ethnicity specific impacts.
Black or Black British people			✓	The plan and its policies do not have race/ethnicity specific impacts.
People of mixed heritage			✓	The plan and its policies do not have race/ethnicity specific impacts.
Chinese people			✓	The plan and its policies do not have race/ethnicity specific impacts.
Travellers (Gypsy/Roma/Irish heritage)			✓	The plan does not contain a gypsy and traveller planning policy. This is dealt with by CBMDC. No identified impact.
People from other ethnic groups			✓	The plan and its policies do not have race/ethnicity specific impacts.
People who do not have English as their first language			✓	The plan and its policies do not have race/ethnicity specific impacts.
<b>Disability:</b>				

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
Mental health condition, e.g. depression or schizophrenia	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
Long-standing illness or health condition, e.g. cancer, HIV. Diabetes, chronic heart disease or epilepsy	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
Other health problems or impairments ( <i>please specify if appropriate</i> )	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
<b>Age:</b>				
Older People (60+)	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
Children and Young People (see guidance for definition)	✓			The NDP includes policy to promote good design; and development accessible by all modes of transport.
<b>Religion/Belief:</b>				
Christian			✓	
Buddhist			✓	
Hindu			✓	
Jewish			✓	
Muslim			✓	
Sikh			✓	
Other religion (including holding no belief)			✓	
<b>Other Potentially Affected Groups</b>				
Rural Isolation - People who live in rural areas e.g. isolated geographically, lack of internet access	✓			The NDP includes policy to promote development accessible by all modes of transport.

Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reason
Socio-economic Exclusion – e.g. people who are on benefits, have low educational attainment, single parents, people living in poor quality housing, people who have poor access to services, the unemployed or any combination of these and the other protected strands	✓			The NDP seeks to protect existing employment sites and to promote micro-businesses. The NDP also promotes development that is accessible by all modes of transport. The NDP also seeks to protect existing community facilities.
Any other potentially affected groups ( <i>please specify</i> )				None.
<b>8. If you have indicated that there is a negative impact on any group: None identified.</b>				
a) Is that impact against legislation?	<del>Yes</del>	No		
b) What is the level of impact?	<del>High</del>	Low/non-identified.		
9. Could you minimise or remove any negative impact that is of low significance?	How? The plan promotes sustainable development.			
10. Could you improve a positive impact of the Policy?	How? Not applicable.			
11. If there is no evidence that the Policy promotes equality of opportunity or improved relations, could it be adapted so that it does?	How? Yes, through the promotion of sustainable development and through specific policies on design, accessibility, employment and protection of recreation and open spaces.			
<b>Date of Initial Screening:</b>	18/09/2017			