



## **Equalities Impact Assessment**

### **Rottingdean Neighbourhood Plan**

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October 2022

## **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 Rottingdean Neighbourhood Plan (NP) to ensure that Rottingdean Parish Council (as the qualifying body responsible for preparing the Rottingdean NP) is satisfying its statutory duties in this regard. Equality Impact Assessment (EIA) 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 EIA, it is important to keep in mind why the Rottingdean NP 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 Rottingdean NP 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 NP have been assessed with individual policies to be highlighted where they are considered likely to have a negative impact.

## **3. Baseline data**

- 3.1. Data for the Parish of Rottingdean 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: marital status, gender reassignment, pregnancy and maternity and sexual orientation.

### **Rottingdean neighbourhood area – population characteristics**

**Total Population:** 3,185

**Age:** 14.7% of the population are children aged 17 or less, 53.1% are in the working age groups (ages 18-64), with 32,2% in the older age groups (over 64). The mean age is 45 years.

**Sex:** 1,555 males; 1,630 females.

**Main language:** English is the main language for all residents in 97.4% of households.

**Country of birth:** 88.4% of residents were born in the UK; 3.8% were born elsewhere in the EU and 7.8% were born in other countries.

**Ethnic group:** 94.1% of residents are White; 2.7% of residents are Mixed/multiple ethnic groups.

**Religion:** 66% of residents are Christian; 30% of residents do not have a religion.

**Health:** 18% of people who reported having a limiting long-term illness or disability\*

**Source:** ONS - 2011 Census

\*Ward level data

#### **4. Process of Community Consultation**

- 4.1. All written communications were in English. No requests were received to translate communications into any other language.
- 4.2. Throughout the plan preparation process, the Neighbourhood Plan Working Group has sought to ensure that local residents, their representatives, local businesses, interest groups and wider interested parties, including statutory and regulatory bodies, have been actively consulted and their views sought.
- 4.3. Agendas, key reports and updates have been regularly provided online on the Rottingdean Parish Council website.
- 4.4. The overarching principles of the stakeholder engagement process have been to engage in a manner that is extensive, effective, inclusive, fair, transparent and proportionate.
- 4.5. Widespread consultation was carried out during the preparation of the

Neighbourhood Plan and the Working Group made every effort, using a variety of methods, including a leaflet to all households and two webinars, to reach all of the local community. See Consultation Statement.

- 4.6. A considerable number of community consultation exercises, including questionnaires and public meetings, were carried out between 2013 and 2020, when the first draft of Rottingdean NP was progressing.
- 4.7. The initial Pre-submission NP (Regulation 14) and accompanying Strategic Environmental Assessment (SEA) Screening were formally published for consultation on 9 February 2021 and the consultation ran until 9 April 2021
- 4.8. Two webinars were held on 24 February and on 24 March 2021 which were widely publicised locally in flyers and posters in key locations and via social media (Facebook and Twitter). An information booklet was posted to all residents to help them understand the neighbourhood planning process and what the Rottingdean NP seeks to achieve.
- 4.09. The Plan was prepared mindful of the issues raised as part of public consultation exercises undertaken between 2013-2021
- 4.10. The consultation documents were available to view online on the dedicated Rottingdean NP webpage. Hard copies of the documents were made available for inspection on request. Comments were invited by email and/or by post. Stakeholders were alerted to the consultation via email alerts. Notices alerting residents and stakeholders to the consultation were placed on Parish notice boards, flyers and on the Parish Council website.

## **5. Likely Impact on Groups with Protected Characteristics**

- 5.1. The Vision of Rottingdean NP states that:
- 5.2 We want Rottingdean to remain a characterful, chalk downland village by the sea, with its distinctive and vernacular architecture and varied natural features.
- 5.3 We want a village which celebrates, respects and protects its heritage and promotes learning, culture and recreation.
- 5.4 We want to ensure a healthier, more sustainable environment with access to quality open spaces and an improved public realm where residents and visitors can visit thriving shops, businesses and heritage assets with ease.
- 5.5 The vision of Rottingdean NP is expected to have a **positive likely impact** on groups with protected characteristics. It recognises and supports access for the whole community to local social, cultural, sporting and environmental amenities.
- 5.3. Rottingdean NP contains a series of strategic objectives, these set out how the Parish proposes to deliver its vision for Rottingdean up to 2030. 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>	<b>Policy Reference</b>
1 To foster trade, tourism and economic development in Rottingdean.	Positive	This objective promotes economic development and is considered to be inclusive. However, it is likely to have a positive impact on young people, working aged adults, older people and disabled people as it seeks to provide more local retailers, services, and jobs within easy access of the village.	Employment and Enterprise
2. To reduce the volume of vehicle traffic passing through Rottingdean to tackle congestion and improve air quality, whilst encouraging sustainable transport.	Positive	This objective promotes better air quality and sustainable modes of travel, and it is deemed that it will have a positive impact on residents with protected characteristics particularly children, older people and those with health conditions.	AQ1 and AQ2
3. To protect and enhance green and open spaces within the Parish, maintaining the strategic gaps which define the village and protect and enhance biodiversity.	Neutral	This objective protects the rural character, biodiversity and historic buildings of Rottingdean and its relationship to other settlements and the SDNP, which will be enjoyed by all, but is deemed to have a neutral impact on residents with protected characteristics.	Local Green Spaces
4. To facilitate sensitive housing growth including making provision for timely and adequate infrastructure where practicable.	Positive	This objective promotes high quality housing which is affordable and sustainable and improved infrastructure, so is expected to have a positive impact on residents with protected characteristics particularly in supporting people with mobility issues .	Housing and Design
5. Accessibility	Positive	This strategic objective will particularly benefit people with visual impairment or mobility issues by improving disabled access & permeability through the village, making it more pedestrian friendly and improving mobility access throughout the village	AQ1 , AQ2, H1, H2,

- 5.4. All of the Rottingdean NP objectives are considered to have a **positive or neutral likely impact** on those with protected characteristics, especially the objectives to support local services. The policies on Housing Design and infrastructure seeking to improve accessibility, make it safer for pedestrians and those to improve air quality will clearly benefit people with mobility issues, health conditions, children and the elderly. There are no individual policies that are considered likely to have a negative impact. The objective to ensure the Parish is safe and accessible is particularly positive for some groups with protected characteristics, as are the objectives that seek to provide opportunities for affordable and sustainable housing.

## 6. Conclusion

- 6.1. The Rottingdean NP 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.
- 6.2. In preparing the Rottingdean NP, Rottingdean Parish Council and the NP Working Group have sought to engage widely with 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 Rottingdean NP to be appropriate and that the duty of care prescribed by the Equalities Act (2010) is met.