

## EQUALITY IMPACT ASSESSMENT (EIA)

Directorate: **Chief Executive's Department**

Lead officer responsible for EIA: **Ryan Dawson**

Name of the policy or function to be assessed: **Cossall Neighbourhood Plan**

Names of the officers undertaking the assessment: **Tom Genway**

Is this a new or an existing policy or function? **New local planning policy which will form part of the Development Plan, sitting alongside the Local Plan, if successful at referendum.**

### **1. What are the aims and objectives of the policy or function?**

Neighbourhood Development Plans set out the (community's) vision for an area and planning policies for the use and development of land within the Neighbourhood Area (in this case, the area within the pre-April 2023 boundary of Cossall Parish). If the Neighbourhood Plan is successful at referendum, then once adopted its policies will form a part of the Development Plan for this part of Broxtowe Borough, sitting alongside the Local Plan. The specific vision and objectives of the Cossall Neighbourhood Plan can be found on pages 11 – 12 of the (Submission Version) Neighbourhood Plan (<https://www.broxtowe.gov.uk/media/10611/cossall-neighbourhood-plan.pdf>). Please note that the modifications proposed within the Independent Examiner's Report have not been applied to this version of the Plan.

### **2. What outcomes do you want to achieve from the policy or function?**

Neighbourhood Plans should help to deliver the aspirations of the local community in terms of protecting and enhancing built development and the environment of their local area.

Part of the Community Vision for the Cossall Neighbourhood Plan stresses that community facilities will be protected and enhanced to meet the needs of all sections of the community and that a strong sense of community spirit will ensure residents feel valued and cared for.

Policy 7 (A Mix of Housing Types) should be beneficial in terms of ensuring that a mix of housing is available for different sections of the local community.

**3. Who is intended to benefit from the policy or function?**

The local community including residents and businesses, landowners and potential developers and a range of other stakeholders.

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**4. Who are the main stakeholders in relation to the policy or function?**

Cossall Parish Council, Broxtowe Borough Council, Nottinghamshire County Council, local residents and businesses, community organisations and other groups within the local community and a range of other organisations.

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**5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?**

Extensive research was undertaken throughout the development of the Neighbourhood Plan. Please refer to the Neighbourhood Plan (main text) and the Consultation Statement (these documents can be viewed on Broxtowe Borough Council's website at the following link: <https://www.broxtowe.gov.uk/cossallneighbourhoodplan>), and also the results of the consultation activities undertaken, which can be viewed on the website of Cossall Parish Council at the following link: <https://www.cossallparishcouncil.co.uk/initiatives/neighbourhood-plan/cossall-neighbourhood-plan-consultation/>.

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**6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?**

Extensive research was undertaken throughout the development of the Neighbourhood Plan. Please refer to the Neighbourhood Plan (main text) and the Consultation Statement (these documents can be viewed on Broxtowe Borough Council's website at the following link: <https://www.broxtowe.gov.uk/cossallneighbourhoodplan>), and the results of the consultation activities undertaken, which can be viewed on the website of Cossall Parish Council at the following link: <https://www.cossallparishcouncil.co.uk/initiatives/neighbourhood-plan/cossall-neighbourhood-plan-consultation/>.

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**7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?**

A number of community and business consultations were undertaken. These helped to develop the policies, aspirations and supporting text within the Neighbourhood Plan.

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**8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways?**

In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:

**Does the policy or function target or exclude a specific equality group or community?**

The policies of the Neighbourhood Plan have the potential to benefit all members of the local community. No groups should be excluded.

**Does it affect some equality groups or communities differently? If yes, can this be justified?**

No. The policies apply to all members of the local community equally.

**Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

Yes, the Neighbourhood Plan has been developed by the Parish Council and members of the local community for the benefit of all members of the local community.

**Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

This should not be the case.

**Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

Yes, as the development of the Neighbourhood Plan has been led by the Parish Council with the support and widespread involvement of the local community, it has already helped to promote and enhance community cohesion through this process.

**What further evidence is needed to understand the impact on equality?**

It is not considered that any further evidence is needed.

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**9. On the basis of the analysis above, what actions, if any, will you need to take in respect of each of the equality strands?**

Age: None identified

Disability: None identified

Gender: None identified

Gender Reassignment: None identified

Marriage and Civil Partnership: None identified

Pregnancy and Maternity: None identified

Race: None identified

Religion and Belief: None identified

Sexual Orientation: None identified

In relation to 'Human Rights', the Independent Examiner for the Cossall Neighbourhood Plan stated within her Report that: *'The CNP Basic Conditions Statement states, at paragraph 1.38, that the Neighbourhood Plan has had regard to, and is compatible with, the fundamental rights and freedoms guaranteed under the European Convention on Human Rights. I recognise that great care was exercised throughout the preparation and drafting of the CNP, to ensure that the views of the whole community were embraced and to avoid unintentional negative effects on particular groups. Broxtowe Borough Council has not stated that the Plan would breach Human Rights (within the meaning of the Human Rights Act 1998), and from my independent assessment, I see no reason to disagree.'*

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**10. Head of Service:**

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment:

**Signature of Head of Service:**