



**Loggerheads**  
Parish Council



# **Loggerheads Neighbourhood Plan 2013-2033**

## **Equality Impact Assessment**

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## 1.0 Introduction to Equality Impact Assessment

The Equality Act 2010 (the Act) 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.

### 1.1 Equality Impact Assessment

Equality Impact Assessment (EqIA) is the systematic analysis of a policy or policies, in order to identify the potential for an adverse impact on a particular group or community, in particularly those with a protected characteristic. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups so that if a policy results in unfairness or discrimination then changes to eliminate or lessen the impact can be considered.

“Protected characteristics” are defined in the Act as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This document presents the results of the assessment of the Loggerheads Neighbourhood Plan (LNP) to ensure that Loggerheads Parish Council is satisfying its statutory duties in this regard.

### 1.2 Aims of the Equality Analysis

The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision making and to nurture a more proactive approach to the promotion of equality and fairness at the heart of public policy. The aim in conducting the analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern.

### 1.3 Methodology

An assessment has been made on whether the Loggerheads Neighbourhood Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). A brief justification of the policies and proposals in the Neighbourhood Plan, and notes of any mitigation, has been provided. If the impact is negative, this is given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High Impact** A significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium Impact** Some potential impact exists, some mitigating measures are in place, poor evidence

**Low Impact** Almost no relevancy to the process, e.g. an area that is very much legislation-led.

#### 1.4 Baseline Data

Data for Loggerheads is available for the following protected characteristics: Sex, age, disability, race and religious belief. Data is not readily available for the following protected characteristics: gender reassignment, pregnancy and maternity, and sexual orientation. Unless stated otherwise the data source is the 2011 Census.

In 2011 there were 4,480 people living in Loggerheads parish.

Sex	Neighbourhood Plan Area	England
Male	50%	49%
Female	50%	51%

Age	Neighbourhood Plan Area	England
0 – 15	17%	19%
16- 64	63%	65%
64+	20%	16%

Disability	Neighbourhood Plan Area	England
Day to day activities limited a Little	10%	9%
Day to day activities limited a lot	8%	8%

Ethnicity	Neighbourhood Plan Area	England
White British	96%	80%
Other White	2%	6%
Non white	2%	14%

Religion	Neighbourhood Plan Area	England
Christianity	75%	59%
Other	1%	9%
No Religion/Non Stated	24%	32%

In summary Loggerheads has:

- A slightly lower proportion of young and higher proportion of old people than the national average;
- A slightly higher proportion of persons with incapacity or with limitations on their day-to-day activities than nationally;
- A significantly higher proportion of white persons than the national average;
- A much lower proportion of people who practice religions other than Christianity than nationally.

## **2.0 Vision and Aims of the Loggerheads Neighbourhood Plan**

### **Aim 1: Heritage & Place**

To promote, protect and enhance natural and built heritage and improve access where this does not conflict with conservation of the assets.

### **Aim 2: Transport & Movement**

To enhance and maintain local walking routes, access to public transport and connections to local towns and employment centres (without reliance on cars).

### **Aim 3: Housing**

To provide a sustainable place to live with a range of housing that meets local needs.

### **Aim 4: Health & Wellbeing**

To cultivate social cohesion and healthy lifestyles through the provision of public, recreational and community spaces.

### **Aim 5: Economy**

To provide and create an environment that is attractive to employment and visitors.

The overall vision agreed for the Plan is that Loggerheads is:

**An enhanced sustainable rural community that provides for people of all ages**

### 3.0 Loggerheads Neighbourhood Plan Policies equality assessment

Turning to the Policies of the Plan, below is an analysis highlighting where the Plan has specifically made reference to individual groups of the community.

Growth Policies	Policy Impact on Groups With Protected Characteristics
<p><b>LNPG1: New Housing Growth</b></p> <p>New housing development will be considered for approval within the village envelope of Loggerheads village as defined in this Neighbourhood Plan.</p> <p>Outside of the village envelope, housing development will be considered for approval where:</p> <ul style="list-style-type: none"> <li>• It is limited infill housing</li> <li>• is within built frontage of existing dwellings;</li> <li>• it is a replacement dwelling</li> <li>• there would be no significant harm to residential amenity;</li> <li>• it would complement the existing housing and not lead to excessive urbanisation or loss of garden space.</li> </ul>	<p>No impact</p>
<p><b>LNPG2: Housing Mix</b></p> <p>Housing developments of ten or more houses must include a mix of types of accommodation to meet local need, including accommodation for first time buyers and the elderly. At least a third of new houses must comprise a combination of:</p> <ul style="list-style-type: none"> <li>• One or two bedroomed properties</li> <li>• One or two bedroomed properties suitable to provide independent living for the elderly</li> </ul> <p>Affordable housing must be provided as an integral part of each development, rather than being provided remotely through financial contribution.</p>	<p>This follows the goal of equal provision for all protected characteristics</p>

Place & Heritage Policies	Policy Impact on Groups With Protected Characteristics
<p><b>LNPP1: Urban Design and Environment</b> New development must demonstrate high standards of design. This includes:</p> <ol style="list-style-type: none"> <li>1. Designing buildings, streets, spaces, landscaping and planting to create attractive, safe and well-functioning environments, with a sense of place.</li> <li>2. Comprising site-specific design solutions to complement, but not necessarily imitate, the surrounding context.</li> <li>3. Complementing the established character of the surrounding context in terms of scale, density, massing, height and degree of set-back from streets and spaces.</li> <li>4. Providing active frontages to overlook public streets and spaces from inhabited rooms.</li> <li>5. Creating attractive, safe and convenient environments for pedestrians.</li> <li>6. Responding positively to local topography.</li> <li>7. Retaining trees and hedgerows (unless judged to be poor specimens or species not appropriate to the area) and providing high quality planting and landscape design.</li> <li>8. Creating a strong green infrastructure buffer on the interface between urban and rural to buffer surrounding landscape from development</li> <li>9. Providing a mix of overlooked parking provision, as an integral part of layout, so that parking does not dominate streets and space.</li> <li>10. Designing open spaces to be safe, attractive and functional as an integral part of layout.</li> <li>11. Clearly distinguishing between public and private spaces, avoiding placing rear garden fences adjacent to street frontages.</li> <li>12. Provide convenient, well-screened</li> </ol>	<p><b>Age and Disabled</b> – Design standards require accessible layouts of property and developments ensure an acceptable level of amenity in terms of garden space and accessible and usable open space. This is particularly relevant to the young, the physically disabled and the elderly. Development layout integrates and strengthens neighbourhoods assisting with cohesion and social interaction; ensuring all protected characteristics have an equal opportunity to integrate into the community.</p>

<p>storage space for bins and recycling.</p> <p>13. Include high quality materials, to complement those used in the surrounding context.</p> <p>14. Designing residential garages so that they do not obscure or dominate frontages and are in or behind the building line.</p> <p>15. Providing shop-fronts to commercial and retail properties, reflecting the character of the area.</p> <p>16. Ensure fencing and lockable gating is used to deny unauthorised access to the rear of properties, positioned as close to the front of the building line as possible.</p>	
<p><b>LNPP2: Local Character &amp; Heritage</b></p> <p>New development must complement and reinforce the local character of the area and non-designated heritage, including conserving buildings and their setting and comprising high-quality, site-specific design. Non-designated heritage of particular sensitivity is listed in the Loggerheads Heritage book. This includes taking account of the following requirements for the main Character Areas (see map 5).</p> <ul style="list-style-type: none"> <li>• Loggerheads Village: opportunities must be taken to improve legibility by creating distinctive new townscape and buildings.</li> <li>• Ashley Heath: in complementing local context and character, particular attention must be paid to: <ul style="list-style-type: none"> <li>• complementing the established character, based on housing set-back from the road, often with front boundary hedges</li> <li>• preserving protected trees.</li> </ul> </li> <li>• Ashley: must complement the immediate context, including: <ul style="list-style-type: none"> <li>• the Radburn layout of housing off Charnes Road</li> <li>• adding to the diversity of character created by a number of listed buildings.</li> </ul> </li> </ul>	<p>Applies equally to all protected characteristics.</p>

<p><b>LNPP3: Local Green Space:</b></p> <p>Designated Local Green Spaces must remain as open space.</p> <p>Small-scale built development may be allowed, providing:</p> <ul style="list-style-type: none"> <li>• The open and green character of the space is maintained and not compromised</li> <li>• The facilities support the community use of space.</li> <li>• The community, wildlife, amenity and other values as a Local Green Space are enhanced.</li> </ul> <p>Development adjacent to or affecting Local Green Spaces must not have any adverse impact on the community value of the space, in terms of visual qualities, safety, public access and encroachment onto the space.</p>	<p>Applies equally to all protected characteristics</p> <p><b>Age</b> – A sufficient and high quality provision of open space is vital to all ages and is important to the Health and Wellbeing of the community. Policy applies equally to all members of the community.</p>
<b>Transport &amp; Movement</b>	
<p><b>LNPT1: Sustainable Transport</b></p> <p>New development comprising new houses, employment units or community facilities will include a balanced and sustainable approach to transport, including:</p> <ol style="list-style-type: none"> <li>1. Providing for different modes of transport, including walking and cycling including incorporating secure, covered storage space for cycles</li> <li>2. Providing electric car charging points</li> <li>3. Ensuring there is no significant negative impact on road safety and traffic congestion</li> <li>4. Providing safe and suitable access for both vehicles and pedestrians</li> <li>5. Incorporating well-connected and permeable pedestrian networks; where not already in place, footways (pavements) are provided to link the site to the existing footway network</li> </ol>	<p><b>Age</b> – The provision of bus services is crucial, particularly to younger and elderly members of the community without alternative transport. Ensures all protected characteristics have access to public transport.</p>
<b>Sport, Health &amp; Community Facilities</b>	
<p><b>LNPS1: Community Infrastructure</b></p> <p>New development in excess of 10 dwellings must be supported by adequate community infrastructure. To enable granting of consent to be considered, developers must demonstrate that existing community infrastructure is adequate to accommodate the new development, or to</p>	<p>Ensures communities continue to provide access to amenities for all protected characteristics.</p>

<p>provide or support new community infrastructure where necessary.</p>	
<p><b>LNPS2: Site Allocation for Multi-Sport and Community Facility and Sports Pitch</b></p> <p>Sites LV1 and LV2 fronting Market Drayton Road in Loggerheads Village (See Map 8) are allocated for sports and recreational uses, subject to the following:</p> <ul style="list-style-type: none"> <li>• Site LV1 is allocated for built development for a mixed use community and sports facility, which may include uses falling within planning Use Classes D1 and D2, together with ancillary uses, including a cafe.</li> <li>• Site LV2 is allocated for sports pitches, where the open character of the site is maintained. Limited built development may be considered for approval immediately adjacent to Site LV1, where it is directly related to the primary use as sports pitches and where it would not compromise the open character of the site.</li> </ul> <p>The sites are required for community and sports purposes. Other uses that do not address this need will not be approved. The impact on amenity, highways, environment is acceptable. The sites will incorporate sustainable / natural drainage systems.</p>	<p>Ensures communities continue to provide access to amenities for all protected characteristics.</p>
<p><b>LNPS3: Sports Pitches</b></p> <p>Planning permission for development on existing open space and sports pitches will be approved only where it can be demonstrated that the facility is no longer required to meet local need or where an equivalent similar or better facility is provided in a sustainable location elsewhere in the Loggerheads area or the development is for alternative sports and recreational provision, the needs for which clearly outweigh the loss. Existing pitches subject to this policy are:</p> <ul style="list-style-type: none"> <li>• The football field at the Burntwood</li> <li>• The cricket pitch at Hales</li> </ul>	<p>Applies equally to all protected characteristics.</p>

<p><b>Economy</b></p>	
<p><b>LNPE1: Employment</b></p> <p>New development or change of use to create enterprise and employment space (Use Class B1) will be considered for approval, providing it has no significant adverse impact on residential amenity or on the local environment and open character of the rural environment.</p> <p>Suitable locations for B1 employment development are:</p> <ul style="list-style-type: none"> <li>• within existing employment sites</li> <li>• in the Mucklestone Nurseries &amp; Business Centre</li> <li>• agricultural buildings, to support diversification</li> <li>• on existing brownfield sites</li> <li>• within the village envelopes</li> </ul> <p>Development comprising new or expanded B2 and B8 uses may be considered for approval on existing industrial or brownfield sites, away from residential properties, where there would be no adverse impact on the local environment and open character of the rural environment.</p>	<p>Applies equally to all protected characteristics.</p>
<p><b>LNPE2: Retail</b></p> <p>New retail development will be considered for approval within or immediately adjacent to the existing retail area. Development proposals involving existing retail sites will be considered for approval where the retail use is retained as the primary use of the site.</p>	<p>Applies equally to all protected characteristics.</p>
<p><b>LNPE3: Broadband</b></p> <p>Sites allocated for residential and commercial development in the Plan should be served by high speed broadband (&gt;30mbps) unless it can be demonstrated through consultation with Next Generation Access Network providers that this would not be possible, practical or economically viable. In all circumstances during construction of the site sufficient and suitable ducting should be provided within the site and to the property to facilitate ease of installation at a future date. This must be provided and active before the first occupation of development is permitted.</p>	<p>Applies equally to all protected characteristics.</p>

#### **4.0 Conclusion**

In conclusion, an assessment of the policies contained within the Loggerheads Neighbourhood Plan shows that none of the policies will have any negative impacts upon groups with protected characteristics. Many of the policies contained within the Plan seek to cater for the needs of people with protected characteristics in the Plan area. The Loggerheads Neighbourhood Plan's vision, aims and policies all aim to foster community cohesion and social inclusion. The Loggerheads Neighbourhood Plan provides a vision for the area, with a range of policies, which will result in positive benefits for many parts of the of the community with protected characteristics, particularly with the provision of open space to assist with Health and Wellbeing, and the enhancement of social and community facilities, aiming to build community cohesion and resilience.

The Plan has identified a particular need in provision of housing for young and elderly people and provided a policy to assist with development to provide a solution.