

EQUALITY IMPACT ASSESSMENT STAGE 2 CARN BREA Neighbourhood Development Plan 2023 - 2030

**CARN BREA NDP Steering
Group June 2023**

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



CARN BREA NEIGHBOURHOOD DEVELOPMENT PLAN

EQUALITY IMPACT ASSESSMENT - STAGE TWO

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1. Introduction

1.1 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 with a “protected characteristic” and those without.

1.2 Equality Impact Assessment. Equality Impact Assessment (EqIA) is the systematic analysis of a policy or policies, primarily to identify the potential for an adverse impact on a particular group or community, in particular 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. In 2017 an EqIA Stage 1 Statement was adopted for the Carn Brea NDP.

1.3 The 'Protected characteristics' that are defined in the Act. For NDPs the relevant 'Protected characteristics' are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation. In Cornwall, we also have a category of Cornish Status. This document considers the impact of the policies in the CARN BREA Neighbourhood Development Plan (NDP) to ensure that these groups are not being discriminated or disadvantaged by them. The focus is mainly on 'indirect discrimination' which can occur when a policy applies to everyone but disadvantages a person with a particular protected characteristic.

1.4 **Aims of the EqIA.** The underlying purpose of the EqIA 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 EqIA is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. The EqIA assesses the impact of the proposed Policies on groups with protected characteristics.

2. Methodology

2.1 An assessment has been made as to whether the Carn Brea NDP is expected to have a positive, negative, or neutral impact on each of the protected characteristics. A brief exposition of the Policies and notes on any mitigation has been provided.

2.2 The impact of the Policies has been assessed taking into account the baseline information about the population of Carn Brea Parish. If the impact is negative, this has been given a high, medium or low assessment. The impact of the Policies has been 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.

Where there is a potential positive impact, in that the outcome of the policies will be likely to be of benefit to the interest of groups with protected characteristics, this is also indicated.

2.3 Where there is a negative impact, any necessary mitigation is identified.

3. Summary Data

3.1 Baseline demographic information relating to the 9 Protected Characteristics specified in the 2010 Equalities Act is given in the Stage One EQiA. That document concluded that the baseline data suggests that Carn Brea Parish is the home of many people who may fall into one or more of the protected characteristics covered by the Equalities Act, and in some cases there are proportionally more of them than is typical in Cornwall and England. There is also the potential for any discriminatory impacts to be more extensive and intensive through the effect of the higher levels of deprivation and rural isolation present.

3.2 The Stage One EqIA concluded that the NDP may include policies for new housing, employment areas, retail, leisure and entertainment, which whilst benefiting the community at large may be perceived to be against interest of particular individuals (e.g. people whose immediate living environment may be affected).

3.3 In the NDP process, it is possible that some residents, such as young people, or those suffering from ill-health and persons with disabilities, may be less engaged and their 'voice' dis-proportionately muted in comparison to other groups, to their disadvantage. Policies intended to be applied generally may have unanticipated impacts on people in protected characteristics. Also, it is possible that some resultant developments are not as accessible as may be possible if not effectually influenced/controlled (for example the creation of environments that are wheelchair unfriendly).

3.4 It is also a risk that inappropriate language may be used in community based engagement processes.

4. Community Engagement Strategy

4.1 In its approach to community engagement the Steering Group considered the nature and demographics of the Parish (as above), noting that some small communities could be hidden in the largely homogenous wider community, and prepared methods that took account of the diversity of the whole community, so all members of the community inform the plan. The team worked hard to design engagement activities that were as fully inclusive as possible, such as displays at key community locations with good venue accessibility for everyone, timings that suited those in work, or with families at home, and a variety of communication methods to reach as wide an audience as possible, including a dedicated interactive website with options to change viewing settings, Facebook social media, local press, posters, flyers, an online engagement platform and door-to-door summary leaflets, letters to organisations representing particular groups.

5. Stage Two Equality Impact Assessment

5.1 The Plan Vision. A vision for Carn Brea for 2030 was developed through community engagement:

- ***To protect the unique character and environment of Carn Brea Parish.***
- ***To celebrate the history and culture of Carn Brea Parish.***
- ***To enhance biodiversity, habitats and opportunities to tackle climate change.***
- ***To serve the needs of the local community.***
- ***To connect rural communities together***

5.2 It is considered that the vision is inclusive of all those falling within one of the protected characteristics, and the assessment is that that they will gain an overall positive impact.

5.3 The Plan Objectives. The Objectives of the Carn Brea Parish NDP are as follows:

Housing Objective

- A. To ensure that new residential development meets the local need.*
- B. To protect the existing housing stock and its availability to local people.*
- C. To protect the rural landscape from inappropriate development.*
- D. To ensure development is in line with local character.*

Business and Jobs

- A. Support, strengthen and help diversify local businesses, particularly where it aligns with the aims of the Cornwall Strategic Economic Plan, delivers higher value jobs, and supports the aims of the Pool Vision.*
- B. Support opportunities for local people to access local employment.*

Natural Environment and Landscape

- A. Protect and enhance the landscape character and setting for the Parish, including locally cherished areas and characteristic views and vistas within and across the Parish.*
- B. To protect and enhance wildlife corridors, reduce the environmental impact of development and increase local biodiversity through sustainable design.*
- C. To conserve and increase Cornish hedge and tree coverage.*
- D. To conserve and enhance the rural dark sky.*

Built Environment and Heritage

- A. To celebrate, maintain and enhance the architectural and historic character of the Parish so that it can continue to reflect the distinctive physical, cultural and economic history of the area that makes it the 'place' it is today. This will allow/encourage the area to continue to make a significant contribution to the Outstanding Universal Value of the World Heritage Site.*
- B. Encourage new development to match or complement the distinctive rural character and heritage character of the area and ensure that the regeneration at Pool is of the highest quality in line with the Pool Vision.*
- C. Support development proposals which aim to meet a high level of sustainable design and construction to help tackle the causes and impacts of climate change.*
- D. To encourage buildings which are disused to be brought back into use, retaining traditional features.*
- E. To promote the use of the Cornish language in the naming of developments.*

Access and Connectivity

- A. To ensure that new housing or business development is sustainably located and connected to appropriate supporting services and facilities through public transport, safe walking and cycling routes, and adequate roads.*
- B. To encourage all new developments to include off road parking commensurate with their size and function so that they do not adversely affect traffic and parking in the local area.*
- C. To avoid new development which might aggravate the existing traffic/transport difficulties in the wider road network in terms of delays, safety or harm to air quality.*
- D. To ensure new roads are built to Cornwall Council and Manual for Streets standard.*
- E. To support the extension and enhancement of bus services and the opening of a local railway station.*
- F. To encourage development which provides for connection of highspeed broadband and improved digital communication.*
- G. To protect and encourage the enhancement of pedestrian links, rural footpaths and bridleways to transport hubs, play areas and key community infrastructure.*

Open Green Spaces and Recreation

- A. To protect and support the enhancement of local green spaces, key recreation spaces and sports pitches.*
- B. To support development which would increase accessibility to green spaces e.g. footpaths, car parking.*
- C. To support development of a cemetery offering facilities to cater for green burials.*
- D. To support the development of allotments in the community.*

Community Facilities

- A. To ensure that development of services and facilities takes place in a timely manner alongside any future development.*
- B. To protect and support the enhancement of high quality, accessible and affordable community facilities to meet the changing needs of all parts of the local community.*
- C. To support the provision of buildings and social spaces to meet the needs of teenagers and young adults.*
- D. To support more education and health provision subject to criteria to ensure that it is well conceived and minimises traffic impacts and pollution, particularly around school entrances where possible.*

Climate Change

- A. Support local actions to tackle the causes and effects of climate change.*
- B. Encourage new development to incorporate on site provision of renewable energy, energy storage, low energy and low carbon technologies.*
- C. To encourage opportunities for community energy.*

D. To encourage new development, including on Previously Developed Land, to produce a meaningful contribution to reducing current rainfall runoff rates in accordance with the CIPR Surface Water Management Plan.

5.4 These objectives are very broad in their phrasing and can be considered to be inclusive. Any negative impacts are addressed in the policies that follow from the objectives.

5.5 Summary of Policies. Flowing from these objectives are the policies of the NDP:

HOUSING

Policy H1 - Locations and Scale for New Housing Development

Policy H2 - Housing Mix

Policy H3 - Rural Exception Sites for Affordable Housing

Policy H4 - Community Led, Self and Custom Build Housing

Policy H5 - Infill Within Hamlets and Small Groups of Dwellings.

Policy H6 - Protection of Carn Brea's Existing Housing Stock

BUSINESS AND JOBS

Policy BE1 - Safeguarding and Enhancement of Locally Significant Employment Land

Policy BE2 - New Business Development

Policy BE3 - Working from Home and Home Based Businesses

Policy BE4 - Rural Business Diversification

Policy BE5 - Rural and Sustainable Tourism

Policy BE6 - Advance Business Signage

THE NATURAL ENVIRONMENT AND LANDSCAPE

Policy NE1 - Landscape

Policy NE2 - Cherished Views and Vistas

Policy NE3 - Area of Local Landscape Value

Policy NE4 - Green Infrastructure

Policy NE5 - Net Biodiversity Gain

Policy NE6 - Trees, Cornish Hedges and Hedgerows

Policy NE7 - Dark Skies

THE BUILT ENVIRONMENT, HERITAGE AND CORNISH DISTINCTIVENESS

Policy D1 - World Heritage Site

Policy D2 - Design, Heritage and Local Distinctiveness.

Carn Brea Design Guide

Policy D3 - Design, Development Standards and Regeneration.

Sustainable Design

Policy D4 - Reconstruction or Conversion of Abandoned/Neglected Buildings

ACCESS AND CONNECTIVITY

Policy RT1 - Accessibility and Transport

Policy RT2 - Conversion of Residential Garages

Policy RT3 - Future Bus and Rail

Policy RT4 - Broadband and Mobile Communications

Policy RT5 - Footways, Pedestrian Links, Public Rights of Way

OPEN GREEN SPACES AND RECREATION

Policy OG1 - Local Green Spaces

Policy OG2 - Key Recreation Spaces and Sports Pitches

Policy OG3 - Provision and Protection of Allotments and Community ORCHARDS

COMMUNITY FACILITIES

Policy CF1 - Development Infrastructure for Growth

Policy CF2 - Safeguarding and Enhancing Neighbourhood Community Facilities

Policy CF3 - Facilities for Young People

Policy CF4 - Education & Health Provision

CLIMATE CHANGE

Sustainable Energy Production

Policy CC1 - Local Energy Storage

Policy CC2 - Sustainable Drainage

5.6 The following table assess the impact of the Carn Brea NDP objective and policy set on groups with protected characteristics.

Theme: HOUSING						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>Policies here and in other themes include criteria for new housing development which will help to achieve sustainable, inclusive, accessible and safe neighbourhoods that meet the needs of a wide cross-section of the community. However provision without regard to the protected characteristics would not be acceptable.</p> <p>Specific reference is made to the need for a mix of formats, sizes and tenures of dwellings to ensure a range of housing choices are available to meet the identified housing needs in the Parish, including one and two bedroom homes for the young and elderly, family homes of 4 to 5 bedrooms, homes that provide enhanced opportunities to 'work from home' [which may also enable people with reduced mobility to stay economically active] and dwellings designed to meet special needs such as fully accessible or extra care units suitable or readily adaptable for disabled or elderly people, on parts of the site with generally level access and close to community facilities. Provision of affordable housing is emphasized.</p> <p>The NDP also requires that developers assess current demographic, housing need and market information to determine the proportional balance of dwelling size, type and tenure required.</p> <p>Reference is also made to the provision of garden space, appropriate to the size of the dwelling proposed, to encourage recreation and physical activity for all ages.</p> <p>Referring to infill in hamlets the NDP requires that the proximity, accessibility and relationship of the hamlet / small group of dwellings to facilities, employment and services required for day to day living will be a consideration.</p> <p>Therefore, the impact of these policies on the interest of groups with protected characteristics may be expected to be positive, including a better supply of suitable dwellings, designs better suited to needs, improved integration and accessibility.</p> <p>MITIGATIONS INTRODUCED: NON NECESSARY</p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: BUSINESS AND JOBS						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						These policies, which in general will help improve prosperity, should indirectly support groups with protected characteristics by safeguarding and providing additional or enhanced work opportunities, improving general access to employment locations, and encouraging a better environment at existing employment sites.
Age	✓					A specific requirement is that the redevelopment of and new employment site proposals should seek to improve pedestrian/cycle links to adjoining residential areas and village centres, pedestrian links to public transport routes, and enhance the usability and safety of existing routes.
Disability	✓					
Gender reassignment	✓					Support for working from home and home-based business may help those with limited mobility.
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					The approach to rural business diversification includes the securing of multiple wider public benefits such as employment and enterprise opportunities, sustainable access, social and cultural facilities.
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					<p>The policy on rural and sustainable tourism specifically asks that new tourism facilities be physically accessible to people with impaired mobility and other disabilities such as impaired sight or hearing, and socially inclusive facilitating use by all sectors of the tourist and local community.</p> <p>MITIGATIONS INTRODUCED: NONE NECESSARY</p>

Theme: NATURAL ENVIRONMENT AND LANDSCAPE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓			✗		<p>Whilst overall this set of policies will help to retain the distinctive natural, environment qualities that contribute to the locally valued ‘sense of place’ and thereby to both physical mental well-being, development measures to retain local biodiversity and landscape assets such as the retention of Cornish Hedges, stiles or traditional surface treatments, may also impact on older people, those with a disability etc.</p> <p>MITIGATIONS INTRODUCED: SEE POLICY D2, RT5 AND CARN BREA DESIGN GUIDE AND CODES</p> <p>The NDP now includes a note supporting Policy D2 ‘Design, Heritage and Local Distinctiveness’ to the effect that in applying this policy users should be aware of and carefully take into account the needs of groups with special characteristics as set out in the Equalities Act 2010.</p> <p>Policy RT5 on public footways, pedestrian links, and Public Rights of Way now requires that development should seek to connect to the Minerals Tramway routes and that where practicable, routes should be accessible to all, including people with disabilities, applying the principle of ‘Least Restrictive Access’. It applies the same principle where public footways, pedestrian links, and Public Rights of Way are routed or realigned through new development.</p> <p>Reference is also made in the Carn Brea Design Guide [Draft] in section 5.2.2 ‘Key points to consider when assessing design proposals’ asking whether the layout of sites and the design of buildings demonstrably take into account the relevant needs of groups with special characteristics as set out in the Equalities Act 2010? This may include for example disability, those with pushchairs, the elderly and people in rural isolation.</p>
Disability	✓			✗		
Gender reassignment		○				
Marriage and civil partnership		○				
Pregnancy and maternity				✗		
Race		○				
Religion and Belief		○				
Sex		○				
Sexual orientation		○				

Theme: THE BUILT ENVIRONMENT, HERITAGE AND CORNISH DISTINCTIVENESS						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age				x		<p>Whilst overall this set of policies will help to retain the distinctive built and historic environment qualities that contribute to the locally valued ‘sense of place’ and thereby to both physical mental well-being, measures to retain local characteristics in design may require the retention of steps or different surface treatments such as cobbles, etc which may impact negatively on the interests of older people, those with disability. They may also rule against building formats associated with religious beliefs. Measures to retain local characteristics in design may require the retention of steps or different surface treatments such as cobbles, etc which may impact negatively on the interests of older people, those with disability. They may also rule against building formats associated with religious beliefs.</p> <p>MITIGATIONS INTRODUCED: SEE POLICY D2, RT5 AND CARN BREA DESIGN GUIDE AND CODES</p> <p>The NDP now includes a note supporting Policy D2 ‘Design, Heritage and Local Distinctiveness’ to the effect that in applying this policy users should be aware of and carefully take into account the needs of groups with special characteristics as set out in the Equalities Act 2010.</p> <p>Policy RT5 on public footways, pedestrian links, and Public Rights of Way now requires that development should seek to connect to the Minerals Tramway routes and that where practicable, routes should be accessible to all, including people with disabilities, applying the principle of ‘Least Restrictive Access’. It applies the same principle where public footways, pedestrian links, and Public Rights of Way are routed or realigned through new development.</p> <p>Reference is also made in the Carn Brea Design Guide [Draft] in section 5.2.2 ‘Key points to consider when assessing design proposals’ asking whether the layout of sites and the design of buildings demonstrably take into account the relevant needs of groups with special characteristics as set out in the Equalities Act 2010? This may include for example disability, those with pushchairs, the elderly and people in rural isolation.</p>
Disability				x		
Gender reassignment		○				
Marriage and civil partnership		○				
Pregnancy and maternity				x		
Race		○				
Religion and Belief				x		
Sex		○				
Sexual orientation		○				

Theme: ACCESS AND CONNECTIVITY						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age				x		Overall the set of policies under this theme should be of wide benefit, including for people falling within the protected characteristics. However, promoting sustainable access can, if not done carefully, be of detriment to the interest of groups with protected characteristics, for example through reducing access for car-users with disabilities, footpaths routes which are insufficiently lit or have rough and harsh traffic calming measures, or poorly delineated shared surfaces.
Disability				x		
Gender reassignment		○				<p>MITIGATIONS INTRODUCED: SEE POLICY RT1 AND RT5.</p> <p>Policy RT1: Accessibility and Transport now says that development will be supported where it is within a safe walking distance of public transport (bus stop or railway station), maximises opportunities for safe walking and cycling to services and facilities, and includes the appropriate provision of new paths to link with the existing network and to local facilities, to a standard which allows for wheelchair access wherever practicable and appropriate, and is designed to take into account the needs of groups with protected characteristics, particularly those with age-related infirmity, disability and/or poor health.</p> <p>The policy also says that development should not cause increased risk to human health from air pollution or exceed adopted national standards in the Camborne, Pool, and Redruth AQMA.</p> <p>Policy RT5 on public footways, pedestrian links, and Public Rights of Way now requires that development should seek to connect to the Minerals Tramway routes and that where practicable, routes should be accessible to all, including people with disabilities, applying the principle of 'Least Restrictive Access'. It applies the same principle where public footways, pedestrian links, and Public Rights of Way are routed or realigned through new development.</p>
Marriage and civil partnership		○				
Pregnancy and maternity				x		
Race		○				
Religion and Belief		○				
Sex		○				
Sexual orientation		○				

Theme: OPEN GREEN SPACES AND RECREATION						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>It can be anticipated that these policies will indirectly support groups with protected characteristics by providing support for retention and enhancement of recreational facilities and local green space, and also resisting loss of any existing green spaces, allotments etc.</p> <p>MITIGATION: NONE NECESSARY</p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: COMMUNITY FACILITIES						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>It can be anticipated that these policies will indirectly support groups with protected characteristics by providing support for retention and enhancement of social, educational, recreational and medical facilities.</p> <p>MITIGATION: NONE NECESSARY</p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

Theme: CLIMATE CHANGE						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						Support for measures to tackle the causes and impacts of the climate crisis are likely to be of short and long-term benefits to those who are in one of the protected characteristic groups in terms of more immediate economic benefits and reduced long term negative effects of climate change. MITIGATION: NONE NECESSARY
Age	✓					
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

6. Conclusion

6.1 An assessment of the vision, objectives and policies contained in the Carn Brea Parish NDP indicates that none of them will have high negative impacts upon groups with protected characteristics, with most being medium or low impact, and capable of mitigation (which has been included in the NDP). Many of the policies will make a positive contribution to the needs of those in the community with protected characteristics.