

SAHAM TONEY NEIGHBOURHOOD
DEVELOPMENT PLAN

2019 - 2036

Equality Impact Assessment



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1. INTRODUCTION

1.1 The Localism Act 2011 introduced Neighbourhood Planning into the hierarchy of plan making in England, giving communities a right to shape the future development of their local area; to exert more control over where development takes place; to influence the type and quality of development; and to ensure that proposals meet local objectives. The Saham Toney Neighbourhood Plan sets out a vision for the Parish of Saham Toney over the period from 2019 to 2036 and will act as a major influence on the future development of the Neighbourhood Area. The Qualifying Body responsible for the Neighbourhood Plan is Saham Toney Parish Council.

1.2 Under section 149 of the Equality Act 2010 all public bodies have a duty (referred to as the Equality Duty), in the exercise of their functions, to have due regard to the need to eliminate conduct that is prohibited by the Act. The Equality Duty requires public bodies to consider how the decisions that they make affect people who share the following 'protected characteristics':

- a) Age
- b) Disability
- c) Gender Reassignment
- d) Marriage and Civil Partnership
- e) Pregnancy and Maternity
- f) Race
- g) Religion or belief
- h) Gender
- i) Sexual Orientation

1.3 Embedding equality into the policies of the Neighbourhood Plan is important in ensuring that all people are treated fairly. As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation and to consider opportunities that a policy presents to actively promote equality.

1.4 This Equality Impact Assessment has been prepared by the Saham Toney Neighbourhood Plan Work Group on behalf of Saham Toney Parish Council. It assesses the vision, objectives and policies of the Neighbourhood Plan to ensure that the Parish Council is satisfying its statutory duty to eliminate unlawful discrimination in carrying out functions and promote equality of opportunity. The Equality Impact Assessment:

- a) Provides a written record of the equality considerations that have been taken into account in the preparation of the Neighbourhood Plan and thereby ensures that the decision-making process has been transparent in respect of people's human rights;
- b) Evaluates impacts on groups with protected characteristics arising from the implementation of the Neighbourhood Plan's policies.

2. THE SAHAM TONEY NEIGHBOURHOOD PLAN

2.1 The Neighbourhood Plan provides a framework of policies to promote and support the provision of sustainable development in Saham Toney during the period 2019 to 2036. At its heart is the following vision statement:

To preserve and enhance Saham Toney’s distinct and tranquil rural character whilst ensuring village life is peaceful and fulfilling for all residents. This will be achieved through a process of gradual and sustainable development of a scale having regard to, and consistent with, the Neighbourhood Area's development constraints, and appropriate to its place in the Breckland settlement hierarchy, spread over the plan period; and by protecting the area's richness of landscape, history, wildlife and community.

2.2 To achieve its vision, the Neighbourhood Plan sets a number of objectives, which are themselves implemented through the Plan’s policies. Those objectives are listed in Table 1:

Table 1: The Objectives of the Neighbourhood Plan	
Housing objectives	<p>H1: To support Breckland Council's policies relating to a Village with Boundary, per Saham Toney's classification in the Local Plan.</p> <p>H2: To support developments of a scale having regard to the Neighbourhood Area's development constraints, in suitable and sustainable locations within or immediately adjacent to the settlement boundary.</p> <p>H3: To promote a gradual and sustainable pace of development over the entire plan period</p>
Environmental Objectives	<p>E1: To protect and enhance the local environment, green infrastructure and open spaces, ancient woodland, veteran trees, hedgerows and trees, and wildlife.</p> <p>E2: To maintain the physical separation of Saham Toney from Watton.</p> <p>E3: To preserve and enhance the village's landscape, character and historical assets.</p> <p>E4: To protect agricultural land from non-sustainable development.</p> <p>E5: To ensure developments do not cause flood or sewage out-spill problems, either to the development sites or to surrounding properties and infrastructure.</p>
Community objectives	<p>C1: To maintain and enhance the village's community facilities and improve access to them.</p>
Economic objectives	<p>EC1: To support and encourage appropriate levels of development of rural businesses.</p>

2.3 The Neighbourhood Plan’s policies are listed in Table 2.

Table 2: The Policies of the Neighbourhood Plan
1: Services, Facilities & Infrastructure
2A: Residential Housing Allocation
2B: Residential Development Within the Settlement Boundary
2C: Residential Development Outside the Settlement Boundary
2D: Affordable Housing
2E: Housing Mix
2F: Common Criteria for All Residential Sites
2G: Masterplanning
2H: Site Allocation STNP1
2I: Site Allocation STNP2
2J: Site Allocation STNP4
2K: Site Allocation STNP7
2L: Site Allocation STNP9
2M: Site Allocation STNP13
2N: Site Allocation STNP14
2O: Site Allocation STNP15
2P: Site Allocation STNP16
2Q: Amenity Land at Richmond Hall
3A: Design
3B: Density of Residential Developments
3C: Site Access and On-Site Streets Layout
3D: Parking
3E: Dark Skies Preservation
3F: Climate Change Adaptation & Mitigation
4: Non-Residential Development
5: Saham Toney Rural Gap
6: Heritage Assets
7A: Landscape Character Preservation and Enhancement
7B: Key Views
7C: Local Green Spaces
7D: Biodiversity and Habitats
7E: Green Infrastructure
7F: Trees and Hedges
8A: Surface Water Management General Provisions
8B: Surface Water Runoff (Discharge) Rate & Volume
8C: Infiltration Testing
8D: Surface Water Flood Risk & Climate Change
8E: Surface Water Drainage & Water Quality
8F: Management & Maintenance of Sustainable Drainage Systems
8G: Resistance & Resilience of Sustainable Drainage Systems
8H: Design of Sustainable Drainage Systems
9: Foul Sewerage Provision

3. SAHAM TONEY PARISH PROFILE

3.1 In preparing this Equality Impact Assessment, where available, 2011 Census data has been examined to compile a brief profile of each equality grouping. Data for the Parish is available for the following protected characteristics:

- a) Age;
- b) Gender;
- c) Marital status;
- d) Ethnic group;
- e) Religion or belief;

Data relating to gender reassignment, pregnancy and maternity, and sexual orientation is not available at Parish level. Data relating to disability is only available at District level.

3.2 **Age Profile:** In 2011 the Parish population was 1507. Figure 1 shows that total broken down by age group, and includes a comparison with the age group breakdown for the Breckland District as a whole. It can be seen that the Parish has a higher proportion of older people, and a corresponding lower proportion of younger people than the District. This is further illustrated in Figure 2.

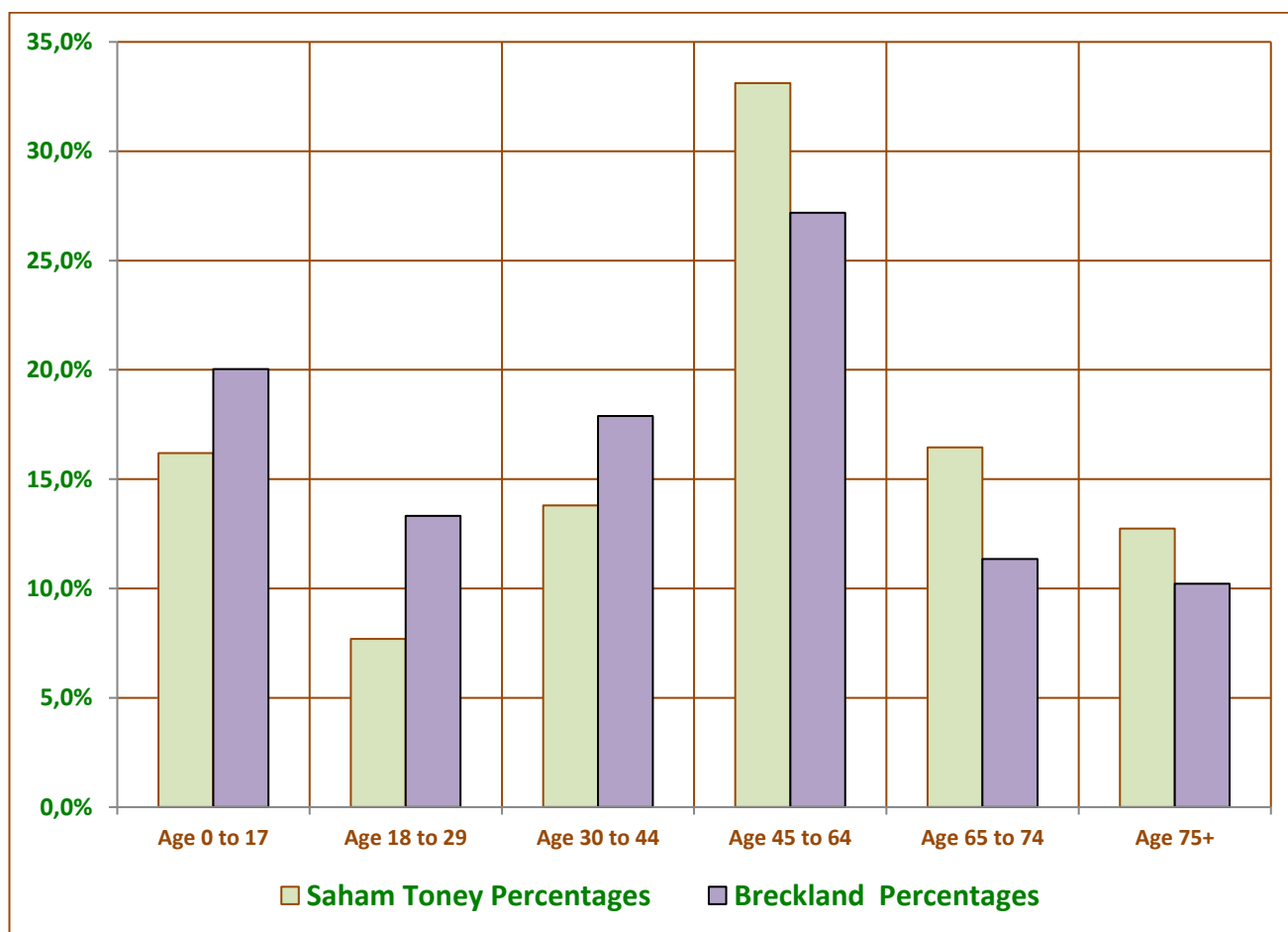


Figure 1: Population Breakdown by Age Group for Saham Toney and Breckland District

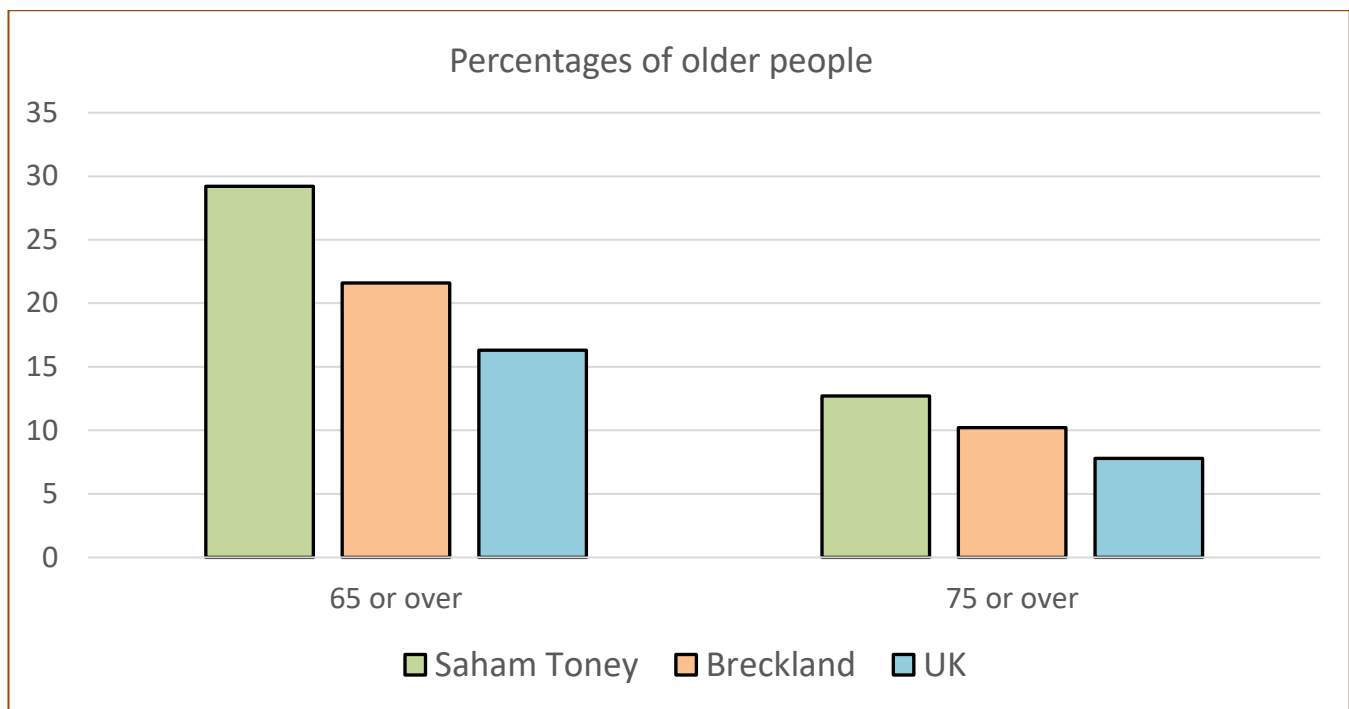


Figure 2: Percentages of People Aged Over 65 & 75

3.3 **Gender:** The Parish population is broken down by gender as shown in Figure 3.

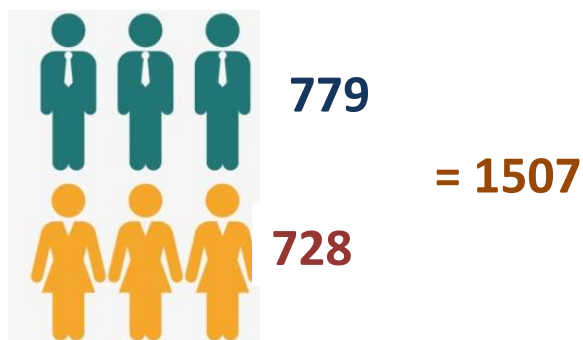


Figure 3: Parish Population Gender Split

3.4 **Marital status:** in 2011 there were 1301 people in the Parish aged 16 or over. Their marital status was as follows:

- Single: 229;
- Married: 836;
- In a registered same-sex civil partnership: 0
- Separated (but still legally married or in a same-sex civil partnership: 20;
- Divorced or formerly in a same-sex civil partnership now legally dissolved: 103;
- Widowed or surviving partner from a same-sex civil partnership: 113

3.5 **Ethnic group:** Census data shows that in 2011 the Parish population was made up of the following ethnic groups:

- White: 1499 persons;
- Asian: 4 persons;
- Mixed/multiple: 4

Country of birth was as follows:

- UK: 1448;

- Republic of Ireland: 4;
- Other EU: 24;
- Other country: 31

3.6 **Religion or belief:** The following breakdown was recorded by the 2011 census:

- Christian: 1072;
- Jewish: 2;
- Buddhist: 1;
- Other religion: 4;
- No religion: 307

3.7 **Disability:** Census data on disability is not available at Parish level. Data for the Breckland District as a whole is as follows:

Day to day activities not limited: 80.3%

Day to day activities limited a little: 10.8%

Day to day activities limited a lot: 8.9%

4. COMMUNITY INVOLVEMENT IN THE PREPARATION OF THE NEIGHBOURHOOD PLAN

4.1 The Neighbourhood Plan has been prepared through a continuous process of community involvement from 2016 onwards. That process is summarised briefly in section 4 of the Neighbourhood Plan and described in detail in the Consultation Statement that accompanies submission of the Plan.

4.2 Up to date information on the development of the Plan has been made available through a variety of media, but most notably via a dedicated website (www.stnp2036.org) and monthly articles in the Parish newsletter and the locally published Wayland Times.

4.3 The Plan and all documents that support it have been prepared and published in the English language.

4.4 The local community has been involved in the preparation of the Neighbourhood Plan in a manner that accords with Articles 1, 2, 6, 8, 12 and 19 of the United Nations Declaration of Human Rights.

5. EQUALITY IMPACT ASSESSMENT OF THE NEIGHBOURHOOD PLAN’S POLICIES

The Neighbourhood Plan’s policies have been assessed for the likely equality impact by evaluating the broad type of impact they would have on each of the protected characteristic groups listed in 1.2. The evaluation is given in Table 3. The key to Table 3 is shown in Figure 4.

Symbol	Likely impact
+	Positive
0	Neutral/negligible
-	Negative

Figure 4: Key to Table 3

6. CONCLUSIONS

The assessment shows that the Neighbourhood Plan is compatible with human rights.

Neighbourhood Plan Policy	Protected Characteristic Group									Remarks
	Age	Disability	Gender Reassignment	Marriage / civil partnership	Pregnancy /maternity	Race	Religion or belief	Gender	Sexual orientation	
1: Services, Facilities & Infrastructure	+	+	+	+	+	+	+	+	+	Policy seeks to ensure adequate social infrastructure of all types, which may be expected to benefit all groups
2A: Residential Housing Allocation	+	0	0	+	0	0	0	0	0	Allocates 70 new dwellings over the Plan period; more than double the target set by the Breckland Local Plan. This is likely to particularly help young adults and families
2B: Residential Development Within the Settlement Boundary	+	0	0	+	0	0	0	0	0	Promotes housing development, likely to particularly help young adults and families
2C: Residential Development Outside the Settlement Boundary	+	0	0	+	0	0	0	0	0	Promotes housing development, likely to particularly help young adults and families
2D: Affordable Housing	+	+	0	+	0	0	0	0	0	The delivery of affordable housing is likely to benefit young adults and families and those with disabilities

2E: Housing Mix	+	+	0	+	0	0	0	0	0	Seeks to ensure the delivery of more, smaller dwellings which will benefit young adults and families, those with disabilities and older people looking to downsize
2F: Common Criteria for Allocated Sites	0	0	0	0	0	0	0	0	0	Sets general requirements for the development of allocated sites
2G: Masterplanning	0	0	0	0	0	0	0	0	0	Provides indicative site layouts for the larger allocated sites
2H: Site Allocation STNP1	+	+	+	+	+	+	+	+	+	Promotes housing development above the requirements of the Local Plan and hence, given the current housing crisis, likely to be of benefit to all groups
2I: Site Allocation STNP2	+	+	+	+	+	+	+	+	+	
2J: Site Allocation STNP4	+	+	+	+	+	+	+	+	+	
2K: Site Allocation STNP7	+	+	+	+	+	+	+	+	+	
2L: Site Allocation STNP9	+	+	+	+	+	+	+	+	+	
2M: Site Allocation STNP13	+	+	+	+	+	+	+	+	+	
2N: Site Allocation STNP14	+	+	+	+	+	+	+	+	+	
2O: Site Allocation STNP15	+	+	+	+	+	+	+	+	+	
2P: Site Allocation STNP16	+	+	+	+	+	+	+	+	+	

2Q: Amenity Land at Richmond Hall	+	+	+	+	+	+	+	+	+	It is now generally accepted that green and open spaces are beneficial to a community's health and wellbeing and so the provision of this land is likely to benefit all groups
3A: Design	+	+	0	0	0	0	0	0	0	This includes provisions for accessible, secure buildings designed to the Lifetime Homes Standard
3B: Density of Residential Developments	0	0	0	0	0	0	0	0	0	This guides the density at which housing is to be developed
3C: Site Access and On-Site Streets Layout	+	+	0	0	0	0	0	0	0	This seeks to ensure safe access for all, so will particularly benefit older people and those with disabilities
3D: Parking	0	0	0	0	0	0	0	0	0	This sets out general requirements for the provision of parking
3E: Dark Skies Preservation	0	0	0	0	0	0	0	0	0	This aims to maintain the Parish's dark skies
3F: Climate Change Adaptation & Mitigation	+	+	+	+	+	+	+	+	+	Promotes measures to tackle climate change at the local level which will benefit all
4: Non-Residential Development	+	+	0	0	0	0	0	0	0	As well as promoting business, recreational and tourism-related development, this policy seeks to preserve community facilities in the Parish. That may offer a particular benefit to groups less able to travel to facilities outside the Parish, such as the elderly and disabled
5: Saham Toney Rural Gap	0	0	0	0	0	0	0	0	0	This seeks to avoid the coalescence of Saham Toney with neighbouring Watton

6: Heritage Assets	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
7A: Landscape Character Preservation and Enhancement	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
7B: Key Views	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
7C: Local Green Spaces	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
7D: Biodiversity and Habitats	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
7E: Green Infrastructure	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
7F: Trees and Hedges	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
8A: Surface Water Management General Provisions	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
8B: Surface Water Runoff (Discharge) Rate & Volume	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
8C: Infiltration Testing	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
8D: Surface Water Flood Risk & Climate Change	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
8E: Surface Water Drainage & Water Quality	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact

8F: Management & Maintenance of Sustainable Drainage Systems	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
8G: Resistance & Resilience of Sustainable Drainage Systems	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact on any group
8H: Design of Sustainable Drainage Systems	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact
9: Sewerage Provision	0	0	0	0	0	0	0	0	0	This policy is considered to be inclusive and unlikely to have a negative impact

Table 3: Equality Impact Assessment of the Saham Toney Neighbourhood Plan Policies