

Appendix B - Equalities Impact Assessment

Legal Requirements

An Equalities Assessment is a systematic analysis of a policy or policies in order to scrutinize the potential for an adverse impact on a particular group or community, in particularly those with a protected characteristic.

An assessment has been made on whether the Harrold Neighbourhood Development Plan (Harrold NDP) has a positive, negative or neutral impact on each of the protected characteristics.

If the impact is negative, this is given a high, medium or low assessment as follows -

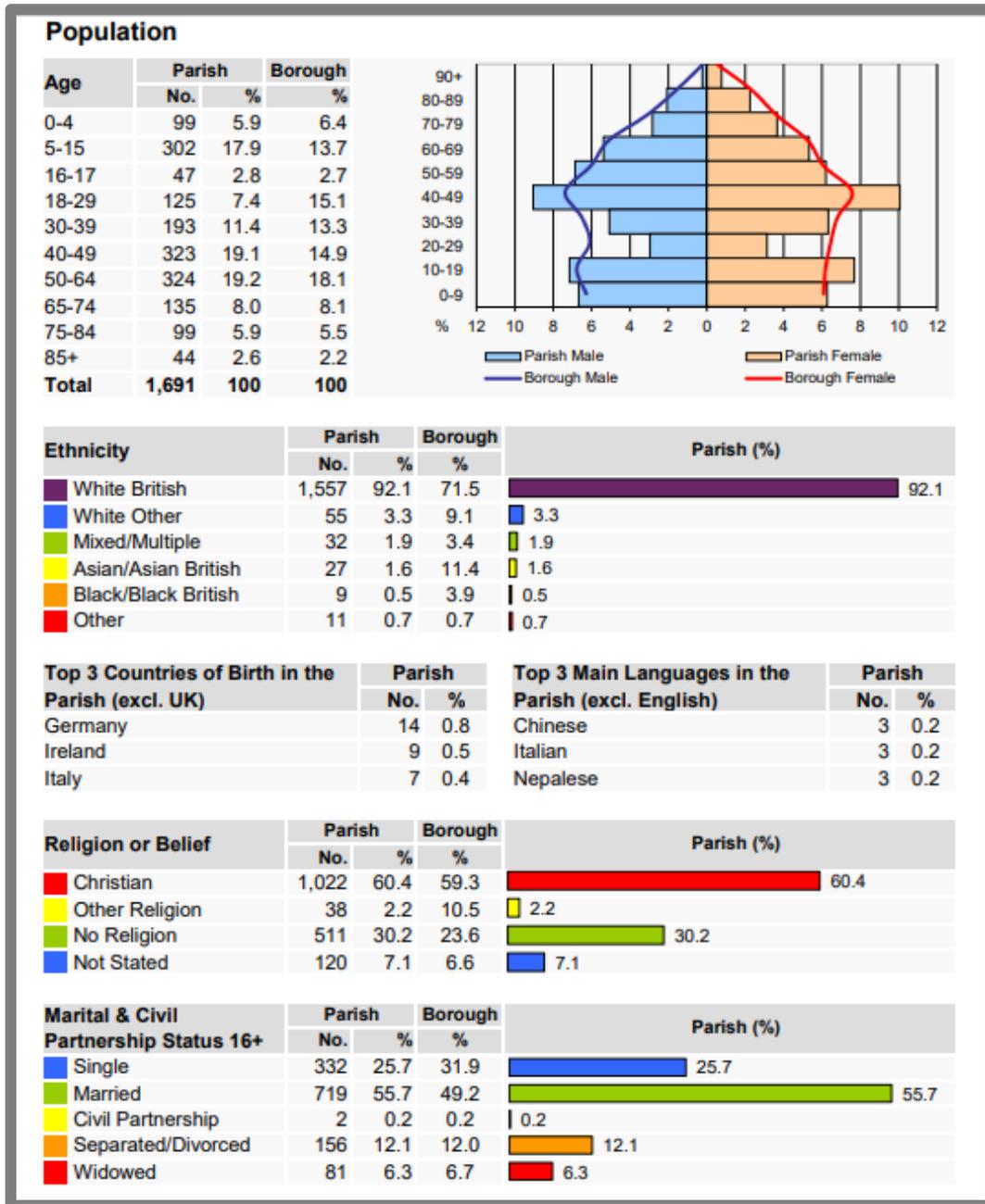
High - A significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium - Some potential impact exists, some mitigating measures are in place, poor evidence.

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

Harrold - General Population Characteristics

The following table illustrates the key characteristics of Harrold Parish -



Sourced from the 2011 Census key statistics - <https://bbcdevwebfiles.blob.core.windows.net/webfiles/Files/Harrold.pdf>

Aims and Policies of the Harrold NDP

The Vision and Objectives for the Harrold NDP have been developed and refined through the various consultation stages with the local community.

Vision

"To maintain Harrold's strong sense of place and local identity, respecting well designed growth that will help sustain local services, facilities and employment for the benefit of the community, whilst maintaining and protecting its rural setting"

Core Objectives

CORE OBJECTIVE 1 - TO INFLUENCE THE LOCATION, SCALE, DESIGN AND TYPE OF NEW HOUSING TO ENSURE THAT IT FITS WITH THE DISTINCTIVE CHARACTER OF HARROLD'S BUILT HERITAGE AND MEETS IDENTIFIED LOCAL HOUSING NEEDS.

CORE OBJECTIVE 2 - TO ENSURE THAT APPROPRIATE INFRASTRUCTURE IS PROVIDED ALONGSIDE NEW DEVELOPMENT (SUCH AS IMPROVED TRAFFIC MANAGEMENT, CAR PARKING, PEDESTRIAN WALKING AND CYCLE ROUTES) NEEDED TO SUPPORT NEW DEVELOPMENT AND TO ENCOURAGE SAFE AND ACCESSIBLE MOVEMENT FOR PEDESTRIANS, CYCLISTS, MOTORISTS AND PUBLIC TRANSPORT.

CORE OBJECTIVE 3 - TO PROTECT THE PLACE DEFINING CHARACTERISTICS OF HARROLD'S SPECIAL LOCAL ENVIRONMENT AND ENRICHED COUNTRYSIDE AND TO ENSURE THAT NEW DEVELOPMENT CONTRIBUTES TO THE OPEN SPACE NEEDS OF THE LOCAL COMMUNITY AND PRESERVES THE NATURAL FEATURES IN THE DISTINCTIVE LANDSCAPE.

CORE OBJECTIVE 4 - TO MAINTAIN AND IMPROVE LOCAL FACILITIES, AMENITIES AND SERVICES WHICH PROVIDE A COMMUNITY FOCUS AND HELP SUSTAIN THE VITALITY, HEALTH AND QUALITY OF LIFE OF ALL RESIDENTS.

CORE OBJECTIVE 5 - TO PROTECT AND STRENGTHEN THE ECONOMIC BENEFITS OF HARROLD AS A RURAL SERVICE AREA AND TO ENCOURAGE AND SUPPORT LOCAL BUSINESS AND LOCAL MEASURES TO IMPROVE EMPLOYMENT PROSPECTS IN THE VILLAGE.

Harrold NDP Policies

NDP1 – General Housing Needs of the Village

NDP2 – Land at Odell Road

NDP3 - Land East of Orchard Lane, Harrold

NDP4 – Harrold Village Design Statement

NDP5 - Heritage Assets

NDP6 – Utility Services

NDP7 – Sustainable Transport

NDP8 – Existing Community Facilities

NDP9 – New Community and Retail Facilities

NDP10 - New Business Uses

Assessment on Equalities Characteristic

Protected characteristic	Comments and observations	Impact
Age	<p>The plan seeks to satisfy local housing need and growth in accordance with the housing needs survey and local plan policies. Harrold NDP policies NDP1, NDP 2 and NDP3 will deliver housing for all ages, including younger people first time buyers and older residents looking to downsize. NDP8, NDP9 and NDP10 seek to protect existing and provide new community facilities and promote the provision of new retail facilities and new business uses. These aim to provide opportunity for all residents to enjoy sport and recreation, to shop and access services locally and flexibility to either establish or diversify local and home-based businesses, regardless of age and mobility. Policies NDP4, NDP6 and NDP7 promote good design and access for all residents, access to essential services including the most up to date broadband and a wide choice of transport opportunities.</p>	Positive
Disability	<p>Policies NDP1 and NDP4 seek to ensure that all new development is well designed and accessible to all. Policies NDP1, NDP2 and NDP3 aim to deliver new housing to meet local needs as identified in the local needs survey. Policies NDP7, NDP8, NDP9 and NDP10 seek to ensure that there is opportunity for all those wishing to run businesses, access existing and new local services and facilities and where necessary have transport choices to access areas outside of the parish. All these policies either implicitly or explicitly seek to support the needs of all residents regardless of mobility and health issues.</p>	Positive
Gender	<p>The Harrold NDP does not contain any policies or proposals specific to gender. All policies are written with the aim of providing equal opportunity to both male and female residents and gender reassigned persons regardless of sexual orientation. All groups will benefit equally from the implementation of the Harrold NDP.</p>	Positive
Race	<p>A small proportion of Harrold residents are from non-white ethnic groups. The policies proposed will have an equal impact on the local population regardless of race. New development will need to demonstrate inclusive design and consider safety matters. Policies NDP1, NDP2, NDP3 and NDP4 seek to create well designed development.</p>	Positive

Religion	The key issues for religious groups are discrimination relating to employment, housing and the access to services. The Harrold NDP does not and cannot directly address the social attitudes that discriminate against particular persons in this context. However, taken as a whole the Harrold NDP supports inclusivity and opportunity all regardless of religious beliefs.	Positive
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Conclusion

The Harrold NDP provides a strategy for the development of the parish until 2030 and includes a variety of policies which will seek to ensure development proposals protect and enhance the lives of all residents. The Harrold NDP makes equal provision for housing as identified through the housing needs survey and seeks to provide community facilities, business opportunities and appropriate infrastructure which overall will be of positive benefit the village as a whole.