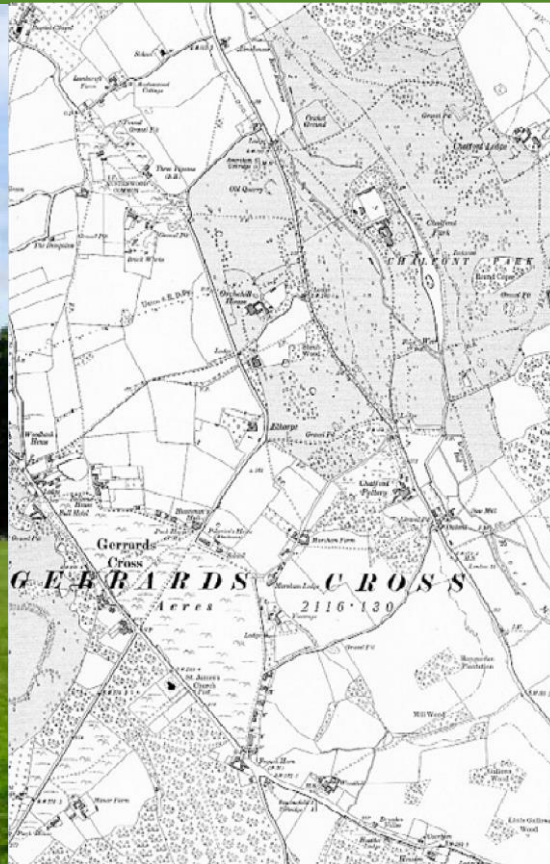




# Gerrards Cross Parish Neighbourhood Plan 2017 - 2040

## Equalities Impact Assessment

Nov 2023



Neighbourhood Plans fall within the remit of the Equality Act 2010. This legislation seeks to ensure that no groups or individuals are disadvantaged as a result of decisions being made, which fail to take account of their requirements and that policies and decision making do not discriminate either accidentally or deliberately.

The reason for carrying out this Equality Impact Assessment (EIA) is to ensure that decisions made by Gerrards Cross Town Council on the Neighbourhood Plan are based on sound evidence and will not discriminate against anyone with any of the 9 protected characteristics shown below.

## **PROTECTED CHARACTERISTICS**

**Age:** Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

**Disability:** A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

**Gender Reassignment:** The process of transitioning from one gender to another.

**Marriage and Civil Partnership:** Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

**Pregnancy and Maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

**Race:** Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief:** Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex:** Man or a woman.

**Sexual orientation:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

## **EQUALITY IMPACT ASSESSMENTS AND NEIGHBOURHOOD PLANS.**

Whilst it is unlikely that a Neighbourhood Plan would have a significant impact on a group with protected characteristics; the possibility still exists and therefore there is a requirement to screen the presumed outcomes of policies.

It is also important to note that the Gerrards Cross Neighbourhood Plan has been drafted following significant consultation with the resident community as set out in the Consultation Statement which is an appendix to the Plan.

### **ASSESSING THE PLAN POLICIES**

This EIA has been produced to assess the implications of policies included in the Regulation 14 or consultation draft of the Gerrards Cross Neighbourhood Plan. This has been produced utilising guidance on the Equality and Human Rights Commission and Department of Communities and Local Government websites.

The following Tables assess the Plan's policies for their likely impact on the protected characteristics: positive, neutral or negative impacts are noted.

Where an impact is positive or neutral, no change will be made to the policy. Where a negative

impact is noted, a grading is assigned; 'high' means that mitigation is unlikely to overcome the issue;

'medium' means that future or existing mitigation could overcome the issue; 'low' means that the

issue is judged insignificant.

The results of this assessment may lead to final changes prior to submission or inform suggested changes at a later stage by the examiner.

<b>Policy 1 Re-use of retail premises</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary:	This Policy is specifically aimed at ensuring all members of the community have access to local retail facilities within the town.				
Mitigation	None required.				

<b>Policy 2/3 Maintain a vibrant Town Centre</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at maximising opportunities for small/new businesses to succeed in the parish and keep the town active and vibrant.				
Mitigation	None required.				

<b>Policy 4 Orchehill Rise Car Park</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide smaller homes for the aging population in the parish and improve opportunities for younger generations to live within the parish.				
Mitigation	None required.				

<b>Policy 5 General design of residential development</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community.				
Mitigation	None required.				

<b>Policy 6 Housing Mix</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish.				
Mitigation	None required.				

<b>Policy 7 Existing Buildings</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to enhance the existing assets in the Parish to the benefit of the whole community.				
Mitigation	None required.				

<b>Policy 8 Brownfield Land</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 9 Lifetime neighbourhoods and security</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community.				
Mitigation	None required.				

<b>Policy 10 Highway Improvements</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility throughout the Parish.				
Mitigation	None required				

<b>Policy 11 Residential Off-street parking</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility throughout the Parish.				
Mitigation	None required				

<b>Policy 12 Retention of public car parking</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to improve safe movement for all, throughout the parish				
Mitigation	None required				

<b>Policy 13 Pedestrian access and walkway routes</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility throughout the Parish.				
Mitigation	None required				

<b>Policy 14 Gerrards Cross Settlement Boundary</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 15 Protection and enhancement of Local Green Space</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 16 Trees and Landscape</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				



<b>Policy 17 Protection of the Historic Environment</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to enhance the existing assets in the Parish to the benefit of the whole community.				
Mitigation	None required				

<b>Policy 18 Settlement Gaps</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

## BASELINE DATA

Data for Gerrards Cross is available for the following protected characteristics: age, ethnicity, marital status, religious belief, and disability.

The Data in the tables below comes from the below comes from the 2021 Census.

There were approximately 8,600 people living in Gerrards Cross in 2021. Of these, 48.5% were male and 51.5% were female.

<b>Age</b>	<b>%</b>
0-4	4.6
5-14	13.3
15-19	6.2
20-64	53.8
65-84	18.1
85+	4.1
<b>Ethnicity</b>	<b>%</b>
Asian, Asian British or Asian Welsh	25.2
Black, Black British, Black Welsh, Caribbean or African	1.1
Mixed or Multiple ethnic groups	4.1
White	65.8
Other ethnic group	3.8
<b>Marital Status (aged 16 and over)</b>	<b>%</b>
Never married and never registered a civil partnership	25.6
Married or in a registered civil partnership	60.9
Separated, but still legally married or still legally in a civil	1.4
Divorced or civil partnership dissolved	5.1
Widowed or surviving civil partnership partner	7.1
<b>Religious Belief</b>	<b>%</b>
No religion	22.3
Christian	46.6
Buddhist	0.4
Hindu	7.7
Jewish	0.8
Muslim	6.1
Sikh	10.1
Other religion	0.4
Not answered	5.4
<b>Disability</b>	<b>%</b>
Disabled under the Equality Act	10.3
Not disabled under the Equality Act	89.7