

# Equality Impact

## Assessment Proforma

### EIA Title:

Draft Cartmel Conservation Area Management Plan Supplementary Planning Document (SPD)

1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

**Age, disability, race, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.**

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

1.1 SLDC includes “**rurality**” as an additional category in its equality impact assessments.

2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



## ⇒ Step 1

### Summarise the subject and expected outcomes of this EIA.

Decision on the approval of the Draft Cartmel Conservation Area Management Plan (CAMP) SPD for consultation.

It is not expected that the approval of the Draft Cartmel CAMP for consultation would have any negative impacts relating to equality.

### Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc).

The main stakeholders are anyone who has an interest in the conservation and enhancement of the Cartmel Conservation Area. These will include residents of and businesses operating in Cartmel and community interests in Cartmel and the wider Parish.

Cartmel Village Society and Allithwaite and Cartmel Parish Council have been engaged fully in the development of the Draft Cartmel CAMP. The introduction of a CAMP was consulted on as part of the early engagement stages of preparation of the Allithwaite and Cartmel Neighbourhood Plan in 2019. The outcome of this consultation is contained within the Draft CAMP document.

The Council will be required to undertake public consultation on the Draft CAMP SPD. The consultation will be undertaken in line with the Council's Statement of Community Involvement (SCI). A range of methods will be undertaken, including direct engagement with the community early in 2022. Documents and supporting material will be made accessible to everyone and equality interest groups will be consulted on the Draft SPD directly.

## ⇒ Step 2

### Equality Action Plan

In providing this service will there be any negative impacts on the following people? <ol style="list-style-type: none"> <li>1. Age (young and old)</li> <li>2. Black and Minority Ethnic</li> <li>3. Disabled</li> <li>4. Faith/Belief</li> <li>5. Sexual Orientation</li> <li>6. Gender</li> <li>7. Gender reassignment</li> <li>8. Pregnancy and maternity</li> <li>9. Marriage and Civil Partnership</li> <li>10. People in rural areas</li> </ol> (See glossary below for definitions)	Mitigating actions (to avoid negative impact):	Lead Officer & When	Complete Y/N
1. Age, 3. Disabled – accessing any consultation events (venues need to be made accessible)	Ensure consultation events are accessible for all.	Libby Mee	N/A
3. Disabled - potential	Ensure careful consideration is	Libby	

implications of proposals for enhancing the Conservation Area for accessibility of all (public realm improvements. Road improvements).	given to the potential implications any proposals within the CAMP may have for the accessibility of all – engage with representatives of disabled persons/ older people and families with prams.	Mee	
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→ **Step 3**

**Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)**

The consultation for the Cartmel CAMP SPD will include publicity through local media and the web, letters, newsletters, newspaper (Grange Now and Westmorland Gazette), relevant inspection points and other locations etc) and will be made accessible to a wide range of people. The inspection points are accessible for people with mobility issues (Kendal library, Grange Library and Kendal Town Hall). Various equality groups active in South Lakeland will be consulted directly including Cumbria Inter-Faith Forum, Cumbria Equalities Group, and Age UK South Lakeland.

Consultation event venues will be made accessible for all.

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**Glossary**

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**Disability:** A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

**Gender reassignment:** A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

**Maternity:** The period after giving birth. It 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, including as a result of breastfeeding.

**Race:** It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

**Religion or belief:** "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes, Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

**Rurality:** South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.

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