

# Equality Impact

## Assessment Proforma

**EIA Title:** **Submission of Allithwaite and Cartmel Neighbourhood Plan and progression to Examination, Referendum and Adoption**

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 approval of publishing the submission of the Allithwaite and Cartmel Neighbourhood Plan for representations and to Examination stage and if successful referendum and adoption. It is not expected that the approval of publishing the submission for representation and to Examination stage and if successful referendum and adoption 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 the residents of and businesses operating in Allithwaite and Cartmel Parish. Allithwaite and Cartmel Neighbourhood Plan Steering Group have undertaken a range of consultation events and surveys with local people, organisations and businesses during the preparation of the Plan to this point. The pre-submission consultation was publicised within the Parish and more widely through a variety of methods (web, fliers, newspaper, inspection points etc) and comments were invited in writing, by email or on-line. The Council will be required to undertake further consultation on the Neighbourhood Plan following approval, and will engage with all relevant persons. The consultation will be undertaken in line with the Council's Statement of Community Involvement (SCI).

## ⇒ Step 2

### **Equality Action Plan**

<b>In providing this service will there be any negative impacts on the following people?</b> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. People in rural areas (See glossary below for definitions)	<b>Mitigating actions (to avoid negative impact):</b>	<b>Lead Officer &amp; When</b>	<b>Complete Y/N</b>
No	N/A	N/A	N/A

## ⇒ 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 6-week+ pre-submission consultation in late 2021 was undertaken by the Neighbourhood Plan Group consultation was undertaken in accordance with the relevant government regulations. The consultation was publicised within the Parish and more widely through a variety of methods (web, letters, newsletters, newspaper (Grange Now and Westmorland Gazette), relevant inspection points and other locations etc) and so were accessible to a wide range of people and comments were invited in writing, by email and on-line. The inspection points are accessible for people with mobility issues (Kendal library, Grange Library and Kendal Town Hall). The Neighbourhood Plan Group, have, as part of previous consultation, sent to every

household in the Parish, details of the Plan and different ways in which the document can be viewed and responded, ensuring that people from all societal groups have had chance to be aware of and respond to the consultation. Various equality groups active in South Lakeland were emailed about the Plan. Cumbria Inter-Faith Forum, Cumbria Equalities Group, and Age UK South Lakeland were emailed about the Plan. There are some details of the demographic make-up of the parish's population in the Neighbourhood Plan itself.

The Consultation Statement <https://allithwaiteandcartmel-pc.gov.uk/wp-content/uploads/2022/01/3.-Allithwaite-and-Cartmel-NP-Consultation-Statement-Main-document-V4-28-October-2022.pdf> evidences the outcome of the engagement. It includes a breakdown of who responded at the first stage of consultation in 2016 – setting out respondees by age range. There is no evidence of equality issues being raised as part of the consultation.

The publishing of the document for representations will be undertaken in accordance with the Council's Statement of Community Involvement and relevant Neighbourhood Planning Regulations.

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<b>EIA Author(s):</b>	Damian Law
<b>Director:</b>	Simon McVey
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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.