



WEST CLANDON NEIGHBOURHOOD DEVELOPMENT PLAN 2020 – 2034

Equality Impact Assessment

February 2022

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Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Kate Lines	Date of assessment	10/02/22
Name of the proposed activity being assessed	Making (adopting) the West Clandon Neighbourhood Development Plan 2020 – 2034 ('the Plan')	Is this a new or existing activity?	Proposed new activity
Who will implement the activity and who will be responsible for it?	The West Clandon Neighbourhood Plan was prepared by West Clandon Parish Council. Guildford Borough Council, appeal inspectors and the Secretary of State (the planning decision makers) are responsible for implementing the Plan's policies when determining planning applications.		

1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	To 'make' (adopt) the West Clandon Neighbourhood Plan ('the Plan') (https://www.guildford.gov.uk/article/25328/Neighbourhood-planning-in-West-Clandon-more-information) covering the parish of West Clandon.
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Is this a major activity that significantly affects how services or functions are delivered?	No.	Who will benefit from this activity and how?	Those living, working or visiting West Clandon Parish/ West Clandon Neighbourhood Area will benefit from the improvements that would arise from the implementation of policies in the Plan once adopted. The Plan policies are aimed at improving local design, encouraging alternatives to the private car and better links and facilities for pedestrians and cyclists, retaining and improving existing community facilities, protected views, encouraging and supporting developments which enhance and protect the natural environment,
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			biodiversity, and progress towards carbon neutrality.
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Does it relate to a function that has been identified as being important to people with particular protected characteristics?	No.	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	The stakeholders are West Clandon Parish Council and the residents of West Clandon Parish. There is some impact on employees working practices as they will use the Plan to determine planning applications, and service users will refer to the Plan when they submit planning applications falling within West Clandon Parish. The wider community will be affected if they utilise the facilities/buildings/transport network within West Clandon.
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Based on the above information, is the activity relevant to equality?

Yes – continue to section 2	Yes
No – please record your reasons why the activity is not relevant to equality	

2. Is the proposed activity accessible for all the protected groups listed below? <i>(Consider in what ways the activity might create difficulties or barriers to parts of the workforce, community or protected groups. How might one or more groups be excluded because of the activity?)</i>			
Protected groups	Yes	No	Evidence
Disability	Yes		The Plan is available online and in print, and can be made available in a different format, different language, Braille, large print or audio, to aid accessibility.
Race	Yes		The Plan is available online and in print, and can be made available in a different format, different language, Braille, large print or audio, to aid accessibility.
Gender	Yes		N/A
Sexual orientation	Yes		N/A
Age	Yes		The Plan is available online and in print, and can be made available in a different format, different language, Braille, large print or audio, to aid accessibility.

Religion or belief	Yes		N/A
Transgender or transsexual	Yes		N/A
Marriage and civil partnership	Yes		N/A
Pregnancy or maternity	Yes		N/A

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?

Protected groups	Yes	No	Evidence
Disability		No	Adopting the Plan is not considered to have a negative impact on people with a disability. The Plan aims to promote a high standard of development throughout the West Clandon Neighbourhood Area. It encourages alternatives to the private car including better networks and facilities for pedestrians and cyclists which will help those who are unable to drive. For example, Policy 3 requires development proposals to consider access to local community facilities and sustainable transport links. Policy 5 aims to retain and improve existing community facilities and support proposals that help meet modern standards, which will in turn help accessibility. The policies are worded to benefit all people who experience the environment of West Clandon and they would not have an adverse impact on people with disabilities.
Race		No	Making (adopting) the Plan is not considered to have a negative impact as the policies do not have implications for racial bias. The Plan relates to policies concerning new development irrespective of developer or occupant of new buildings, and to the development or improvement of local facilities that would benefit all racial groups equally.
Gender		No	Adopting the Plan is not considered to have a negative impact on gender. The Plan provides a range of land-use policies that provide benefits which are unlikely to impact differentially based on gender. For example, Policy 5 supports the enhancement of broadband and improved data coverage in appropriate locations, which benefits everyone regardless of gender. None of the policies have implications for gender bias.
Sexual orientation		No	Adopting the Plan and implementing its policies is not considered to have a negative impact on peoples sexual orientation. The Plan provides a range of land-use policies that provide benefits for all people regardless of their sexual orientation. For example, Policy 1 requires modern designs to incorporate energy efficiency, demonstrate very low levels of carbon emissions and significant biodiversity gains which benefits everyone. None of the policies have implications for differential or adverse impact in regard to this protected characteristic.
Age		No	Adopting the Plan is not considered to have a negative impact on the protected characteristics of age. There are no policies that would have a negative differential impact for certain age groups. The Plan's policies will benefit people regardless of their age. It supports the

			provision of a mix of dwelling types including smaller homes suitable for young families and opportunities for downsizing. The Plan supports the provision of additional facilities for young people.
Religion or belief		No	The action of adopting the Plan is not considered to have a negative impact on a persons religion or belief. The Plan aims to promote a high standard of development throughout the West Clandon Neighbourhood Area and therefore it is not likely to have a negative impact on people of different religious beliefs. The Plan supports the improvement, expansion and redevelopment of community facilities and the provision of new community facilities. It also specifically supports the improvement, expansion and redevelopment of the Church of St Peter and St Paul where this would improve or conserve the community benefit from this facility.
Transgender or transsexual		No	Adopting the Plan is not considered to have a negative impact or specific differential impact on transgender or gender reassigned people. The Plan contains land-based policies that will benefit all groups, including those with protected characteristics. For example, Policy 8 encourages electric fast charging points for new developments which will benefit all occupants of new dwellings.
Marriage and civil partnership		No	Adopting the Plan is not considered to have a negative impact on marital or civil partnership status. The Plan contains land-based policies that will benefit all groups, including those with protected characteristics. It promotes a high standard of development throughout the West Clandon Neighbourhood Area for the benefit of all groups. For example, Policy 6 states that fences, walls and other barriers should be permeable to wildlife where appropriate, and this benefits all. Adopting the Plan is not likely to have a specific negative differential impact on people of different marital/civil partnership status.
Pregnancy or maternity		No	Adopting the Plan is not considered to have a negative impact on those who are pregnant or on maternity. The Plan aims to promote a high standard of development throughout the West Clandon Neighbourhood Area and is not likely to have a specific differential impact due to pregnancy or maternity. The Plan does support community facilities which could include childcare facilities or events, which would benefit people who are pregnant or caring for young children. It also supports the provision of additional facilities for young people.

4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? (*Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different*

activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?)

No negative impacts identified.

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (*Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities*).

The Plan policies, feedback from relevant public consultations and the Plan examiners findings.

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

Yes, during the plan making process public consultation took place. The West Clandon Neighbourhood Plan was subject to two consultations required by the Regulations. West Clandon parish council undertook a Pre-submission (Regulation 14) consultation on their draft plan between 1 February – 31 March 2020 and the Council undertook a Post-submission (Regulation 16) consultation on the submission plan between 12 May and 12 July 2021. At the Regulation 14 stage, there were a selection of consultation methods used such as a dedicated website, updates in the Parish Council magazine and publicity by email and on the Parish Council website. The Council was able to submit its own comments on the draft versions of the Plan. A referendum is to be held on 17th March 2022 when voters who are eligible to vote in Local Elections within the neighbourhood area will be eligible to vote in the West Clandon referendum. The referendum question will be “Do you want Guildford Borough Council to use the Neighbourhood Plan for the West Clandon Neighbourhood Area to help it decide planning applications in the neighbourhood area?”. A majority vote of ‘yes’ will mean the Plan will form part of the Development Plan.

7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?

None identified.

8. Conclusion of Equality Impact Assessment - please summarise your findings

Making (adopting) the West Clandon Neighbourhood Plan shows no potential for discrimination. No inequalities or negative impacts on protected groups have been identified and as the Plan is a land-use plan it is limited to addressing development. The land-use policies generally will lead to a betterment for the protected groups where this is possible. The policies include the protection of green space, biodiversity, landscape and community assets which will benefit everyone. It is likely that adopting the Plan will have a positive impact by maximising the positive environmental effects of development and minimising or avoiding negative impacts.

Guildford Borough Council has not prepared the Plan and cannot amend it so cannot use it to further advance equality or promote good relations between protected groups.

Name of person completing assessment: Kate Lines

Date: 10/2/22

Job title: Planning Officer

Signature: *Kate Lines*

Senior manager name: Stuart Harrison

Date: 10/2/22

Signature: *S. Harrison*