

Lawrence Weston Neighbourhood Development Plan

2015 – 2030



Equality Impact Assessment March 2016

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1. Introduction

The Equality Act 2010 places a duty on all public authorities to have regard to the need to eliminate discrimination, to advance quality of opportunity, and to foster good relations between persons who have a protected characteristic and those who do not. Protected characteristics include; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, gender and sexual orientation.

This report assesses the Lawrence Weston Neighbourhood Development Plan to ensure that it satisfies the statutory duties in this regard. The Equality Impact Assessment (EqIA) analyses whether the policy adversely affects or impacts upon particular groups. An assessment has been made as to whether the Neighbourhood Development Plan has a positive, negative or neutral impact on each of the protected characteristic. Where it is assessed that a policy has a negative impact it will be assessed in terms of impact (high, medium, low) as follows:

- High impact: a significant potential impact and there are no mitigating measures in place.
- Medium impact: some potential impact, some mitigating measures are in place or the evidence to support the impact may be questioned.
- Low impact: almost no impact as a result of the policy.

The results of these assessments are included in Appendix 1.

2. Baseline data

We have considerable baseline data within the Community Plan, Community Research, Housing Needs Study and Census 2011. The Census 2011 is included in Appendix 2. Overall the data tells us that our community has:

- A higher than city average number of older people
- A higher than city average number of younger people and young families
- A higher than city average number of people who are out of work
- A lower than city average of self-employed residents
- A higher than city average number of retired residents
- A higher than city average number of lone parents
- A higher than city average number of adults in employment without dependent children
- A much higher than city average percentage of social housing
- A lower than city average car ownership
- A growing black and other ethnic minority resident community particularly those identifying as Eastern European, Black/Black British African, Black/Black British African and Mixed: White and Black Caribbean
- Over the last four years there has been an average of 18 racially motivated hate crime incidents reported per year, below other parts of the city
- For 7% of residents English is not their first language
- 50% of residents identify themselves as Christians, 41% identify as having no religion and there are a number of other religions identified within the census with the largest after Christian being the Muslim faith
- A higher than city average number of people who are disabled
- A higher than city average number of people whose day to day activities are limited due to long term illness
- A higher than city average number of people who specify that they are in bad or very bad health
- We do not currently have data on sexual orientation or gender reassignment.

3. Conclusion

The EqIA assessment shows that all of the policies in the Neighbourhood Development plan have either a positive or neutral impact for the local community with protected characteristics: older people, young people, mothers to be and with young children, disabled people and those with limited mobility.

The plan does not explicitly address the potential planning needs of racial or religious groups, or transgender, gay or lesbian groups, or women. However, the Neighbourhood Plan does make equal provision for affordable housing and for a range of housing, and seeks to provide additional social, community and leisure facilities which will benefit all groups equally with some specific benefits identified for these equality groups. The provision of improved community and faith spaces has the potential to have a positive impact on all protected characteristics through the delivery of activities, services and through opportunities for communities, groups and individuals to come together.

The assessment concludes that there is no negative equality impacts that arise from the policies or proposals contained within the Neighbourhood Plan nor does it raise any issues in relation to any of the convention rights in the Human Rights Act 1998. The Planning Group obtained legal advice to assure themselves of the compliance of one policy that was challenged on a point of indirect discrimination prior to the Reg14 Consultation. Initial alterations to this policy, the H6 Local Lettings Policy, were made in the pre-Submission version of the plan used for the Reg14 Consultation to meet these concerns. With further challenge to this policy arising in the Reg14 Consultation on other grounds, it has now been altered again and uses an established Council Local Lettings Policy. We therefore conclude that the plan, as now further amended, either helps to reinforce Human Rights or is neutral in relation to them.

Overall, our vision is to create a more diverse, mixed and sustainable community; a community where people look after one another and where differences are celebrated and everyone is welcome and feels safe. We believe that the Neighbourhood Development Plan will go a long way to helping us to achieve this.

Lawrence Weston Neighbourhood Planning Group

March 2016

Appendix 1 Equality Impact by Policy

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy H1 Provide a minimum of 360 homes on vacant or derelict sites in Lawrence Weston	Age	X			The proposed housing provision will help to meet both local and city wide need. Provision of housing for disabled and older people has been included plus affordable housing for younger people and families.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy H2 Make best use of brownfield infill sites and former PRC housing sites	Age	X			These sites are near to the centre of the neighbourhood and accessible for schools, transport, shops and other facilities. It will be positive for older people as some of the sites will be developed for bungalows. Some sites are uphill from the centre which may make them less accessible for people with limited mobility.	There is no mitigation as some sites will offer some issues for people with limited mobility.
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy H3 Widening Affordable Housing types and tenures	Age	X			The provision of affordable housing is likely to provide additional options specifically suited to for younger people, older people and disabled people.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy H4 Excellence in building design and sustainability	Age	X			The provision of high quality sustainable homes will help those on low incomes (energy efficient homes). Building homes for life (Design Statement) will ensure that development reflects the diversity of people who will benefit. For example, a well-lit environment with clear sight lines can feel safer for women and the elderly. Minimising step and level changes will make access easier for people with pushchairs and wheelchairs. Live work units provide opportunities for people who find it hard to travel (disability, childcare, pregnancy) to work from home.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity	X				
	Race		X			
	Religion or belief		X			
	Gender	X				
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy H5 Community Self Build	Age	X			The opportunities for Self-Build could enable younger people to own their own homes through putting their own “sweat equality” into the building thus reducing the cost of the home.	
	Disability		X			
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy H6 Local Lettings Policy as amended in Submission Version	Age	X			A local lettings policy will promote community cohesion with housing meeting local and city wide need. It will ensure that a proportion of new homes are let to people with a local connection (in housing need), thus strengthening informal support networks for the vulnerable, such as the elderly, disabled people and young parents.	The Neighbourhood Forum has given this policy very careful thought, and it has been carefully written to ensure that it meets human rights and other concerns.
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy MA1 Provision for Cycling and Walking	Age	X			The proposed improvements to walking and cycling routes will improve the experience for those who are visually impaired or physically disabled, including users of mobility scooters and wheel chairs. Young people benefit from letter alternative non-motorised travel options.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy MA2 Encouraging increased sustainable movement within the neighbourhood	Age	X			The proposed improvements will improve the experience for those who are visually impaired or physically disabled, including users of mobility scooters and wheel chairs. This policy will benefit everyone to some extent as sustainable transport leads to better environment for all.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy MA2: Encourage increased sustainable movement within the neighbourhood	Age	X			Improved walking and cycling will benefit older and disabled people as will access to bus services.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy MA3 Street design	Age	X			Clear sight lines, good lighting, no hidden areas – will all help older, disabled, female and younger people feel safer. Good parking solutions and safe roads will help all of these groups to be safer when walking, cycling or driving.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender	X				
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy JSB1 To increase the provision of facilities for employment and training in the Neighbourhood Plan Area	Age	X			Young people who do not have transport will benefit from local job opportunities with the potential for local jobs for disabled people who may not be able to travel. Local employment helps women who still tend to be the main caregivers of both elderly people and children allowing them to work close to their caring responsibilities.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender	X				
	Sexual orientation		X			

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy JSB2 Maximising employment opportunities for local people	Age	X			This policy will have a positive impact on those who find it difficult to access employment opportunities for travel reasons.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender	X				
	Sexual orientation		X			
	Gender		X			
	Sexual orientation		X			

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy JSB3 Reinvigorate the retail offer in Ridingleaze Policy JSB4 Retail Development	Age	X			A more affordable and diverse shopping offer and a better retail environment will benefit young people, older people and disabled people who may not be able to travel beyond the neighbourhood due to cost or lack of transport or confidence. This will benefit the whole community.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy OPR1 Protect and enhance existing open spaces and allotments Policy OPR2 Local Green Space	Age	X			There are no concerns that the protection of green spaces could have a detrimental impact with regard to the protected characteristics. Green spaces provide positive health and wellbeing benefits for all residents and this is particularly important for those who are socially isolated.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy OPR3 Improved Play Facilities	Age	X			Improved play facilities create positive outcomes for children and their carer. Older residents have expressed the pleasure they get from watching their family members playing.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity	X				
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy CSF1: Provision of New and Upgraded Community Facilities AND Policy CSF3 Encourage temporary or 'meanwhile' community-led use of empty buildings	Age	X			We see improved community facilities as potentially beneficial for all protected characteristics as it provides opportunities for residents to access support and advice. It also provides opportunities for communities to come together, to know each other, and to respect and value each other's differences.	
	Disability	X				
	Marriage & CP	X				
	Gender reassignment	X				
	Pregnancy and maternity	X				
	Race	X				
	Religion or belief	X				
	Gender	X				
	Sexual orientation	X				
	Disability	X				
	Marriage & CP	X				
	Gender reassignment	X				
	Pregnancy and maternity	X				
	Race	X				
	Religion or belief	X				
	Gender	X				
Sexual orientation	X					

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy CSF2 Pre-application consultation on key sites	Age	X			If this policy is complied with it provides the opportunity for us to continue to review all planning applications and to properly assess the likely impact for all protected characteristics.	
	Disability	X				
	Marriage & CP	X				
	Gender reassignment	X				
	Pregnancy and maternity	X				
	Race	X				
	Religion or belief	X				
	Gender	X				
Sexual orientation	X					

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy CSF2 Pre-application consultation on key sites AND Policy CSF4: Community infrastructure priorities to be funded from developer contributions	Age	X			If these policies are successful it will ensure that we have the opportunity for us to continue to review all planning applications and projects and to properly assess the impact for all protected characteristics.	

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy SSP1 Henacre Site	Age	X			Housing will meet local and city wide needs including the needs of older, younger and disabled residents. Greenspaces will be enhanced which will be to the benefit of all residents.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy SSP2 College Site	Age	X			Housing will meet local and city wide needs including the needs of older, younger and disabled residents. A new food store will provide local affordable food for all residents, something that is particularly important for those on low income and those who cannot travel beyond the neighbourhood. The new health and community hub will ensure that all residents can access the activities and services that they need. It also provides opportunities for communities to come together, to know each other, and to respect and value each other's differences.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy SSP3 Deering Close	Age		X			
	Disability		X			
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy SSP4: Redevelopment of the Baptist Church site	Age	X			The church provides high quality and much needed services to vulnerable people and will be able to do this better from a new purpose built facility. This policy could also deliver new homes.	
	Disability	X				
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief	X				
	Gender		X			
Sexual orientation		X				

Policy	Protected characteristic	Assessed Impact			Comments	Mitigation
		Positive	Neutral	Negative		
Policy SSP5: Future redevelopment of current clinic site, Ridingleaze	Age		X		This policy should ensure that the community can be involved in any plans coming forward so that future assessments from an equalities perspective can be undertaken.	
	Disability		X			
	Marriage & CP		X			
	Gender reassignment		X			
	Pregnancy and maternity		X			
	Race		X			
	Religion or belief		X			
	Gender		X			
Sexual orientation		X				

Appendix 2 2011 Census Data

2011 Census Profile	Lawrence Weston
Produced by Strategic Planning, Bristol City Council, January 2013.	
Source: Office for National Statistics © Crown Copyright 2013.	
Population	
Total usually resident population [1]	6,172
Total males	2,969
Total females	3,203
Age 0-4	608
Age 5-9	420
Age 10-15	490
Age 16-24	806
Age 25-44	1,637
Age 45-64	1,345
Age 65-74	410
Age 75 and over	456
People living in households	6,132
People living in communal establishments [2]	40
Full time students aged 18 and over (at term time address) [3]	155
Ethnic Group	0
White Total	5,680
White: English/Welsh/Scottish/ Northern Irish/British	5,298
White: Irish	52
White: Gypsy or Irish Traveller	4
White: Other White	326
Black and Minority Ethnic Group Total	492
Mixed: White and Black Caribbean	89
Mixed: White and Black African	15
Mixed: White and Asian	17
Mixed: Other Mixed	17
Asian/Asian British: Indian	25
Asian/Asian British: Pakistani	10
Asian/Asian British: Bangladeshi	13
Asian/Asian British: Chinese	9
Asian/Asian British: Other Asian	50
Black/Black British: African	113
Black/Black British: Caribbean	48
Black/Black British: Other Black	68
Other ethnic group: Arab	2
Other ethnic group: Other	16

Country of Birth	0
United Kingdom	5,527
Republic of Ireland	57
Other EU member countries (in March 2001)	96
Other EU Accession countries (April 2001-March 2011)	235
Other countries	257
Religion	0
Christian	3,054
Buddhist	15
Hindu	13
Jewish	4
Muslim	101
Sikh	5
Other religions	18
No religion	2,532
Religion not stated	430
Language	0
All people aged 3 and over	5,785
Main language is English	5,405
Main language is not English	380
Main language is sign language (included in not English)	3
Migration	0
Born in UK	5,527
Resident in UK: Less than 2 years	73
Resident in UK: 2 years or more but less than 5 years	150
Resident in UK: 5 years or more but less than 10 years	184
Resident in UK: 10 years or more	238
Limiting long-term illness [4]	0
People whose day-to-day activities are limited a lot	735
People whose day-to-day activities are limited a little	686
People aged 16 to 64 whose day-to-day activities are limited a lot	367
People aged 16 to 64 whose day-to-day activities are limited a little	388
General health	0
Very good health	2,451
Good health	2,181
Fair health	1,042
Bad health	377
Very bad health	121
All people who provide unpaid care [5]	0
Total number of carers	663
1-19 hours a week	329
20-49 hours a week	122
50 or more hours a week	212
	0

	0
Economic Activity	68%
Total number of people aged 16 to 74	4,198
Total Economically active aged 16 to 74 [6]	2,762
Employees full time	1,469
Employees part time	676
Self-employed	188
Unemployed	311
Full time student	118
Total Economically inactive aged 16 to 74 [7]	1,436
Retired	482
Student	185
Looking after home or family	299
Long-term sick or disabled	324
Other	146
Unemployment	
Total Unemployed aged 16 to 74	311
aged 16 to 24	127
aged 50 to 74	32
who have never worked	58
who are long term unemployed	119
	0
Total number of people aged 16 and over	4,654
No Qualifications	1,687
Highest level of qualification: Level 1	869
Highest level of qualification: Level 2	745
Highest level of qualification: Apprenticeship	172
Highest level of qualification: Level 3	421
Highest level of qualification: Level 4 and above	492
Other qualifications	268
Travel to Work	
Total number of people aged 16 to 74 in employment	2,426
People who work mainly at or from home	45
Who usually travel to work by:	0
Underground, metro, light rail, tram	3
Train	10
Bus, minibus or coach	309
Taxi	3
Motorcycle, scooter or moped	39
Driving a car or van	1,446
Passenger in a car or van	199
Bicycle	117
On foot	242
Other method of travel to work	13
Hours Worked	0

Total number of people aged 16 to 74 in employment	2,426
Part time: 15 or less	194
Part time: 16 to 30	593
Full time: 31 to 48	1,422
Full time: 49 or more	217
Industry	
Total number of people aged 16 to 74 in employment	2,426
A Agriculture; forestry and fishing	3
B Mining and quarrying	2
C Manufacturing	209
D Electricity; gas, steam and air conditioning supply	8
E Water supply; sewerage, waste management & remediation activities	25
F Construction	147
G Wholesale & retail trade; repair of motor vehicles & motorcycles	564
H Transport and storage	221
I Accommodation and food service activities	136
J Information and communication	43
K Financial and insurance activities	69
L Real estate activities	16
M Professional, scientific and technical activities	73
N Administrative and support service activities	196
O Public administration and defence	85
P Education	186
Q Human health and social work	349
R/S/T/U Other	94
National Statistics Socio-Economic Classification	
Total number of people aged 16 to 74	4,198
1. Higher managerial and professional occupations	165
2. Lower managerial and professional occupations	452
3. Intermediate occupations	434
4. Small employers and own account workers	207
5. Lower supervisory and technical occupations	387
6. Semi-routine occupations	973
7. Routine occupations	916
Never worked and long term unemployed	375
Full-time students	289
Total number of dwellings [9]	2,740
Unshared	2,737
Shared	3
Total number of household spaces	2,748
Occupied (with at least one usual resident)	2,673
Unoccupied (no usual residents)	75
Household spaces which are:	0
Detached	117
Semi-detached	1,035

Terraced (including end terrace)	432
Flat, maisonette or apartment:	0
Purpose-built block of flats	1,045
Part of a converted or shared house (including bed-sits)	101
In commercial building	17
Caravan or other mobile or temporary structure	1
Tenure	0
All households [10]	2,673
Owned: Owned outright	466
Owned: Owned with a mortgage or loan	532
Owned: Shared ownership (part owned and part rented)	6
Social rented: Local authority [11]	1,176
Social rented: Other	264
Private rented: Private landlord or letting agency	161
Private rented: Other	22
Living rent free	46
Household size	0
Average household size	2.30
Occupancy rating (rooms) of -1 or less [12]	272
Occupancy rating (bedrooms) of -1 or less [12]	158
Central heating	0
No central heating	47
Gas central heating	2,277
Electric (including storage heaters) central heating	224
Oil central heating	6
Solid fuel (wood, coal) central heating	4
Other central heating	32
2 or more types of central heating	83
Car availability	0
No cars or vans in household	1,035
One car or van in household	1,154
Two or more cars or vans in household	484
Total number of cars or vans in area	2,230
Household Composition	0
All households	2,673
One person household	921
Married couple household: With dependent children	295
Married couple household: No dependent children	479
Same-sex civil partnership couple household: With dependent children	1
Same-sex civil partnership couple household: No dependent children	3
Cohabiting couple household: With dependent children	175
Cohabiting couple household: No dependent children	154
Lone parent household: With dependent children	440
Lone parent household: No dependent children	142
Multi-person household: All full-time students	5

Multi-person household: Other	58
Households with dependent children [13]	0
Households with dependent children	928
Households with dependent children: aged 0-4	480
No adults in employment with dependent children	303
No adults in employment without dependent children	842