

# Liskeard Neighbourhood Development Plan

## Equality Impact Assessment : March 2017:

### 1.0 Introduction to Equality Impact Assessment

The Equality Act 2010 (the Act) places a duty on all public authorities in the exercise of their functions to have regard to the need to eliminate discrimination, to advance equality of opportunity, and to foster good relations between persons who have a “protected characteristic” and those who do not.

### 1.1 Equality Impact Assessment

Equality Impact Assessment (EqIA) is the systematic analysis of a policy or policies, in order to identify the potential for an adverse impact on a particular group or community, in particularly those with a protected characteristic. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups so that if a policy results in unfairness or discrimination then changes to eliminate or lessen the impact should be considered.

“Protected characteristics” are defined in the Act as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This document presents the results of the assessment of the Liskeard Neighbourhood Development Plan to ensure that Liskeard Town Council is satisfying its statutory duties in this regard.

### 1.2 Aims of the Equality Analysis

The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision making and to nurture a more proactive approach to the promotion of equality and fairness at the heart of public policy. The aim in conducting the analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern.

### 1.3 Methodology

An assessment has been made on whether the Liskeard Neighbourhood Development Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). A brief justification of the policies and proposals in the Neighbourhood Plan, and notes of any mitigation, has been provided. If the impact is negative, this is given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** A significant potential impact, risk of exposure, history of complaints, no mitigation measures in place etc.

**Medium impact** Some potential impact exists, some mitigating measures are in place, poor evidence.

**Low impact** Almost no relevancy to the process, e.g. an area that is very much legislation-led.

## 2.0 Baseline data (source 2011 census and Community Profile of Liskeard (Parish) – ACRE, OSCI2013/CRCC)

Data for Liskeard is available on the following protected characteristics: Age, sex, country of birth, health, religion, household language. Data on gender reassignment, pregnancy and maternity, and sexual orientation is not readily available.

### Age

All usual residents	9415	
Age 0-4	550	
Age 5-9	485	
Age 10-14	575	(0 – 14 = 17% : UK = 19%)
Age 15-64	6010	( 64% : UK = 65%)
Age 65 and over	1795	( 19.1% : UK = 16.3%)
Age 80 and over	535	

### Sex

All usual residents	9415	
Males	4535	(48.2%)
Females	4885	(51.8%)

### Country of Birth

All usual residents	9415	
UK	8991	(95.5%)
EU countries	234	(2.5%)
Other	190	(2.0%)

### Health

All usual residents	9415	
People with limiting long-term illness (0-65)	1582	(16.8% : UK = 12.8%)
People with limiting long-term illness (all ages)	2034	(21.6% : UK = 17.6%)

### Ethnic Group

All usual residents	9415	
White	9274	(98.5%)

### Religion

All usual residents	9415	
Christian	5579	(59%)
No religion	3023	(32%)
Buddhist	23	
Muslim	11	
Jewish	5	
Not stated	714	

### Household language

All households	4221	
All speak English	4132	(97.9%)
Some non-English	46	(1.1%)
All non-English	42	(0.9%)

**In summary**, Liskeard has:

- A slightly lower proportion of young and higher proportion of old people than the national average
- A higher proportion of people with limiting long-term illness than the national average
- A much higher proportion of white people than the national average
- A much lower proportion of people who practice religions other than Christianity than nationally

## 2.1 Community Engagement Strategy:

In setting up the plan, the steering group considered the nature and demographics of the town and prepared an engagement and involvement strategy, in order that 'methods take account of the diversity of the whole community, so all members of the community inform the plan' (as included in the Consultation Statement that accompanies the NDP). A train logo was also designed and used to establish an identity for the plan and illustrate the involvement of the community in a journey towards a better future.

The team worked hard to design engagement activities that were as fully inclusive as possible, such as good venue accessibility for everyone; timings that suited those in work, or with families at home; as well as outreach to meet groups in their own environment, e.g. stalls at supermarkets, visiting schools and faith groups, residential homes for the elderly, play-groups, and special needs centres; as well as community events in Liskeard.

A variety of communication methods were used to reach as wide an audience as possible; including dedicated interactive website, facebook and twitter, local press and radio, posters and flyers, door-to-door literature, summary leaflets, displays at key community areas, with a variety of response mechanisms, aiming to involve as many people as possible, whilst being aware of diversity and protected characteristics.

## 3.0 The Plan Vision:

### **Liskeard - A Modern Cornish Market Town**

**Liskeard will be:**

- A thriving modern market town at the heart of South East Cornwall
- A place where people can work in rewarding jobs supporting a vibrant economy
- An attractive place to live with a range of housing to meet local needs
- A caring community supporting residents of all age and social groups through health, education, employment, and enjoyment of cultural and leisure facilities.
- An attractive centre which retains its human scale, and where people want to access services, meet, and shop
- A place that fosters mobility and healthy living with a sustainable transport network for walkers, cyclists and those who depend on public transport
- A place that attracts visitors and supports tourism in S E Cornwall

**Aims :**

**A place to work and learn: To**

- Attract high quality employment, and training facilities, to meet the needs of business and the working age population
- Ensure the long-term sustainability of Liskeard as a thriving, prosperous place and modern market town
- Provide high quality services to local residents and the surrounding rural communities'

### **A place to live: To**

- Meet the housing targets (as in the Local Plan) up to 2030 in a way that enhances the role of Liskeard as the economic centre of a wider rural hinterland,
- Enhance the environmental, social and economic sustainability of Liskeard and its neighbourhoods
- Protect the interests of future generations

### **A place to meet and shop and do business: To**

- Sustain and enhance Liskeard's modern market town centre as a vibrant, lively and friendly community service centre and shopping facility for its residents and the surrounding communities
- Promote the town as a welcoming and friendly destination for visitors with its strategic placement between sea and moor and excellent road and public transport links to the rest of the country
- Support Liskeard as a Cornish town centre which is proud of its history, and also forward thinking and ready to meet the challenges of the 21st century.

### **A place to relax and enjoy: To**

- Conserve and enhance existing open spaces and leisure facilities
- Enhance connectivity to key facilities
- Integrate with existing local walks, cycle trails ( e.g. Caradon Trail) and the World Heritage site
- Develop the multi-use park at Roundbury
- Protect our rural hinterland.

The Liskeard Neighbourhood Development Plan also seeks to build social, economic and environmental resilience in anticipation of future changes and challenges.

## 4.0 summary of policies and their impact

<b>A place to work and learn (employment &amp; training)</b>	<b>Impact on groups with protected characteristics</b>
EM 1 Employment and Housing balance: employment land should be provided alongside new housing EM 2 Allocation - shows the preferred places for employment EM 3 Proposes employment land around A 38 junction EM 4 Protects existing viable employment sites EM 5 Encourages home based enterprises EM 6 Supports an Innovation Hub EM 7 Improve present employment sites EM 8 Allow appropriate rural employment	Policies positively support creation of jobs for all, emphasizing ability to access them through sustainable travel including public transport. Home-based enterprises benefitting from super-fast broadband, support those wishing to work at home, including parents of young children, or those with disabilities who find it less easy to travel to work An innovation hub to support entrepreneurs who may create further jobs in the area. Training is promoted to improve skill for all ages and abilities, and foster equality of opportunity.
<b>A place to live (housing)</b>	
H 1 Deliver housing to meet Cornwall Plan need H 2 Use brownfield land for future housing H 3 Balance employment and new housing H 4 / H5 Allocate land to deliver Local Plan target H 6 Allow appropriate agricultural/special needs dwellings H 7 Ensure infrastructure is sufficient for need H 8 Redress imbalance in house types providing a wide range of tenure, size and mix H 9 Support appropriate housing in the town centre H 10 Design standards for new housing	Major housing permissions/allocation are focused around sustainable neighbourhood nodes to enable easy access to main facilities. Building on brownfield land will enable living within close range of town services and facilities. Policies encourage a range of house types and tenures to cater for diverse needs including affordable, single unit, family, extra care and specialist accommodation for later living/special needs. Design standards encourage safe, secure communities, with care taken over access for people with mobility issues

<p><b>A place to meet shop &amp; do business (town centre)</b></p> <p>TC 1 Support suitable retail expansion in the centre  TC 2 Check impact of new developments on existing town centre viability  TC 3, TC 8, TC 9, TC 10 Ensuring good design in all town centre development  TC 4 Cattle Market development  TC 5/TC 6 Appropriate types of shops in centre  TC 7 Make best use of WiFi  TC 11, TC 12 Enhance heritage including local listing of buildings  TC 13 Maintain and improve buildings &amp; public realm utilizing design standards</p>	<p>Policies allow for expansion of retail offer within centre to support vitality and maintain accessibility for all, to town centre facilities and services.  Opportunities for a multifunctional community centre, as well as later living units may emerge from the cattle market redevelopment project.  Integrated Wi-Fi network to enhance access for all to town centre facilities  Design standards encourage better access through improved public realm for all members of the community, enhancing safety and inclusivity.</p>
<p><b>A place to relax and enjoy (open space &amp; leisure)</b></p> <p>OSL 1, OSL 2 List green spaces, conserve and enhance to accommodate growth  OSL 3 Play provision in neighbourhoods  OSL 4 Public realm and circulation improvements  OSL 5 Open space and developer contributions  OSL 6 Leisure and sports provision  OSL 7 Provision of community gardens/orchards/allotments</p> <p>OSL 8, OSL 11 Enhancement and protection of trails, pedestrian, equestrian and cycle links and corridors  OSL 9 Dark skies and sustainable lighting  OSL 10 Area of local landscape and heritage value  OSL 12, OSL 13 Protection and provision of community sport, leisure &amp; recreation facilities</p>	<p>Protects and enhances open spaces for all age groups, and sections of the community, and includes children’s play, allotments/shared orchards and growing spaces, a new recreation and sports park, to encourage health and fitness for everyone.  Connectivity improvements across the town, link neighbourhoods and facilities, as well as trails for pedestrians, and cyclists to boost sustainable travel, lower carbon emissions, and improve air quality through reduced pollution.  Public realm developments throughout the town are proposed to improve accessibility and safety, including at critical road crossings.</p>

## 5.0 Conclusion:

An assessment of the policies contained within the Liskeard Neighbourhood Development Plan indicates that none of the policies will have negative impacts upon groups with protected characteristics.

Many of the policies make a positive contribution towards catering for the needs of those in the community with protected characteristics, including older people, young people and children, as well as those who have mobility or learning disabilities. The plan’s vision, objectives, and policies all aim to foster community cohesion and social inclusion.

The Liskeard NDP has engaged widely with the community throughout its preparation, including outreach to religious institutions, schools, old peoples homes, and learning disability support units, and initiated policies that will see a wide range of housing, employment opportunities, and improvements to social, community and leisure facilities, which will benefit as far as possible all sections of the community.