

## Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

<b>Title</b> Langford and Ulting Neighbourhood Plan	<b>Date</b> 14 October 2021	<b>Officer Preparing</b> L Alpin
<b>1. Background</b>		
<p><b>1.1 Description of proposal / policy / service</b> (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p> <p>1.2 The Langford &amp; Ulting Neighbourhood Plan (LUNP) sets out planning policies to be applied within the Neighbourhood Plan Area (the parish area of Langford &amp; Ulting). Once 'made' the LUNP will have the same status as the Maldon District Local Development Document, when determining planning applications within the Parish. The LUNP has been prepared by Langford &amp; Ulting Parish Council.</p> <p>The LUNP has been assessed by an Independent Examiner, for conformity with the statutory basic conditions. This EqIA is on the version of the Plan that contains the Examiner's recommended modifications. The Plan will need to be subject to a referendum in the Neighbourhood Area before it can be 'made.'</p>		
<p><b>1.2 Who are the users of the proposal / policy / service</b> (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)</p> <ul style="list-style-type: none"><li>• Parish residents</li><li>• Developers/ landowners</li><li>• Local Planning Authority</li><li>• Planning Inspectorate</li></ul> <p>The LUNP will be used to determine planning applications within the Neighbourhood Plan Area. It will be used by people and organisations in preparing and submitting planning applications; by Langford &amp; Ulting Parish Council and members of the public/organisations when commenting on planning applications; by MDC Development Management officers, and Maldon District Council Area and District Planning Committees in determining planning applications; and by the Planning Inspectorate in determining appeals against the refusal of planning permission.</p>		

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**1.3 Have users been consulted with?** (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)

The LUNP preparation included significant engagement with the local community. The draft LUNP has been through two rounds of consultation, one organised by the Parish Council and one organised by the District Council. Before it is 'made' there will be a referendum in the neighbourhood area. Only if it passes the referendum will it come into force.

**1.4 If the analysis is regarding an existing Service, what are users' views of that Service?** (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).

N/A

## 2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.

Aim	How does the proposal / policy / service meet the equality aim?	Action or addition needed in order that the proposal / policy / service meets the aim?
2.1 To eliminate unlawful discrimination, harassment and victimisation	The Plan by providing locally specific policies will provide a level playing field in assessing planning applications in the neighbourhood area.	None required
2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not	<p>The LUNP process has included holding 2 rounds of household surveys, two rounds of local housing needs surveys and analysis of population information from the census 2011 to identify key issues for the LUNP.</p> <p>The Plan supports:</p> <ul style="list-style-type: none"> <li>• Improved access for non-car users</li> <li>• Small businesses and local employment</li> <li>• Working from Home</li> <li>• Community facilities and services</li> </ul>	None required

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	<ul style="list-style-type: none"> <li>Housing that meets local needs</li> </ul> <p>These will help support equality of opportunity for all people in the area</p>	
<b>2.3 To foster good relations between those who share a protected characteristic and those who do not</b>	The Plan by providing locally specific policies will provide a level playing field in assessing planning applications in the neighbourhood area.	None required

### 3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.

Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
<b>3.1 Age</b> (What will the impact be on different age groups such as younger or older people?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Policy 4 Footpaths and Bridleways aims to make walking and cycling routes around the parish safer, to reduce the need for residents to travel by car to facilities within the parish</p> <p>Policy 7 Supporting and Encouraging Small Businesses and policy 8 Working from Home - support businesses and employment within the parish</p> <p>Policy 10 Community Facilities and Services and policy 11 Protecting community facilities encourages new</p>	N/A

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
				<p>services and protection of existing facilities, such as the churches and village hall.</p> <p>Policy 13 – New Broadband and Mobile Infrastructure – supports provision of broadband infrastructure in the parish, which supports employment and education opportunities</p>	
<p>3.2 Disability (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Policy 4 Footpaths and Bridleways aims to make walking and cycling routes around the parish safer, to reduce the need for residents to travel by car to facilities within the parish</p> <p>Policy 7 Supporting and Encouraging Small Businesses and policy 8 Working from Home - support businesses and employment within the parish.</p> <p>Policy 10 Community Facilities and Services and policy 11 Protecting community facilities encourages new service and protection of existing facilities, such as the churches and village hall.</p> <p>Policy 13 – New Broadband and</p>	<p>N/A</p>

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
				Mobile Infrastructure – supports provision of broadband infrastructure in the parish, which supports employment and education opportunities	
<p>3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Policy 10 Community Facilities and Services and policy 11 Protecting community facilities encourages new service and protection of existing facilities, such as the churches and village hall.</p> <p>Policy 7 Supporting and Encouraging Small Businesses and policy 8 Working from Home - support businesses and employment within the parish.</p> <p>Policy 13 – New Broadband and Mobile Infrastructure – supports provision of broadband infrastructure in the parish, which supports employment and education opportunities</p>	N/A
<p>3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?)</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Plan's policies apply to the use and development of land regardless of ownership. Therefore it has neutral impact.	N/A

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Plan's policies apply to the use and development of land regardless of ownership. Therefore it has neutral impact.	N/A
3.6 Religion or belief (Includes not having a religion or belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy 10 Community Facilities and Services and policy 11 Protecting community facilities encourages new service and protection of existing facilities, such as the churches and village hall.	N/A
3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Plan's policies apply to the use and development of land regardless of ownership. Therefore it has neutral impact.	N/A
3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The Plan's policies apply to the use and development of land regardless of ownership. Therefore it has neutral impact.	N/A
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Policy 4 Footpaths and Bridleways aims to make walking and cycling routes around the parish safer, to reduce the need for residents to travel by car to facilities within the parish  Policy 7 Supporting and Encouraging Small Businesses and policy 8 Working from Home - support	N/A

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				<p>businesses and employment within the parish.</p> <p>Policy 10 Community Facilities and Services and policy 11 Protecting community facilities encourages new service and protection of existing facilities, such as the churches and village hall.</p> <p>Policy 13 – New Broadband and Mobile Infrastructure – supports provision of broadband infrastructure in the parish, which supports employment and education opportunities</p>	

**4. Is there a Cumulative Impact?** (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.)

The Plan is in conformity with the MDLDP.  
The Plan has an overall positive impact.

### 5. Outcome

5.1 Consider all the analysis and evidence above and indicate

(1) No change needed  (2) Adjust  (3) Adverse impact but continue  (4) Stop, remove the proposal / policy / service

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<p><b>5.2 Adjustments</b>  <b>If option (2) above is selected please detail what adjustments are needed, who is responsible and how that will be reviewed. Also outline how that will be agreed (ie Committee, CMT).</b></p> <p>N.A</p>					
<p><b>5.3 Decision Making</b> (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)</p> <p>The EqIA will accompany the report to Council on the decision on the Examiner's Report. The Plan will come into force following a positive referendum result.</p>					
<p><b>6.0 Next Steps</b></p>					
<p><b>6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future?</b></p> <p>If the LUNP needs to be reviewed in the future, the Census 2021 data will be available to provide updates to the evidence base.</p>					
<p><b>6.2 Summary of actions highlighted within this analysis</b> (Include how this will be picked up within service/work plans)</p> <p>N/A</p>					
<p><b>6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service</b></p> <p>There will be ongoing monitoring of the LUNP.</p>					



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<b>6.4 Approved by (Manager or Head of Service signature and date)</b>  <b>Matthew Winslow - Strategy, Policy &amp; Communication Manager</b> <b>14.10.2021</b>					
Once approved please forward this analysis to Cally Darby to arrange publication.					