

Appendix 5 Equality Impact Analysis

(Modification to the Bradleys Both Neighbourhood Development Plan)

Scope of this Equality Impact Analysis

This Equality Impact Analysis (EIA) relates **solely to the proposed modification to the Bradleys Both Neighbourhood Development Plan** and the **material change arising from that modification**.

It does **not** reassess the equality impacts of the Neighbourhood Development Plan as originally made, which has already been subject to statutory consultation, examination, and referendum.

The purpose of this assessment is to consider whether the proposed modification introduces any **new or materially different equality impacts** compared with the existing made Plan, in accordance with the Public Sector Equality Duty under Section 149 of the Equality Act 2010.

Equality analysis and the Equality Act 2010

Equality analysis is an important part of meeting the needs of all members of our communities.

Carrying out an equality analysis of policies and decisions helps the Council to consider whether a **proposed change to an existing policy document** could have a differential impact on groups of people and to ensure that decisions do not unfairly affect individuals or groups with protected characteristics.

The Equality Act 2010 protects people from discrimination on the basis of nine protected characteristics and introduced a single Public Sector Equality Duty requiring public bodies, in exercising their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This Equality Impact Analysis considers these duties **only insofar as they relate to the proposed modification to the Plan**.

Proposal being screened (UPDATED)

Proposal:

Modification to the Bradleys Both Neighbourhood Development Plan.

Nature of proposal:

A focused modification resulting in a material change to specific elements of the made Neighbourhood Development Plan. The remainder of the Plan remains unchanged.

Reason for carrying out the proposal and desired outcomes (UPDATED)

The modification is being progressed to address a specific matter identified since the Plan was made. In accordance with good practice and advice from the local planning authority, the Parish Council has undertaken this Equality Impact Analysis to ensure that the **material change introduced by the modification** does not give rise to any new or adverse impacts on persons with protected characteristics.

Consultation and evidence base (UPDATED SCOPE NOTE)

The original Neighbourhood Development Plan was informed by extensive consultation carried out between 2013 and 2020, as documented in the Consultation Statement.

For the purposes of this Equality Impact Analysis, that evidence base has been reviewed **only to the extent necessary to assess whether the proposed modification introduces any new equality impacts** beyond those already considered during preparation of the made Plan.

No additional groups have been identified as being disproportionately affected by the modification when compared to the existing policies of the Plan.

Assessment of impacts (UPDATED INTERPRETATION)

The table below assesses whether the **proposed modification**, either alone or in combination with the existing policies of the Plan, is likely to result in:

- Unlawful discrimination
- A disproportionate impact on persons with protected characteristics
- Any adverse effect on equality of opportunity or community relations

The assessment concludes that the modification does **not introduce any new negative equality impacts** and does not alter the conclusions of the equality assessment undertaken for the made Plan.

Overall conclusion (REVISED)

The Equality Impact Analysis concludes that the proposed modification to the Bradleys Both Neighbourhood Development Plan:

- Does not result in unlawful discrimination
- Does not give rise to any new or materially different adverse impacts on people with protected characteristics
- Is consistent with the Public Sector Equality Duty

Any equality considerations arising from future planning applications will continue to be addressed through the development management process.

Table 1: Equality Impact Assessment – Proposed Modification to the Bradleys Both Neighbourhood Development Plan

Protected Characteristic	Potential for Unlawful Discrimination	Potential for Disproportionate Impact	Impact on Equality of Opportunity	Impact on Community Relations	Conclusion
Age	None identified	None identified	No adverse impact identified	No adverse impact identified	The modification does not introduce any age-related impacts beyond those already considered in the made Plan.
Disability	None identified	None identified	No adverse impact identified	No adverse impact identified	No new barriers or accessibility concerns arise from the modification.
Gender reassignment	None identified	None identified	No adverse impact identified	No adverse impact identified	The modification is neutral in relation to gender reassignment.
Marriage and civil partnership	None identified	None identified	No adverse impact identified	No adverse impact identified	No differential impacts identified.
Pregnancy and maternity	None identified	None identified	No adverse impact identified	No adverse impact identified	The modification does not affect this protected group.
Race (including ethnicity and nationality)	None identified	None identified	No adverse impact identified	No adverse impact identified	No evidence of differential impact arising from the modification.
Religion or belief	None identified	None identified	No adverse impact identified	No adverse impact identified	The modification does not give rise to impacts relating to religion or belief.

Sex	None identified	None identified	No adverse impact identified	No adverse impact identified	The modification does not introduce any sex-based inequality.
Sexual orientation	None identified	None identified	No adverse impact identified	No adverse impact identified	The modification is neutral in its effect.

Decision: Initial Screening indicates EIA is not relevant or proportionate.