



# EQUALITY IMPACT ASSESSMENT

Saltash Neighbourhood  
Development Plan  
2020 - 2030

Saltash NDP Steering Group  
Updated November 2020

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



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## 1. Introduction

1.1 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 with a “protected characteristic” and those without.

### 1.2 Equality Impact Assessment

Equality Impact Assessment (EqIA) is the systematic analysis of a policy or policies, primarily to identify the potential for an adverse impact on a particular group or community, in particular 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 can be considered.

1.3 The 'Protected characteristics' that are defined in the Act. For NDPs the relevant 'Protected characteristics' are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, and sexual orientation. In Cornwall, we also have a category of Cornish Status. This document considers the impact of the policies in the Saltash Neighbourhood Development Plan (NDP) to ensure that these groups are not being discriminated or disadvantaged by them. The focus is mainly on 'indirect discrimination' which can occur when a policy applies to everyone but disadvantages a person with a particular protected characteristic.

### 1.4 Aims of the EqIA

The underlying purpose of the EqIA 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 EqIA is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. The EqIA assesses the impact of the proposed Policies on groups with protected characteristics.

## 2. Methodology

2.1 An assessment has been made as to whether the Saltash NDP is expected to have a positive, negative, or neutral impact on each of the protected characteristics. A brief exposition of the Policies and notes on any mitigation has been provided.

2.2 The impact of the Policies has been assessed taking into account the baseline information about the population of Saltash Parish. If the impact is negative, this has been given a high, medium or low assessment. The impact of the Policies has been 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 mitigating 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.

Where there is a potential positive impact, in that the outcome of the policies will be likely to be of benefit to the interest of groups with protected characteristics, this is also indicated.

2.3 Where there is a negative impact, any necessary mitigation is identified.

## 3. Summary Data

3.1 The paragraphs below use census data to give a picture of the current demographic profile of Saltash. Data is not readily available for all protected characteristics at a local level. Where it is difficult to give a statistical basis for a group, we have used the best data known from reliable sources that represent the interest of a people falling within a protected characteristic. Unless stated otherwise, the data source is from the 2011 Census and mid-year estimates reported by the Office for National statistics (ONS).

	Parish	Cornwall	England
<b>Sex</b>			
Population	48.5%	48.5%	49.2%
%Male	51.5%	51.5%	50.8%
%Female			
<b>Age</b>			
0-15	17.5%	16.9%	19.1%
16-64	63.4%	58.8%	63.1%
65+	27.1%	24.3%	17.9%

The age profile of the resident population of Saltash Parish has changed significantly over the period 2002 to 2018. Whilst the Parish population grew 12.6%, the proportion of that population that was over retirement age grew by 60.5%, the number of working age grew by only 3.45% and the number of young people remained static (0.31%). In 2018 people of 65 or over made up 23.7% of the population, compared to 16.6% in 2002. This was well beyond the comparable figure for Cornwall and elsewhere (See Table 1 below).

Looking more closely at the detail below these broad figures, it can be seen that the change is not simply a matter of a static/declining population growing older and living longer but also involves significant losses of younger working age population and large increases in older age groups. 30.3% of the parish population was in the 25-44 age range, in 2002, but this fell to 25.2% by 2018. The number with 'rising careers' in the 30 to 44 range fell from 21.5% to 16.0%. Notably there is also a decline in the school age population coming through, from 20.3% to 17.3%. This suggests a scenario where younger people are leaving the Parish to find better work and housing, whilst older (and probably better-off) people replace them. It implies that the new housing planned for in the Cornwall Council Site Allocations DPD may more likely be occupied by older people. The latter form a 'toppling wave' of older people in the Parish moving forward into infirmity. Source: Nomis Table KS002 (Census 2001), KS102 EW (Census 2011), Mid-Year Estimates 2002-2018

	2001	2018
<b>Cornwall</b>	<b>20.1%</b>	<b>24.5%</b>
<b>England</b>	<b>15.8%</b>	<b>18%</b>
<b>SW</b>	<b>18.6%</b>	<b>21.8%</b>
<b>Saltash</b>	<b>16.6%</b>	<b>23.7%</b>

<b>Disability</b>			
% with mobility restricted a lot	8.4%	10%	8.3%
% with mobility restricted a little	10.3%	11.4%	9.3%
% mobility not restricted	81.3%	78.6%	82.4%
Very good health/good health	81.6%	78.8%	81.4%
Fair Health	13.1%	14.9%	13.1%
Very bad or bad health	5.4%	6.3%	5.5%
<b>Ethnicity</b>			
% White	98.6%	98.2%	85.4%
% non-white (to include Mixed ethnic groups, Asian, Black, Arab and other)	1.4%	1.8%	15.6%
<b>Nationality</b>			
Born in UK	96.2%	95.6%	86.2%
Cornish Identity	4.9%	13.8%	0.1%
<b>Religion</b>			
% 'Have Religion'	66.5%	61.2%	68.1%
<i>Of which % Christian</i>	98.8%	97.8%	87.2%
<i>And % Other religion</i>	1.2%	2.2%	12.8%
% No religion or not stated	33.4%	38.8%	31.9%

<b>Marriage and civil partnership</b>			
Married	54.2%	50.2%	46.6%
Same Sex Civil Partnership	0.2%	0.2%	0.2%
Divorced	10.4%	10.8%	9.0%
Widowed	7.2%	8.2%	6.9%
Single	25.6%	28.4%	34.6%
% of lone parent households with dependent children	8.8%	8.8%	10.6%

### **Gender Reassignment and Sexual Orientation**

No census data on sexual orientation and gender preference is available. The ONS Integrated Household Survey 2011 found 1.9% to be lesbian, gay or bisexual. However, Stonewall says that the UK Government estimate, used for policy making, that around 5% to 7% of the population is lesbian, gay, bisexual, transgender or questioning (LGBTQ), is reasonable. This implies that between 950 and 1300 of the usually resident population may describe themselves as LGBTQ.

### **Other Data**

<ul style="list-style-type: none"> <li>• 19% of people have no qualification compared to 22% across England</li> <li>• 14% of children live in poverty compared to 19% across England</li> <li>• 74.6% of dwellings are owner occupied compared to 64.1% across England</li> <li>• 8.9% of people live in health deprivation hotspots compared to 19.8% across England</li> <li>• Working age population is 10,125, or 60.4% compared to 63.5% in England</li> </ul>	<ul style="list-style-type: none"> <li>• 5% of 16—24 age group on workless benefits compared to 4.3% in SW</li> <li>• 5.7% receive Disability Living Allowance compared to 4.7% in England</li> <li>• 24.7% of people live in environmental deprivation compared to 20.9% in England</li> <li>• 11.7% provide unpaid help compared to 10.3% across England</li> </ul>	<ul style="list-style-type: none"> <li>• 25.3% in admin and skilled trades compared to 22.9% across England</li> <li>• 10.3% in caring and leisure, compared to 9.3% across England</li> <li>• 9.7% in elementary occupations compared to 11.1% across England</li> <li>• 1,080 crimes between Jan/Dec 2017, of which 30.3% were anti-social behaviour</li> <li>• 39% in managerial and professional work, compared to 41.2% across England</li> </ul>
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### 3.2 In summary, Saltash has:

- an ageing population with about 24% over 65
- a declining population of younger people
- A much higher proportion of white people than the national average, and fewer people of the black and multi-ethnic community
- A religious structure similar to the SW but with fewer minority beliefs than nationally
- A slightly higher proportion of people with limiting long term illness than the national average
- As many as 1300 people who are LGBTQ
- A slight preponderance of females over males in the population
- A notably greater proportion of married and civil partnership couples than in Cornwall and England, and more divorced people, and a smaller share of single people.
- A lower proportion of lone parent households than typical.

## 4. Community Engagement Strategy

4.1 In setting up the Engagement and Consultation Strategy ([HYPERLINK HERE](#)) the Stakeholder Group considered the nature and demographics of the Town (as above), noting that some small communities could be hidden in the largely homogenous wider community, and prepared methods that took account of the diversity of the whole community, so all members of the community inform the plan. The team worked hard to design engagement activities that were as fully inclusive as possible, such as displays at key community locations with good venue accessibility for everyone, timings that suited those in work, or with families at home, and a variety of communication methods to reach as wide an audience as possible, including a dedicated interactive website with options to change viewing settings, Facebook and Twitter social media, local press, posters, flyers, and banners, and door-to-door summary leaflets, letters to organisations representing for example LGBT+ group, the Polish and South Asian communities.

## 5. The Plan Vision and its Impact

5.1 A vision for Saltash for 2030 was developed through community engagement:

***'Saltash will be an envied riverside town, being greener, more inclusive and prosperous in all aspects, with a reinvigorated Town Centre and Waterfront, award-winning new housing, a diverse economy, with an excellent quality of life and lifestyle for all ages'***

5.2 It is considered that the vision is inclusive of all those falling within one of the protected characteristics, and the assessment is that that they will gain an overall positive impact.

## 6. The Plan Objectives and their Impact

6.1 The Objectives of the Saltash Parish NDP are as follows:

- Secure a diverse and prosperous Local Economy
- Regenerate the Town Centre, especially Fore Street, and Manage the Growth of “Out of Town” shopping
- Create and Support Sustainable Neighbourhoods
- Revitalise the Waterfront
- Ensure a Balanced Range of Quality New Housing
- Protect and Enhance the Built Environment
- Enhance the Natural Environment of the Parish
- Manage the Rural Areas of the Parish in a Sympathetic Manner
- Meet the Changing demand for Health, Education, and Community Services and Facilities
- Meet the growing demand for additional Sport, Recreation and Leisure facilities
- Encourage Improved and Sustainable Connectivity
- Tackle the causes and impacts of climate change

6.2 These objectives are very broad in their phrasing and can be considered to be inclusive. Any negative impacts are addressed in the policies that follow from the objectives.

## 7. Summary of Policies and their Impact

7.1 Flowing from these objectives are the policies of the NDP:

Figure 1: Saltash NDP Policies Look Up Table		
Policy	Title	Page No.
<b>THE VISION FOR SALTASH</b>		
POLICY NP 1	Development Boundary	22
<b>SECURE A DIVERSE AND PROSPEROUS LOCAL ECONOMY</b>		
POLICY EM 1	Access to Employment Development	24
POLICY EM 2	Redevelopment and Enhancement of Existing Employment Sites	25
POLICY EM 3	Parking, Storage and Movement on and Around Employment Sites	25
POLICY EM 4	Home Based Enterprise	26

<b>Figure 1: Saltash NDP Policies Look Up Table</b>		
<b>Policy</b>	<b>Title</b>	<b>Page No.</b>
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POLICY EM 6	Sustainable Tourism	27
<b>REGENERATE THE TOWN CENTRE AND MANAGE THE GROWTH OF “OUT OF TOWN” SHOPPING</b>		
POLICY TC 1	Development at Carkeel.	29
POLICY TC 2	Maintaining the Town Centre as a Retail & Social Destination	30
POLICY TC 3	New Uses for Upper Floors in The Town Centre	33
POLICY TC 4	Retention of Small-Scale Employment in The Town Centre	33
<b>CREATE AND SUPPORT SUSTAINABLE NEIGHBOURHOODS</b>		
POLICY SN 1	Support for a Sustainable Neighbourhood Centre at Treleden	35
POLICY SN 2	Strengthening Neighbourhoods	36
<b>REVITALISE THE WATERFRONT</b>		
POLICY WF 1	Making the Most of Saltash Waterfront	37
<b>ENSURE A BALANCED RANGE OF QUALITY NEW HOUSING</b>		
POLICY H 1	Ensuring a Choice of Housing	41
POLICY H 2	Conversions of Large Houses into Multiple Occupation	43
POLICY H 3	Making Better Use of Land – Redevelopment, Renewal and Intensification	43
POLICY H 4	Making Better Use of Land – Suburban Villas Character Area	44
POLICY H 5	Extensions to Existing Dwellings	44
<b>PROTECT AND ENHANCE THE BUILT ENVIRONMENT</b>		
POLICY ENV 1	Design and Local Distinctiveness Within the Character Areas	45
POLICY ENV 2	Design and Local Distinctiveness Outside the Historic Core	47
POLICY ENV 3	General Design Principles	47
POLICY ENV 4	Local Listing of Non-Designated Heritage Assets	53
POLICY ENV 5	Reuse of Saltash Station Building	54
POLICY ENV 6	Development in Conservation Areas	55
POLICY ENV 7	Development Within the Setting of Conservation Areas	55
POLICY ENV 8	Views and Vistas	56
<b>PROTECT AND ENHANCE THE NATURAL ENVIRONMENT</b>		
POLICY GRN 1	Biodiversity Protection and Gain	58
POLICY GRN 2	The Greening of Saltash: Woodlands, Trees, Cornish Hedges And Hedgerows	59
POLICY GRN 3	Countryside Character Areas	60
POLICY GRN 4	Drainage and Flooding	61
<b>MANAGE THE RURAL AREAS OF THE PARISH IN A SYMPATHETIC MANNER</b>		
POLICY RUR 1	Small Workshop Development in The Countryside	64
POLICY RUR 2	Village Development Boundaries & Rural Housing Sites	65
POLICY RUR 3	Land at Old Farm, Trematon	66
POLICY RUR 4	Land Opposite Pandrama, Trehan	66
POLICY RUR 5	Land at Former Allotment Gardens, Trehan	67
POLICY RUR 6	Agricultural Dwellings and Specialist Need	67
<b>MEET THE CHANGING DEMAND FOR HEALTH, EDUCATION, COMMUNITY &amp; EMERGENCY SERVICES AND FACILITIES</b>		
POLICY HWB 1	Education Provision	70
POLICY HWB 2	Protection and Enhancement of Saltash Community Campus	70
POLICY HWB 3	The Future of Health and Care Provision in Saltash	71
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<b>MEET THE GROWING DEMAND FOR ADDITIONAL SPORT, RECREATION AND LEISURE FACILITIES</b>		
POLICY LEI 1	Key Strategic Sports, Leisure and Recreation Open Spaces	74
POLICY LEI 2	Local Green Spaces	75
POLICY LEI 3	Conservation, Enhancement and Creation of Local Green Spaces	76
POLICY LEI 4	Dilapidated Play Spaces	77
POLICY LEI 5	Allotments	77
<b>IMPROVED AND SUSTAINABLE CONNECTIVITY</b>		
POLICY CON 1	The Green Boulevard	80
POLICY CON 2	North Road/New Road Distribution Route	82
POLICY CON 3	Town Centre Transition Zones	83

<b>Figure 1: Saltash NDP Policies Look Up Table</b>		
<b>Policy</b>	<b>Title</b>	<b>Page No.</b>
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POLICY CON 6	Carkeel Traffic Calming and Environmental Enhancement	85
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POLICY CON 8	Sustainable Transport Measures in New Developments	86
POLICY CON 9	Protection of Footpaths, Bridleways and Cycle Paths	87
POLICY CON 10	Enhancing and Extending The Walking And Cycle Network	87
<b>CLIMATE CHANGE</b>		
POLICY CC 1	Renewable Energy	95
POLICY CC 2	Local Energy Storage	96
POLICY CC 3	Community Sustainable Energy	97
POLICY CC 4	Small Carbon Footprint Development	97
<b>DELIVERY PLAN</b>		
POLICY DP 1	Making It Happen – Community Priorities	99

7.2 The following table assess the impact of the Saltash NDP objective and policy set on groups with protected characteristics. (NB for Policy NP1 see under the 'Manage Rural Areas' theme).



<b>Theme: SECURE A DIVERSE AND PROSPEROUS LOCAL ECONOMY</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>These policies, which in general will help improve prosperity, should indirectly support groups with protected characteristics by providing additional and enhanced work opportunities improved general access to employment locations, and better environment at existing employment sites. Support for home-based enterprise may help those with limited mobility. Policy EM6 specifically refers to new tourism facilities to be socially inclusive and physically accessible.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: REGENERATE THE TOWN CENTRE AND MANAGE THE GROWTH OF “OUT OF TOWN” SHOPPING</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓			✗		<p>The focus on regenerating the town centre in general may be expected to assist all those with the protected characteristics by concentrating retail and services in one location so that single trips to access them are possible, and social interaction is facilitated. However the design of the public realm predates modern disability legislation. Developments taken forward in the context of the town centre regeneration strategy should help to resolve access issues. Support for cafes and restaurants includes the criterion that their design should ensure that disabled people can enjoy barrier free participation in the opportunities on offer. Improvements proposed under the transport and connectivity theme will also assist movement.</p> <p><b>MITIGATION:</b></p>
Disability	✓			✗		
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓			✗		

Race	✓					The NDP includes a note to the effect that in applying the policies in this section users should be aware of and carefully take into account the needs of groups with protected characteristics as set out in the Equalities Act 2010.
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: CREATE AND SUPPORT SUSTAINABLE NEIGHBOURHOODS</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						As with the preceding theme, the development and improvement of neighbourhood centres will benefit those with protected characteristics by supporting local access to shopping and services and enhanced opportunities for social interaction. However many of the buildings an public realm pre date disability legislation and may not be fully accessible.
Age	✓			x		<b>MITIGATION:</b> The NDP includes a note to the effect that in applying the policies in this section users should be aware of and carefully take into account the needs of groups with protected characteristics as set out in the Equalities Act 2010.
Disability	✓			x		
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓			x		
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: REVITALISE THE WATERFRONT</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
						The aim here is to provide guidance for the master-planning of skillful public and private investment to enhance the Waterfront and unlock its true potential for the benefit of the wider area of Saltash and all its community, and so can be expected to anticipate the protected characteristics.
Age	✓					<b>MITIGATION: NONE NECESSARY</b>
Disability	✓					

Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

**Theme: ENSURE A BALANCED RANGE OF QUALITY NEW HOUSING**

Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>Policies here include criteria for new housing development which will help to achieve sustainable, inclusive, accessible and safe neighbourhoods that meet the needs of a wide cross-section of the community. The impact on the interest of groups with protected characteristics may be expected to be positive, including a better supply of suitable dwellings, designs better suited to needs, improved integration and accessibility.</p> <p>Specific reference is made to 'Building for Life' guidance in new housing so the particular needs of those with health and age-related disabilities should be addressed in this part of the NDP.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: PROTECT AND ENHANCE THE BUILT ENVIRONMENT</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓			✗		<p>Whilst overall this set of policies will help to retain the distinctive qualities that contribute to the locally valued 'sense of place' and thereby to mental well being, measures to retain local characteristics in design may require the retention of steps or different surface treatments such as cobbles, etc which may impact negatively on the interests of older people, those with disability. They may also rule against building formats associated with religious beliefs.</p> <p><b>MITIGATION:</b> The NDP includes a note to the effect that in applying the policies in this section users should be aware of and carefully take into account the needs of groups with protected characteristics as set out in the Equalities Act 2010.</p>
Disability	✓			✗		
Gender reassignment		○				
Marriage and civil partnership		○				
Pregnancy and maternity		○				
Race				✗		
Religion and Belief		○				
Sex		○				
Sexual orientation		○				

<b>Theme: PROTECT AND ENHANCE THE NATURAL ENVIRONMENT</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓			✗		<p>Overall the set of policies under this theme are intended to protect and enhance the natural features that make a contribution to both physical and mental well-being and so are likely to generally positive in terms of the protected characteristics. The Flooding policies should help to protect the interest, life and property of all the groups with protected characteristics. However, measures to retain local biodiversity and landscape assets such as the retention of Cornish Hedges, stiles or traditional surface treatments, may impact on older people, those with a disability etc.</p> <p><b>MITIGATION</b> The NDP therefore includes a note to the effect that in applying the policies in this section users should be aware of and carefully take into account the needs of groups with special characteristics as set out in the Equalities Act 2010.</p>
Disability	✓			✗		
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓			✗		



Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: MANAGE THE RURAL AREAS OF THE PARISH IN A SYMPATHETIC MANNER</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>The use of settlement development boundaries as proposed is unlikely to have a negative impact on any of groups with special characteristics as set out in the Equalities Act 2010, and might be positive in retaining the familiar form and scale of the settlements which could assist wheelchair users or those with visual impairment. Other policies increase the supply of housing and employment opportunities available in the rural area.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: MEET THE CHANGING DEMAND FOR HEALTH, EDUCATION, COMMUNITY &amp; EMERGENCY SERVICES AND FACILITIES</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>It can be anticipated that these policies will indirectly support groups with protected characteristics by providing support for additional and enhanced education, community and health services.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>

Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: MEET THE GROWING DEMAND FOR ADDITIONAL SPORT, RECREATION AND LEISURE FACILITIES</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>It can be anticipated that these policies will indirectly support groups with protected characteristics by providing additional and enhanced leisure opportunities, and also resisting loss of any existing green spaces, allotments etc. etc. The NDP projects associated with this theme will provide opportunities to benefit groups with protected characteristics, for example by improving play spaces, spaces for social interaction, improved road safety, and healthy exercise.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: IMPROVED AND SUSTAINABLE CONNECTIVITY</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age				x		<p>Overall the set of policies under this theme should be of wide benefit, including for people falling within the protected characteristics. However, promoting sustainable access can, if not done carefully, be of detriment to the interest of groups with protected characteristics, for example through reducing access for car-users with disabilities, footpaths routes which are insufficiently lit or have rough and harsh traffic calming measures, or poorly delineated shared surfaces.</p> <p><b>MITIGATION</b></p> <p>Policy CON 3 includes a reference to ensuring design takes into account the needs of groups with protected characteristics, particularly those with age-related infirmity, disability and/or poor health applying the principle of 'Least Restrictive Access'. A similar criteria is included in policies applicable to estate developments and the footpath/cycle network. These aspects are particularly important in view of the growing elderly population of the Town.</p>
Disability				x		
Gender reassignment		o				
Marriage and civil partnership		o				
Pregnancy and maternity				x		
Race		o				
Religion and Belief		o				
Sex		o				
Sexual orientation		o				

<b>Theme: CLIMATE CHANGE</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>Support for measures to tackle the causes and impacts of the climate crisis are likely to be of short and long-term benefits to those who are in one of the protected characteristic groups in terms of more immediate economic benefits and reduced long term negative effects of climate change.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					

Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					

<b>Theme: DELIVERY PLAN</b>						
Protected characteristic	Assessed Impact					Comments and Mitigation
	Positive	Neutral	Negative Low	Negative Med	Negative High	
Age	✓					<p>The delivery plan is intended to help plan the delivery of the vision, objectives, policies and projects of the NDP. It is considered that these will be of broad benefit to the entire community. However it is a useful place to reiterate the message that in applying the NDP users should be aware of and carefully take into account the needs of groups with protected characteristics as set out in the Equalities Act 2010.</p> <p><b>MITIGATION: NONE NECESSARY</b></p>
Disability	✓					
Gender reassignment	✓					
Marriage and civil partnership	✓					
Pregnancy and maternity	✓					
Race	✓					
Religion and Belief	✓					
Sex	✓					
Sexual orientation	✓					



## 8. Conclusion

8.1 An assessment of the vision, objectives and policies contained in the Saltash NDP indicates that none of them will have high negative impacts upon groups with protected characteristics, with most being medium or low impact, and capable of mitigation (which has been included in the NDP). Many of the policies will make a positive contribution to the needs of those in the community with protected characteristics.