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North Norfolk District Council

Equality Impact Assessment

Proposed Submission Version Local Plan 2016 - 2036
July 2022

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Part 1 – Responsibility and Proposed Activity

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Date of EQIA	July 2022

Title of activity	North Norfolk Local Plan 2016 – 2036 Proposed Submission Version
Summarise the overall aims of the activity/ proposal and how it will achieve them.	<p>The purpose of the Proposed Submission Version North Norfolk Local Plan (Local Plan) is to set out the long-term vision and strategy for how towns, villages and the countryside of North Norfolk will develop and evolve up to 2036.</p> <p>The Local Plan sets the planning framework with land use policies and development proposals which provide the foundation to guide, support, and deliver sustainable and climate resilient development in North Norfolk through planning decisions.</p> <p>The Local Plan will be part of the statutory development plan for the District, with links to several plans and policies, including the following: any ‘made’ Neighbourhood Plans, the Minerals and Waste Local Plan prepared by Norfolk County Council, and the Broads Local Plan for that part of the District which lies within the Norfolk Broads.</p>

Part 2: Impact Assessment

Introduction

The Equality Act 2010 requires the Council to pay due regard to the way it can eliminate:

- Discrimination, harassment, victimisation;
- Promote equality of opportunity for everyone; and
- Encourage good relations between people of different backgrounds.

An Equality Impact Assessment (EqIA) is a tool that helps public authorities make sure their policies, and the ways they carry out their functions, achieve their intended purpose(s) for everybody. Carrying out an EqIA involves systematically assessing the likely (or actual) effects of the above on people in respect of age, disability, gender reassignment, race, religion, sexual orientation, sex, marriage and civil partnership, and pregnancy and

maternity. This includes looking for opportunities to promote equality that may have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated, where possible. If any negative or adverse impacts amount to unlawful discrimination, they must be removed.

This EqIA reviews North Norfolk District Council's Regulation 19 stage of local plan preparation. The Proposed Submission Version North Norfolk Local Plan 2016 – 2036 (hereafter the Local Plan) details the proposed policies of the Council for the period up to 2036. The Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs.

The purpose of the EqIA is to assess the potential impact of the policies in the Local Plan on different groups within the District. The specific groups are those set out in the Equality Act 2010 as protected characteristics. An assessment of the Local Plan policies has been undertaken in relation to these protected characteristics:

- Age
- Disability
- Gender Reassignment
- Race
- Religion or Belief
- Sexual Orientation
- Sex
- Marriage and Civil Partnership
- Pregnancy and Maternity

In addition to the protected characteristics, there are multiple other factors and characteristics which can lead to people being particularly at risk of disadvantage and social exclusion. Socio-economic factors, determined by social class and income level are vital considerations as they increase the likelihood of experiencing poverty, deprivation, ill-health and other related outcomes.¹ Therefore, the assessment undertaken also considers the impact of the policies of the Local Plan in relation to socio-economic impact within the District.

An EqIA was undertaken and published at the first stage of the Local Plan preparation (the Regulation 18 Notification). This assessed any potential impacts on equalities of the broad themes being proposed to be included in the Local Plan and from the methods of consultation. No adverse impacts were identified for any protected group. The different needs of different groups have been considered throughout the plan making process.

At each stage of the Local Plan's preparation, community engagement and consultation has been undertaken. The feedback and comments received at each stage have informed the following stage of the Local Plan's production. All stages have been undertaken in accordance with the Council's [Statement of Community Involvement](#). The Local Plan's accompanying [Consultation Statement](#) sets out how North Norfolk District Council has involved the community and various bodies in the preparation of the Local Plan, including how the Council has complied with Regulation 18 of the Town and Country Planning (Local Development) (England) 2012 Regulations and how it has undertaken engagement in accordance with the 2012 Regulations.

¹ Beyond Box-Ticking A Short Guide to Meaningfully Assessing Local Plan Policy Impacts on Equality and Inclusion. Town and Country Planning Association October 2019 pp

Context

The following information provides an overview of the social diversity within the District. It identifies, insofar as possible, the different groups included in the EqIA. The information is taken mostly from the 2011 Census, and where available, from the 2021 Census.

Age

The information in Table 1 below shows the number of people in each age group and the percentage they represent in the overall population. North Norfolk's figures are compared against those of Norfolk County and the overall figures for England for each age group. The percentage of people in the age groups of those under 10 years old is noticeably lower than the county and national figures. The percentages of those in their teenage years are more aligned with the county and national equivalents. However, the percentages of North Norfolk residents in age groups between 20 and 44 are considerably lower than county and national figures. The percentage of those people in the age groups over 45 are consistently higher than county and national figures. Notably the District has almost double the percentage of people in the 74 to 85 age group than England as a whole.

Table 1 Age Structure

	North Norfolk		Norfolk		England	
	Number	%	Number	%	Number	%
All usual residents	101,499	100.0	857,888	100.0	53,012,456	100.0
Age 0 to 4	4,327	4.3	46,531	5.4	3,318,449	6.3
Age 5 to 7	2,470	2.4	25,317	3.0	1,827,610	3.4
Age 8 to 9	1,680	1.7	16,340	1.9	1,145,022	2.2
Age 10 to 14	4,954	4.9	46,376	5.4	3,080,929	5.8
Age 15	1,238	1.2	10,421	1.2	650,826	1.2
Age 16 to 17	2,205	2.2	20,122	2.3	1,314,124	2.5
Age 18 to 19	1,911	1.9	20,071	2.3	1,375,315	2.6
Age 20 to 24	4,542	4.5	51,984	6.1	3,595,321	6.8
Age 25 to 29	4,279	4.2	49,508	5.8	3,650,881	6.9
Age 30 to 44	14,596	14.4	154,289	18.0	10,944,271	20.6
Age 45 to 59	20,861	20.6	168,410	19.6	10,276,902	19.4
Age 60 to 64	9,239	9.1	63,288	7.4	3,172,277	6.0
Age 65 to 74	14,820	14.6	96,126	11.2	4,552,283	8.6
Age 75 to	10,205	10.1	63,291	7.4	2,928,118	5.5

84						
Age 85 to 89	2,682	2.6	17,068	2.0	776,311	1.5
Age 90 and over	1,490	1.5	8,746	1.0	403,817	0.8

Source: Census 2011 Data from the Nomis website

The first data release from the 2021 Census indicates that in North Norfolk, since the 2011 Census, there has been an increase of 17.8% in people aged 65 years and over, a decrease of 5.6% in people aged 15 to 64 years, and a decrease of 4.0% in children aged under 15 years.²

Disability

The proportion of the District's residents who recorded that their day-to-day activities were limited by a long-term health problem or disability is particularly high at 23.3%, compared to 17.6% in England. Given the high proportion of older people in the District, the higher proportion of residents who do not consider themselves to be in very good/good health and the higher proportion of people who have their day-to-day activities affected by long-term health problems or disabilities is not unexpected, although it is recognised that this proportion is likely to increase with the expected growth of older people in the District.

Table 2 Day to Day Activity Limitations

	North Norfolk	Norfolk	England
	%	%	%
Day-to-day activities limited a lot	10.3	9.1	8.3
Day-to-day activities limited a little	13	11	9.3
Day-to-day activities not limited	76.7	79.9	82.4

Source: Census 2011 Data from Norfolk Insight website

Gender Reassignment

There are no statistics readily available for this protected characteristic in North Norfolk. The 2021 Census included a new question asking adults (16+): 'is the gender you identify with the same as your registered sex at birth?' The results, when released, should provide better evidence to assess equality matters for gender reassignment in the District.

Race

Table 3 below shows that in 2011 there were a considerably higher percentage of North Norfolk residents who identified themselves as white compared to Norfolk and England. In North Norfolk 96.6% identified themselves as white English/Welsh/Scottish/Northern Irish/British as opposed to 92.4% in Norfolk and 79.8% in England as a whole.

² [How the population changed in North Norfolk, Census 2021 - ONS](#)

Table 3 Population by Ethnic Origin

Ethnic Group	North Norfolk		Norfolk		England	
	Number	%	Number	%	Number	%
All usual residents	101,499	100.0	857,888	100.0	53,012,4456	100.0
White	100,127	98.6	828,018	96.5	45,281,142	85.4
White: English / Welsh / Scottish / Northern Irish / British	98,001	96.6	793,086	92.4	42,279,236	79.8
White: Irish	354	0.3	3,677	0.4	517,001	1.0
White: Gypsy or Irish Traveller	46	0.0	922	0.1	54,895	0.1
White: Other White	1,726	1.7	30,333	3.5	2,430,010	4.6
Mixed / Multiple Ethnic Groups	617	0.6	10,027	1.2	1,192,879	2.3
White & Black Caribbean	194	0.2	2,493	0.3	415,616	0.8
White & Black African	76	0.1	1,905	0.2	161,550	0.3
White & Asian	197	0.2	2,979	0.3	332,708	0.6
Other Mixed	150	0.1	2,650	0.3	283,005	0.5
Asian / Asian British	531	0.5	13,017	1.5	4,143,403	7.8
Indian	112	0.1	4,043	0.5	1,395,702	2.6
Pakistani	5	0.0	700	0.1	1,112,282	2.1
Bangladeshi	67	0.1	933	0.1	436,514	0.8
Chinese	141	0.1	3,208	0.4	379,503	0.7
Other Asian	206	0.2	4,133	0.5	819,402	1.5
Black /African / Caribbean / Black British	157	0.2	4,609	0.5	1,846,614	3.5
African	67	0.1	3,096	0.4	977,741	1.8
Caribbean	73	0.1	905	0.1	591,016	1.1
Other Black	17	0.0	608	0.1	277,857	0.5
Other Ethnic Group	67	0.1	2,217	0.3	548,418	1.0
Arab	10	0.0	963	0.1	220,985	0.4
Any other Ethnic Group	57	0.1	1,254	0.1	327,433	0.6

Source: Census 2011 Data from Norfolk Insight website

Religion or Belief

Table 4 below shows that the percentage of people identifying themselves as Christian in North Norfolk was 66%, which was higher than in Norfolk or England. The proportion of those who were members of other religions was lower when compared to the rest of the county and the country. Notably only 0.2% of respondents identified themselves as Muslim. This was compared to 0.6% in Norfolk and 5% in England as a whole. 25.2% of North Norfolk residents identified themselves as having no religion, which is lower than the proportion in Norfolk but comparable with England as a whole. The proportion of respondents who did not state their religious belief was equal to the county and marginally higher than for England.

Table 4 Religious Identity

Religion	North Norfolk		Norfolk		England	
	Number	%	Number	%	Number	%
All usual residents	101,499	100.0	867,888	100.0	53,012,456	100.0
Has religion	68,162	67.2	538,757	62.8	36,094,120	68.1
Christian	66,973	66.0	523,163	61.0	31,479,876	59.4
Buddhist	286	0.3	2,901	0.3	238,626	0.5
Hindu	51	0.1	2,295	0.3	806,199	1.5
Jewish	123	0.1	983	0.1	261,282	0.5
Muslim	158	0.2	5,021	0.6	2,660,116	5.0
Sikh	21	0.0	461	0.1	420,196	0.8
Other religion	550	0.5	3,933	0.5	227,825	0.4
No religion	25,586	25.2	254,240	29.6	13,114,232	24.7
Religion not stated	7,751	7.6	64,891	7.6	3,804,104	7.2

Source: Census 2011 Data from Norfolk Insight website

Sexual Orientation

According to a 2020 dataset³ from the ONS 95.5% of the East of England identifies as heterosexual or straight, 1.3% as gay or lesbian, 1.0% as bisexual and the remainder identifying as “Other” or “Don’t know or refuse”. This compares to the statistics for England of 93.3% straight, 1.8% gay or lesbian and 1.3% bisexual. No data was available at district council level regarding this protected characteristic.

However, the 2021 Census included a new voluntary question for respondents aged 16 and over, which asked whether they identify as gay, lesbian, bisexual, heterosexual or some other sexual orientation. The results, when released, should provide better evidence to assess equality matters relating to sexual orientation.

Sex

The total population of North Norfolk has increased by 1.5%, from around 101,500 in 2011 to 103,000 in 2021 of which 52,700 (51.2%) are female and 50,300 (48.8%) are male. This is lower than the overall population increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800.⁴

Marriage and Civil Partnership

The 2011 Census recorded that 53.4% of all people aged 16 and over in North Norfolk were married. This is higher than the figures for Norfolk and for England. The 2011 Census also recorded that 0.3% of North Norfolk residents aged 16 and over were in registered same-sex civil partnerships. This proportion is similar to the county and national figures.

³ [Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk) accessed 01 July 2022

⁴ Census 2021; Office for National Statistics licensed under the Open Government Licence.

Table 5 Marital and civil partnership status (2011)

	North Norfolk	Norfolk	England
	%	%	%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	10.3	10.1	9
In a registered same-sex civil partnership	0.3	0.2	0.2
Married	53.4	50	46.6
Separated (but still legally married or still legally in a same-sex civil partnership)	2.2	2.3	2.7
Single (never married or never registered a same-sex civil partnership)	24.2	29.5	34.6
Widowed or surviving partner from a same-sex civil partnership	9.6	7.9	6.9

Source: Census 2011 Data from Norfolk Insight website

Pregnancy and Maternity

North Norfolk had 600 live births in 2020 (ONS 2020 from Nomis website). The birth rate was 5.7 per 1,000 of the population. This is lower than the Norfolk County birth rate of 8.4 and significantly lower than the rate of 10.3 births per 1,000 of the population for England.

Socio-Economic

The proportion of people living in the very highest levels of deprivation in North Norfolk is lower than the England average, although the District is ranked high for some deprivation indicators, including the physical and financial accessibility of housing and local services.

In North Norfolk, 10.6% of the population was income-deprived in 2019. Of the 316 local authorities in England (excluding the Isles of Scilly), North Norfolk was ranked 169th most income-deprived. Of the 62 neighbourhoods in North Norfolk, 1 was among the 20 percent most income-deprived in England.⁵

Policy Assessment Summary

The Local Plan contains multiple policies and has the underlying principle to deliver sustainable and climate resilient development to secure a better quality of life for everyone now and for future generations. All the policies within the Local Plan contribute towards achieving sustainable and climate resilient development including policies promoting the location of new homes, jobs and economic growth, conservation and enhancement of the natural environment and built heritage, improved infrastructure, renewable energy, green spaces, and the development of balanced communities.

Individual site allocation policies have not been assessed within this EqIA. The allocations are subject to the policies of the Local Plan which have been subject to the EqIA. It is not therefore considered necessary to assess individual sites. Nevertheless, it is acknowledged that site allocations are intended to ensure that sufficient development land is available in the District to meet all likely future development needs. Therefore, the site allocations will be integral to the delivery of the positive impacts identified for those members of the community

⁵ [Exploring local income deprivation \(ons.gov.uk\)](https://ons.gov.uk) [accessed 4 July 2022]

who have one or more protected characteristics, and the community of North Norfolk as a whole.

Other than the site allocation policies, each policy within the Local Plan is subject to assessment to identify the potential impact on the different equality target groups. The potential impact could be negative, positive, or neutral. If a policy is likely to have a positive or negative impact on a particular group or groups, this is indicated and an explanation about why is provided. If there is no effect on a particular group, this is recorded as neutral. This does not mean that the policy is not relevant to this group but that it does not affect it in either a positive or negative way.

Overall, the policies of the Local Plan should have mainly positive impacts for all sections of the community in North Norfolk, including those who have a protected characteristic. The full assessment is provided at Part 3 of this report.

Part 3: Testing of the Local Plan Against Protected Characteristics

Part 3 tests the individual policies of the Local Plan against each of the protected characteristics and ascribes a Neutral, Positive or Negative effect.

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?									Socio Economic Impact - (including poverty)	Explanation	
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity			
<i>Delivering Climate Resilient Sustainable Growth</i>												
CC 1 - Delivering Climate Resilient Sustainable Growth	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	CC 1 seeks to ensure that new development positively contributes to mitigating and adapting to climate change and delivers climate resilient sustainable growth. The policy is expected to positively impact all sections of the community. Its promotion of efficient use of resources and the directing of development to areas where services and sustainable transport modes will be available may also be more positive for less mobile groups, including people with the protected characteristics of age, disability, pregnancy, and maternity and those experiencing income deprivation than for the general population, as it will increase accessibility to services.
CC 2 - Renewable & Low Carbon Energy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 2 seeks to help increase the use and supply of renewable and low carbon energy. The overall effects are positive but no more positive than for the general population except in relation to socio-economic impacts, as it will encourage the delivery of additional specialist high skill employment in the renewable and low carbon sectors across the district and may help address fuel poverty.
CC 3 - Sustainable Construction, Energy Efficiency & Carbon Reduction	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 3 seeks to promote a proactive strategy to mitigate and adapt to climate change through a movement towards a low carbon future in building construction. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It may have positive socio-economic impacts by improving energy efficiency.
CC 4 - Water Efficiency	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 4 requires development to minimise its impact on water resources. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It may have positive socio-economic impacts by improving water efficiency.
CC 5 - Coastal Change Management	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 5 seeks to reduce the risk from coastal change by managing the types of development in potential risk areas. The policy has clear benefits to all members of society directly affected by coastal erosion issues. It may have positive socio-economic impacts from enabling coastal communities to be sustainable and economically viable.
CC 6 - Coastal Change	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 6 seeks to make provision for development and

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?										Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity			
Adaptation												infrastructure that needs to be relocated away from Coastal Change Management Areas. The policy has clear benefits to all members of society directly affected by coastal erosion issues.
CC 7 - Flood Risk & Surface Water Drainage	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 7 seeks to avoid or mitigate the risk of flooding. The policy has clear benefits to all members of society.
CC 8 - Electric Vehicle Charging	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 8 seeks to promote and ensure delivery of appropriate electric vehicle charging infrastructure and to future proof developments in the district. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
CC 9 - Sustainable Transport	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Positive	CC 9 seeks to ensure that new development maximises the opportunities for the use of sustainable forms of transport and that the public highway remains safe and convenient to use for all road users. The policy particularly benefits those with limited mobility and those experiencing income deprivation.
CC 10 - Biodiversity Net Gain	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 10 seeks biodiversity net gain to help protect and enhance the natural environment. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
CC 11 - Green Infrastructure	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Positive	CC 11 seeks to conserve and enhance existing green infrastructure and ensure the provision of new green infrastructure to improve connectivity and access. This policy particularly benefits those with limited mobility and those experiencing income deprivation by improving accessibility.
CC 12 - Trees, Hedgerows & Woodland	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 12 seeks the protection, retention and provision of trees, hedgerow, woodland and other natural features. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
CC 13 - Protected Environmental Quality	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 13 seeks to avoid, minimise and reduce all emissions and other forms of pollution. The policy may positively impact people with poor health, particularly in relation to air quality.
<i>Spatial Strategy</i>												
SS 1 - Spatial Strategy	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	Positive	SS 1 sets out the distribution of development and provides the framework to deliver the necessary growth to meet the district's needs. The policy is expected to positively impact all sections of the community. The directing of development to areas where services and sustainable transport modes will be available and its link to affordable housing provision may though be more positive for less mobile

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?										Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity			
												groups, and those experiencing income deprivation.
SS 2 - Development in the Countryside	Positive	Positive	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Positive	Neutral		SS 2 seeks to manage the types of development allowed in the designated countryside. The policy may particularly benefit those with the protected characteristics of race, age, disability, pregnancy and maternity and religion or belief because of its support for accommodation for Gypsies and Travellers, the elderly infirm, and others requiring care, and for community facilities and services which include community halls, health, education and places of worship.
SS 3 - Community -Led Development	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive		SS 3 seeks to support community-led development. The policy is expected to positively impact all sections of the community. The policy may particularly benefit those experiencing income deprivation, and young people, by supporting the provision of affordable housing and play areas.
<i>Delivering Well Connected, Healthy Communities</i>												
HC 1 - Health & Wellbeing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive		HC 1 seeks to ensure that health infrastructure and well-being are considered as integral to the development process. The policy may particularly benefit those people more likely to access healthcare services.
HC 2 - Provision & Retention of Open Spaces	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral		HC 2 seeks to protect existing open spaces and to ensure new development is served by the right amount and type of open space. The policy is expected to positively impact all sections of the community.
HC 3 - Provision & Retention of Local Facilities	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive		HC 3 seeks to support the provision of new community facilities and services in sustainable locations and to prevent the premature loss of existing facilities. The policy is expected to positively impact all sections of the community. It may be particularly positive for those people more likely to access community facilities and services.
HC 4 - Infrastructure Provision, Developer Contributions & Viability	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral		HC 4 sets out the strategic approach to infrastructure provision, developer contributions and viability. Education and play space infrastructure will be secured through this policy, as well as affordable housing and healthcare. The policy is expected to positively impact all sections of the community. It may particularly benefit those in poor health and children and young adults in education.
HC 5 - Fibre to the Premises (FTTP)	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive		HC 5 seeks to improve the provision and quality of digital communications, including broadband, across the district and to ensure all new dwellings and

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?										Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity			
												workplaces are connected by fibre, or can be connected, in the future. The policy is expected to positively impact all sections of the community. By facilitating social inclusion, the policy may particularly benefit those with reduced mobility. It may have positive socio-economic impacts by attracting new businesses.
HC 6 - Telecommunications Infrastructure	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	HC 6 seeks to maximise digital connectivity across the district. The policy is expected to positively impact all sections of the community. Improved connectivity may particularly benefit those with reduced mobility. It may have positive socio-economic impacts by attracting new businesses.
HC 7 - Parking Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	HC 7 seeks to ensure the provision of adequate safe and secure vehicle and cycle parking. The policy may particularly benefit those with reduced mobility.
HC 8 - Safeguarding Land for Sustainable Transport	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	HC 8 seeks to safeguard land for potential sustainable transport related uses. This policy may result in improved accessibility for those with reduced mobility and who use mobility aids / pushchairs because of the potential link with improved surfacing of walking routes.
<i>Environment</i>												
ENV 1 - Norfolk Coast Area of Outstanding Natural Beauty & The Broads	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 1 seeks to ensure appropriate high-level protection of these designated landscapes. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 2 - Protection & Enhancement of Landscape and Settlement Character	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 2 seeks to ensure the protection and enhancement of landscape and settlement character. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 3 - Heritage & Undeveloped Coast	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ENV 3 seeks to protect the appearance and character of the coast. It may have positive socio-economic impacts by its support for the replacement of development threatened by coastal erosion.
ENV 4 - Biodiversity & Geodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 4 seeks to protect and enhance biodiversity and geodiversity. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 5 - Impacts on International & European sites: Recreational Impact Avoidance & Mitigation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 5 seeks to ensure compliance with the Conservation of Habitats and Species Regulations 2017 and to enable growth by the implementation of measures to avoid adverse effects on the integrity of the qualifying feature of Habitats Sites arising from

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?										Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity			
Strategy												recreational disturbance. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 6 - Protection of Amenity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 6 seeks to maintain, protect and promote adequate living and working conditions to ensure good standards of amenity for existing and future occupiers. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 7 - Protecting & Enhancing the Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 7 seeks to conserve and where possible enhance the historic environment. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 8 - High Quality Design	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 8 sets expected standards of design to ensure the special character and qualities of North Norfolk are maintained and enhanced. A key element of good design recognised by the policy is ensuring that development accords with minimum space standards and accessible and adaptable homes policies. The policy may particularly benefit those with reduced mobility.
<i>Housing</i>												
HOU 1 - Delivering Sufficient Homes	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Positive	Positive	HOU 1 sets a minimum housing target for the district to ensure that all existing and future housing needs are addressed in locations that comply with the spatial strategy (SS 1). This policy includes provision for affordable housing. This will likely benefit younger people and those from economically disadvantaged backgrounds or lower income households. Elderly persons accommodation is also provided for.
HOU 2 - Delivering the Right Mix of Homes	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Positive	Positive	HOU 2 seeks to ensure that the type, size and tenure of homes provided meets identified needs. The overall effects are positive. This policy is likely to be particularly positive for younger and older people, those with a disability, and those from economically disadvantaged backgrounds or lower income households, because of the requirements to provide affordable housing and specialist elderly care and housing to meet the needs of others needing support.
HOU 3 - Affordable Homes in the Countryside (Rural Exceptions Housing)	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Positive	Positive	HOU 3 seeks to deliver an increased supply of affordable homes in the designated countryside as an exception to normally restrictive planning policies to address locally arising needs. This policy is likely to be particularly positive for people from economically

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	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity		
											disadvantaged backgrounds or lower income households.
HOU 4 - Essential Rural Worker Accommodation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	HOU 4 seeks to meet the need for essential accommodation associated with the use of land for agriculture, forestry and other rural based businesses in locations that would otherwise be judged as unsustainable. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It may have positive socio-economic impacts by supporting businesses.
HOU 5 - Gypsy, Traveller & Travelling Showpeople's Accommodation	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 5 seeks to meet the needs for both permanently occupied and transit pitches for the Gypsy, Traveller and Travelling Showpeople communities. The policy is expected to have a positive impact on the protected characteristic of race, as it addresses the needs of specific ethnic groups.
HOU 6 - Replacement Dwellings, Extensions, Domestic Outbuildings & Annexed Accommodation	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 6 seeks to manage the visual impacts of proposed replacement dwellings, house extensions and domestic outbuildings. The policy may be particularly positive for the elderly, young adults and those with disabilities, by allowing for improved accommodation and /or semi-independent living within a wider family unit.
HOU 7 - Re-Use of Rural Buildings in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 7 allows for the conversion and re-use of good quality, structurally sound buildings whilst respecting character and protecting wildlife. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
HOU 8 - Accessible & Adaptable Homes	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	HOU 8 seeks to ensure that new homes are built to accessible and adaptable standards. The policy is expected to positively impact all sections of the community. It is likely to be particularly positive for older people and those with a disability. It may have positive socio-economic impacts by enabling people to remain in their own homes for longer.
HOU 9 - Minimum Space Standards	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 9 seeks to ensure that new homes provide sufficient internal space, privacy and storage facilities to offer a reasonable minimum level of residential amenity and quality of life. The policy is expected to positively impact all sections of the community. It is likely to be particularly positive for those with limited mobility.
<i>Economy</i>											
E 1 - Employment Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 1 seeks to ensure that a sufficient quantity of land is

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											reserved for employment generating developments across the district. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It is likely to have positive socio-economic effects by providing land for future employment generating proposals.
E 2 - Employment Areas, Enterprise Zones & Former Airbases	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 2 seeks to ensure that designated employment land is protected for employment uses. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It is likely to have positive socio-economic effects by ensuring the retention of designated employment land.
E 3 - Employment Development Outside of Employment Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 3 seeks to provide opportunities for businesses located outside of designated employment areas to expand and thrive. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It is supportive of business and therefore likely to have positive socio-economic effects.
E 4 - Retail & Town Centre Development	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 4 seeks to maintain and enhance the vitality, viability and sustainability of the district's town centres. The policy is expected to positively impact all sections of the community. It is likely to be particularly positive for less mobile groups such as older and disabled people, people with young children and those experiencing income deprivation, by increasing accessibility to services.
E 5 - Signage & Shopfronts	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 5 provides guidance on the siting and design of advertisements and shopfronts. The policy will benefit all sections of the community. The impact on protected characteristics is neutral. There may be socio-economic benefits by support for appropriate advertisement of businesses.
E 6 - New Tourist Accommodation, Static Caravans & Holiday Lodges, & Extensions to Existing Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 6 seeks to ensure that new-build tourist accommodation, static holiday caravans and holiday lodges are in appropriate locations and allows flexibility for businesses situated within the countryside the opportunity to expand. The policy will benefit all sections of the community. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals.
E 7 - Touring Caravan & Camping Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 7 seeks to direct the use of land for touring caravan and camping sites to appropriate locations. The impact

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											on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals.
E 8 - New Tourist Attractions & Extensions	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 8 seeks to ensure that tourist attractions proposals and extensions are encouraged in appropriate locations. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals.
E 9 - Retaining an Adequate Supply & Mix of Tourist Accommodation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 9 seeks to retain a mix of all types of tourist accommodation. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals.

Part 4: Monitoring

The Council will monitor the implementation and impact of the Local Plan policies through the production of the Annual Monitoring Report (AMR). The monitoring framework is set out in the Local Plan which provides a robust basis for future monitoring. The AMR will provide factual evidence and will show population change, changes in legislation and other factors that impact on the delivery of the Local Plan. Local Plans are typically reviewed every 5 years.

Part 5: Conclusion

This EqIA has examined whether the Local Plan will have an adverse impact on or discriminate against different groups in the community. The assessment identified that all policies within the Local Plan are likely to have either a positive impact or a neutral (no differential impact) on the different protected characteristics. There are no identified adverse impacts. Therefore, it is not necessary to revise or remove any of the Local Plan policies. The identified benefits will also have benefits for the wider community. There are some policies within the Local Plan which favour or target certain groups, the justification for these approaches can be found within the Council's evidence base and the framework provided by Government guidance.