

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	City Development		
Service Area:	Strategic Planning Policy		
Name of the proposal :	The submission version of the Copmanthorpe Neighbourhood Plan and associated public consultation		
Lead officer:	Alison Cooke Head of Strategic Planning Policy		
Date assessment completed:	13 March 2025		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Alison Stockdale	Principal Strategic Planning Policy Officer	City of York Council	Strategic Planning Policy
John Roberts	Strategic Planning Policy Officer	City of York Council	Strategic Planning Policy

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>Copmanthorpe Parish Council has submitted the draft of its neighbourhood plan to the City of York Council for examination. The Neighbourhood Plan has been developed by the Parish Council in consultation with the community and in accordance with appropriate legislation including the Neighbourhood Planning Regulations 2012. Policies within the Plan relate to land use planning and seek to guide development within the plan area (in this instance Copmanthorpe Parish). Once the examination process is completed the Plan will be 'made' by the City of York Council and become part of the development plan for the area.</p> <p>Policies within the draft Neighbourhood Plan cover issues around housing (including affordable and local occupancy), design principles, Green Belt, green infrastructure, community facilities and consultation.</p> <p>Prior to the examination, the City of York Council is required to undertake a public consultation on the neighbourhood plan for a minimum of 6 weeks. Although the consultation is open to anyone to comment on it, it is aimed at those people who live, work, or carry out business within the neighbourhood plan area. The consultation will be carried out in accordance with an agreed consultation strategy.</p>

1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<p>Neighbourhood Plans were introduced under the Localism Act 2011 with the regulatory details defined within the Neighbourhood Planning Regulations 2012. A Neighbourhood Plan must also meet the basic conditions defined within Schedule 4b of the Town and Country Planning Act 1990. These include the requirement that the plan has regard to national policies and advice included in guidance issued by the Secretary of State.</p> <p>Regulation 16 of The Neighbourhood Planning (General) Regulations (amended) requires Local Planning Authorities to publicise a neighbourhood plan as soon as possible after receiving it. This includes publicising the documents on their website, in such a manner that they consider is likely to bring the proposals to the attention of those who live, work or carry out business in the neighbourhood plan area.</p> <p>Additionally, the Council's duties under the Equalities Act 2010 and the Human Rights Act 1998 are key considerations in the process.</p>
1.3	Who are the stakeholders and what are their interests?
	<p>The stakeholders include people who live, work and carry out business in Copmanthorpe Parish. Also, those submitting planning applications in the area, statutory consultees and any other interested parties.</p> <p>The Neighbourhood Plan will provide policies to guide development in the area which will be relevant to residents, developers, businesses and other consultation bodies.</p>

<p>1.4</p>	<p>What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.</p>
	<p>Once the Neighbourhood Plan has been ‘made’ it will become part of the development plan for the area and will be used to guide development and in the determination of planning applications.</p> <p>The Plan aims to provide a better knowledge and localised spatial planning framework for the future development of the Copmanthorpe parish, within the statutory framework of the City of York Local Plan and National Planning Policy Framework. It aims to produce a policy compliant tool to help consider planning applications in the Parish, improving the environment and making the Parish a more fulfilling area to live and work.</p> <p>The Plan particularly links the following priority in the Council Plan 2023-2027:</p> <ul style="list-style-type: none"> • a) Health and wellbeing: A health generating city for children and adults; <p>The consultation strategy for the public consultation will ensure that the right participants are engaged supporting the plan’s core commitment to Equalities and Human Rights. Section 12 of the Council Plan (Working with Communities) champions working in partnership with providers in the City, learning from community groups, listening to residents through various mediums. This is reflected in the community led approach promoted by neighbourhood plans.</p>

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	Source of data/supporting evidence	Reason for using
	Pre-Submission version of the Copmanthorpe Neighbourhood Plan and consultation on it.	The Pre-Submission version of the Copmanthorpe Neighbourhood Plan and its consultation, together with its supporting documents (Consultation Statement, Basic Conditions Statement, HRA & SEA) provide an important source of evidence and insight into the needs and expectations of the residents of Copmanthorpe Parish
	City of York Local Plan (adopted February 2025)	Provides the overarching planning policies and framework to address the spatial framework for the Copmanthorpe Neighbourhood Plan. The Local Plan has been subject to equalities assessments at key stages of preparation.
	Statutory legislation as set out in Section 1.2 above	Sets out the requirements and formal framework for developing a neighbourhood plan.

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
	Gaps in data or knowledge	Action to deal with this
	N/A	N/a

Step 4 – Analysing the impacts or effects.

4.1	<p>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</p>		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	This proposal is not expected to impact on that characteristic.	0	N/A
Disability	This proposal is not expected to impact on that characteristic.	0	N/A
Gender	This proposal is not expected to impact on that characteristic.	0	N/A
Gender Reassignment	This proposal is not expected to impact on that characteristic.	0	N/A
Marriage and civil partnership	This proposal is not expected to impact on that characteristic.	0	N/A
Pregnancy and maternity	This proposal is not expected to impact on that characteristic.	0	N/A
Race	This proposal is not expected to impact on that characteristic.	0	N/A
Religion and belief	This proposal is not expected to impact on that characteristic.	0	N/A
Sexual orientation	This proposal is not expected to impact on that characteristic.	0	N/A

Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	This proposal is not expected to impact on that characteristic.		N/A
Low income groups	The neighbourhood plan contains policies for affordable housing and local occupancy	+	L
Veterans, Armed Forces Community	This proposal is not expected to impact on that characteristic.		N/A
Other	N/A – no other groups identified		N/A
Impact on human rights:			
List any human rights impacted.	This proposal is not expected to impact on that characteristic.		N/A

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>

<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>
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Step 5 - Mitigating adverse impacts and maximising positive impacts

<p>5.1</p>	<p>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</p>
<p>The Copmanthorpe Neighbourhood Plan has been developed by the Parish Council in consultation with the local community to produce land use planning policies to guide development in the area. The submission consultation run by City of York Council will take place in accordance with relevant legislation and an agreed consultation strategy and will directly inform people who work, live and carry out business within the parish as well as consultation bodies, as defined within the legislation.</p>	

Step 6 – Recommendations and conclusions of the assessment

6.1	<p>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</p>	
<p>- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p>		
<p>- Adjust the proposal – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.</p>		
<p>- Continue with the proposal (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty</p>		
<p>- Stop and remove the proposal – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.</p>		
<p>Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.</p>		
Option selected	Conclusions/justification	

No major change to the proposal	The EIA demonstrates the proposal is robust. The neighbourhood plan has been developed by the Parish Council in consultation with the community to produce land-use policies to guide development in the area. A further period of consultation will now be undertaken by CYC in accordance with an agreed consultation strategy and in line with Regulation 16 of the Neighbourhood Planning Regulations.
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Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
N/A	N/A	N/A	N/A

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	Once the Neighbourhood Plan consultation period has been completed, the representations will be submitted to an independent examiner for consideration alongside the draft plan. The independent examiner may suggest modifications to the plan to ensure it is sound and in accordance with national and local policy. After issue of the examiner's report and subject to a successful examination, a report will be taken to Executive for a decision to proceed to referendum at which point this EIA will be reviewed. Subject to a successful referendum, then CYC are required to formally 'make' the Plan. While there is no requirement to update or review a neighbourhood plan, best practise would suggest that the policies are regularly reviewed to reflect current national and local policy.