Grappenhall and Thelwall Neighbourhood Plan

Submission Draft

Equality Impact Assessment

This Equality Impact Assessment (EIA) considers the likely effects of the Grappenhall and Thelwall Neighbourhood Plan on people who share protected characteristics as defined by the Equality Act 2010. The protected characteristics are:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race (including colour, nationality, and ethnic or national origins)
7. Religion or belief (including lack of belief)
8. Sex
9. Sexual orientation

The assessment examines whether the policies of the Neighbourhood Plan are likely to have positive, negative, or neutral impacts on these groups and identifies, where relevant, how potential adverse impacts may be avoided or mitigated.

In addition, the EIA also considers the potential impacts on other groups who are not protected characteristics under the Equality Act 2010, such as carers, care-experienced people, neurodivergent individuals, armed forces veterans, and those experiencing socio-economic disadvantage. This reflects good practice, supports inclusive decision-making, and demonstrates compliance with the Public Sector Equality Duty.

Target group / area	Neutral	Positive	Negative
Protected Characteristics:			
Age (children and young people aged 0 – 24, adults 25 – 50, younger older people 51 – 75/80; older people 81+. Age bands are for illustration only as overriding consideration should be given to needs		Neighbourhood Plan policies support play areas, schools, safe walking and cycling routes for children and young people and specialist and accessible housing for older people. Green spaces, health education, sports and recreation and community facilities are encouraged by the Neighbourhood Plan for intergenerational use.	
Disability (as defined by the Equality Act - a physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities)		Housing policies within the Neighbourhood Plan require accessible and adaptable homes (Building Regulations M4(2)) and wheelchair-accessible homes (M4(3)). Infrastructure and active travel policies such as INF1 seek to improve accessibility and	

		connectivity, and access to services, supporting disabled residents' independence.	
Gender identity (including gender reassignment)	The Neighbourhood Plan does not distinguish between or exclude people on the basis of gender identity. Community facilities, housing and public spaces are intended for inclusive use by all residents.		
Marriage and Civil Partnership	Policies of the Neighbourhood Plan do not differentiate based on marital or partnership status. Housing mix supports a range of household types.		
Race and ethnicity (including Gypsies and Travellers; migrant workers, asylum seekers etc.)	The Neighbourhood Plan is spatial and place-based, applying equally to all residents. It does not include policies that directly		

	affect specific ethnic groups, nor does it restrict access to housing or services based on ethnicity. Affordable housing and community infrastructure policies are inclusive but not targeted.		
Religion or belief	Existing religious and faith-based community facilities are protected under community infrastructure policies. None of the policies of the Neighbourhood Plan limit religious practice or access to places of worship.		
Sex	Neighbourhood Plan policies apply equally regardless of sex. Improvements to lighting, public realm, walking routes, and community facilities may indirectly support safety and accessibility for all genders but are not sex specific.		

Sexual orientation (including heterosexual, lesbian, gay, bisexual)	The Neighbourhood Plan is inclusive in intent and does not differentiate on the basis of sexual orientation. The plan promotes spaces that are accessible to all residents.		
Other Groups:			
Neurodivergent Conditions		Policies in the Neighbourhood Plan around design, green space, and infrastructure promote quieter environments, legible layouts, access to nature, and reduced traffic impacts. These features support sensory comfort and wellbeing for neurodivergent people.	
Carers		The Neighbourhood Plan encourages accessible housing standards, improved transport links, green spaces and play areas, health, education, sports and recreation and community facilities which	

		support carers in their caring roles.	
Care experience as a child or young person and care leavers	The Neighbourhood Plan does not specifically target care-experienced young people; however, affordable housing and smaller dwelling requirements may indirectly support housing accessibility for this group.		
Pregnancy and Maternity		Policies of the Neighbourhood Plan around accessible housing, active travel, green spaces and play areas, healthcare infrastructure protection and community facilities support parents, pregnant women, and families with young children.	
Human rights		The Neighbourhood Plan supports the right to adequate housing, access to green space, health, community participation, and a safe environment.	
Health and wellbeing (consider both the wider		The Neighbourhood Plan's strong emphasis on green	

determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and any effect on health and care services)		and blue spaces, active travel and access to community facilities and health services directly support physical and mental wellbeing for those living in the Parish.	
Socio-economic factors and socio-economic disadvantage		Policies of the Neighbourhood Plan around affordable housing, housing mix, protection of local services and improved transport connectivity help address affordability, accessibility, and cost-of-living pressures.	
Armed Forces Personnel Veterans and their families	None of the policies of the Neighbourhood Plan specifically target armed forces communities. However, policies around affordable housing, accessible homes, and community facilities may indirectly benefit veterans and their families.		