

**BURLEY-IN-WHARFEDALE NEIGHBOURHOOD DEVELOPMENT PLAN**

**EQUALITIES IMPACT ASSESSMENT  
FEBRUARY 2017**

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Burley-in-Wharfedale Parish Council

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Contact: Ian Orton Parish Clerk  
Queens Hall, Main Street,  
Burley-in-Wharfedale  
West Yorkshire LS29 7BT

Tel: 01943 864728

Email:  
[clerk@burleyparishcouncil.gov.uk](mailto:clerk@burleyparishcouncil.gov.uk)

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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 who have a “protected characteristic” and those who do not.
- 1.2 Equality Impact Assessment (EqIA) is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people. 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 be considered.
- 1.3 The following characteristics are identified in the Act as protected characteristics:
  - age;
  - disability;
  - gender reassignment;
  - marriage and civil partnership;
  - pregnancy and maternity;
  - race;
  - religion or belief;
  - sex;
  - sexual orientation.
- 1.4 It is no longer a legal requirement for public bodies to produce an Equality Impact Assessment to cover every policy document or project. However, this document forms part of the assessment of the Burley-in-Wharfedale Neighbourhood Plan to ensure that the Neighbourhood Plan does not have any equalities impacts and that it conforms to the requirements of the Basic Conditions for Neighbourhood Plans.

## **2. Aims of the Equality Analysis**

- 2.1 The purpose of the analysis 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 analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern.
- 2.2 The sections below consider the goals and objectives of the Neighbourhood Plan and then assess the impact of policies and proposals on groups with protected characteristics.

### 3. Methodology

3.1 An assessment has been made on whether the Burley-in-Wharfedale Neighbourhood Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). A brief justification and explanation of the policies and proposals in the Neighbourhood Plan are provided below.

3.2 It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

3.3 Negative and Positive impacts are weighted in relation to their significance.

High impact                      a significant potential impact or beneficial outcome.

Medium impact                    some potential impact exists, some mitigating

Low impact                        almost no relevancy to the process, e.g. an area that is very much legislation-led or extremely low benefits

## 4. Baseline Data

- 4.1 Data for Burley-in-Wharfedale is available for the following protected characteristics: age, disability, race, religious belief, and sex. Data is not readily available for the following protected characteristics: gender reassignment, pregnancy and maternity, and sexual orientation. Unless stated otherwise the data source is the 2011 Census<sup>1</sup>.
- 4.2 In 2011 there were 7338 people living in Burley-in-Wharfedale 14.7% more than in 2001. 48.8% of these were male, and 51.2% were female, compared to 49.2% male and 50.8% female in England.
- 4.3 The age structure is as follows:

Age Structure	Burley-in-Wharfedale	England
All Residents	7338	53,012,456
0-17 years	1,717	11,336,960
	23.4%	21.4%
18-64 years	4299	33,014,967
	58.5%	62.3%
*-Over 65 years	1,322	8,660,529
	18.1%	16.3%

- 4.4 The proportion of young people (0 - 17years) is above the national average whereas the over 65's are slightly higher than the national average. There is a lower proportion of people between 18-64 years than the national average. The working age population is slightly less in Burley-in-Wharfedale than the national average.
- 4.5 The percentage of population in Burley-in-Wharfedale within the 0 - 4-year age range is 6.2%, very slightly below the national average of 6.3%. This suggests that the proportion of people with young families is slightly lower than the national average.
- 4.6 Burley-in-Wharfedale has a higher proportion of people whose day-to-day activities are limited a lot due to long term health problems or disability (13.7%) compared to the national average (8.3%).
- 4.7 In 2011, there were 1326 people economically inactive out of 5145 residents aged 16 to 74.

<sup>1</sup> <http://www.neighbourhood.statistics.gov.uk/dissemination/>

4.8 The profile of ethnic origin for Burley-in-Wharfedale in 2011 was:

	Burley-in-Wharfedale	England
White British;	96.4% 7070	79.8%
White; Other	1.7% 123	5.7%
Mixed/Multiple Ethnic Groups;	1.1% 79	2.3%
Asian/Asian British;	0.6% 42	7.8%
Black/African/Caribbean/	0.1% 11	3.5%
Other Ethnic Group	0.1% 13	1.0%

4.9 These figures indicate that Burley-in-Wharfedale has a very low ethnic population (compared to the national average).

4.10 Religious belief in Burley-in-Wharfedale is strongly weighted towards Christianity:

	Burley-in-Wharfedale	England
Christian	64.8%	59.4%
Buddhist	0.2%	0.5%
Hindu	0.1%	1.5%
Jewish	0.1%	0.5%
Muslim	0.2%	5.0%
Sikh	0.2%	0.8%
Other Religion	0.3%	0.4%
No Religion	26.7%	24.7%
Religion Not Stated	7.2%	7.2%

4.11 The top six non-Christian religions comprise only 1.1% of the population in total compared to 8.7% in England as a whole.

4.12 Gender reassignment and sexual orientation are generally invisible characteristics for which little reliable data exists at local level.

4.13 In summary Burley-in-Wharfedale has:

- a higher proportion of young people (0-17 years old) whereas the over 65's are slightly higher than the national average. There is a lower proportion of people between 18-64 years than the national average and a much lower percentage of young adults aged between 20-29 (6.8% in Burley-in-Wharfedale compared to 13.7% in England), a higher proportion of persons with incapacity or very bad health than nationally;
- a very much lower proportion of ethnic persons than the national average;
- a very much lower proportion of people who practice religions other than Christianity than nationally.

## 5. Vision and Objectives for Burley-in-Wharfedale Neighbourhood Plan

- 5.1 The Burley-in-Wharfedale Neighbourhood Plan will provide a framework of policies and proposals for the development of the Parish to 2030. The current emerging Core Strategy for Bradford MDC allocates 700 dwellings to Burley-in-Wharfedale to 2030.
- 5.2 The Burley-in-Wharfedale Neighbourhood Plan will not seek to allocate any further sites for additional housing, as the parish council firmly believe that Burley-in-Wharfedale needs to be able to consolidate the rapid growth that is already occurring. Given the current quantum of development commitments, it is anticipated that any further growth during the Plan period to 2030 would be limited to small scale windfall infill development.

### Vision

- 5.3 The Vision for Burley-in-Wharfedale is as follows:

***Our vision is to ensure that over future decades, the village of Burley-in-Wharfedale will retain the attractive conservation area centre and green belt surrounding border, which includes Ilkley Moor and its links down to the River Wharfe.***

***Whilst the village will grow, this must be proportionate to its infrastructure and Burley will remain separated from neighbouring communities by green spaces.***

***New developments will be designed to preserve and enhance the character of Burley-in-Wharfedale, such developments will be integrated into the community, benefiting both existing and new residents while enhancing the Wharfe Valley.***

***Open spaces and community services will be improved and new ones created when needed – so that the village and its facilities work well for all its residents and visitors.***

The objectives which the Neighbourhood Plan will seek to attain are as follows:

**OBJECTIVE 1 - To preserve the character of Burley-in-Wharfedale parish**

**OBJECTIVE 2- To meet housing needs**





**OBJECTIVE 3 – To provide the right environment for flourishing employment, retail, business and tourist environment.**

**OBJECTIVE 4 – To promote a suitable level of car parking in accessible locations.**

**OBJECTIVE 5 - To protect and enhance leisure and open space opportunities.**

**OBJECTIVE 6 - To increase access by foot and cycle throughout the parish and into adjoining areas.**

**OBJECTIVE 7 - To improve quality of life and adapt to a changing climate by increasing access to the natural environment.**

**OBJECTIVE 8 - To support education, health and community facilities.**

- 5.4 All of the objectives in the Plan attempt to improve the conditions for all of the population and achieve benefits for all members of the community. In each case, they aim to create an environment which would benefit persons with protected characteristics by providing decent homes, by reducing the need for cars and improving public transport and making village centre facilities more accessible to those with mobility problems, or by enhancing the prospects for local employment.

## **6. Impact of Policies on Groups with Protected Characteristics**

The Burley-in-Wharfedale Neighbourhood Plan aims to create benefits for everyone who lives, works, shops, or spends leisure time within the Parish. This will be achieved by developing affordable and market housing that reflects the existing housing stock and the local housing market, promoting good design to ensure easy access for all members of the community, ensuring new housing is flexible and adaptable, protecting and enhancing open spaces in the parish, enhancing the village centre, protecting local employment sites, preserving social, community and leisure facilities, improving access to local services and facilities, and preserving and enhancing the quality of the environment.

Groups with the various protected characteristics will be affected in different ways by the Neighbourhood Plan and the purpose of the analysis in this section of the assessment is to identify how various groups will be affected and whether the proposals and policies in the Burley-in-Wharfedale Neighbourhood Plan will adversely affect disproportionately those in the groups with protected characteristics. Without exception where policies in the Neighbourhood Plan do have an impact on groups with protected characteristics, it is a positive impact and not a negative one.

### **6.1 Age**

- 6.1.1 The Burley-in-Wharfedale Neighbourhood Plan recognises the need to ensure new housing is designed to be flexible and adaptable to ensure that it meets the changing needs of households, lifestyles and technologies. (Policy BW1 and BW5).
- 6.1.2 The Neighbourhood Plan seeks to protect play facilities for children and provide open space when development is being considered. It also protects Local Green Space to maintain open space and recreation areas important to all ages but especially young people. (Policy BW11).
- 6.1.3 Policies BW11 and BW12 seek to retain areas of open space within the parish particularly the recreation areas, play areas and playing fields around the parish, which have existing play facilities for all young people. The Burley Bowls Club, and allotments provide facilities for the older generation, whilst Burley Nature Area is also an important informal area for people of all ages to enjoy quiet recreation and exercise. (Policy BW11 and BW12).
- 6.1.4 Policy BW6 supports both affordable and market housing evidenced by the existing housing stock and the local housing market.
- 6.1.5 Policy BW11 seeks to protect existing community and recreation facilities and buildings for use by all.
- 6.1.6 Policy BW13 seeks enhancements to maximise accessibility to the footpath and cycleway network for all ages.

6.1.7 Policy BW10 requires developers to consider contributions towards highway improvements, traffic calming and increasing public and community transport

**OVERALL - MEDIUM POSITIVE IMPACT**

## 6.2 Disability

The needs of persons who are disabled or who have limited mobility are recognised in:

Policy BW1 which requires that all development have easy access for all members of the community, and requires flexibility and adaptability in new housing design.

Policy BW11 which requires development to provide a mix of open spaces which meet local need

Policies BW1 and BW16 require that new development be expected to demonstrate how they contribute to the creation of safer roads, streets and public spaces for pedestrians and cyclists.

Policy BW17 will also assist disabled people is seeking to retain services and community facilities as closely as possible to their place of residence.

**OVERALL - MEDIUM POSITIVE IMPACTS**

## 6.3 Maternity and Pregnancy

Key issues for women who are pregnant or who have young children are access to appropriate housing, flexible employment, and access to facilities including health, developmental play, and recreational facilities.

The Neighbourhood Development Plan has policies which help meet all of these needs:

Policy BW6 supports both affordable and market housing evidenced by the existing housing stock and the local housing market.

The Neighbourhood Plan also contains policies which aim to retain, and improve access to, key facilities and services used by young mothers and their children. Policy BW16

Policy BW7 promotes new village centre facilities and provides a mechanism to resist proposals which would result in the loss of the existing retail and service provision, which will be utilised more heavily by mothers with young children.

## Burley-in-Wharfedale Neighbourhood Plan

Policy BW16 supports the potential increase in additional community and recreational facilities and buildings which are likely to be used by groups supporting mothers with young children and policy prioritises developer contributions for this purpose.

Policy BW11 – Provides for the safeguarding of open space and recreation grounds within the parish which are likely to more heavily used by mothers and fathers with young children.

### **OVERALL - MEDIUM POSITIVE IMPACTS**

#### **6.4 Race**

Non-white ethnic groups are a small proportion of the population in Burley-in-Wharfedale in 2011. Only 1.9% of the population was of ethnic origin and within this there are several groups with different ethnic origins.

Ethnic groups can experience difficulties around discrimination (sometimes leading to hate crime), including language, health and well-being, deprivation and culture issues.

A public realm designed with safety in mind will minimise opportunities for hate crime. The Burley-in-Wharfedale Neighbourhood Plan seeks to ensure that new development provides a safe environment that minimises discrimination in accordance with the Bradford MDC Supplementary Planning Guidance.

### **OVERALL - LOW POSITIVE IMPACTS**

#### **6.5 Sex**

The Burley-in-Wharfedale Neighbourhood Plan contains no specific policies or proposals for any particular gender. The Neighbourhood Plan has been written to provide equal opportunity to both sexes in respect of the provision of development and access to facilities.

Neither sex is disadvantaged by any of the policies and proposals in the Neighbourhood Plan; on the contrary both sexes will benefit equally from the implementation of the Neighbourhood Plan.

### **OVERALL - NEUTRAL IMPACT**

#### **6.6 Religion, Gender re-assignment, Sexual Orientation**

Key issues for religious groups are discrimination relating to employment,

Burley-in-Wharfedale Neighbourhood Plan  
housing and the provision of services, and their portrayal in the media.

Key issues for gender re-assigned people, gays and lesbians are personal relationships, transphobia and/or discrimination and hate crime.

The Neighbourhood Plan does not and cannot directly address the social attitudes that are involved in these issues. However, it does seek to provide a built environment which is open to all, with a safe public realm which all social groups can access and use equally.

## **7. Conclusions**

- 7.1 The Burley-in-Wharfedale Neighbourhood Plan provides a strategy for the development of the Parish, and a range of policies and proposals, which will result in positive benefits for many parts of the local community with protected characteristics: older people, young people, mothers to be and with young children, disabled people and those with limited mobility.
- 7.2 As a land use document, the Burley-in-Wharfedale Neighbourhood Plan can not explicitly address the needs of racial or religious groups, or transgender, gay or lesbian groups, or women. The Neighbourhood Plan does make equal provision for affordable housing and for a range of housing, and seeks to provide additional social, community and leisure facilities which will benefit these groups equally. It also seeks to provide a safer environment, particularly a safer public realm, where people with protected characteristics will be less liable to be subject to crime.
- 7.3 The Burley-in-Wharfedale Parish Council does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the Neighbourhood Plan or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998. The Burley-in-Wharfedale Neighbourhood Plan either helps to reinforce these rights or is neutral in relation to them.

Burley-in-Wharfedale

Neighbourhood Plan

