

Diversity impact assessment

TITLE
Cliffe and Cliffe Woods Neighbourhood Plan
DATE
10 May 2023
LEAD OFFICER.
Catherine Smith, Planning Manager – Policy Planning Service, RCE
1 Summary description of the proposed change
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
<p>Cliffe and Cliffe Woods Parish Council has prepared a Neighbourhood Plan for its parish. Following consultation, examination and a referendum, the Council is now bringing forward the plan for adoption.</p> <p>This is first Neighbourhood Plan adopted by Medway Council. It will form part of the development plan for the area, alongside the Medway Local Plan, and will be used in determining planning applications.</p> <p>The Neighbourhood Plan sets out policies for the sustainable growth of the parish of Cliffe and Cliffe Woods. It includes policies for community services, infrastructure, environment, heritage, transport and employment. The policies guide decisions on future development. The Neighbourhood Plan will apply to the parish area of Cliffe and Cliffe Woods.</p>
2 Summary of evidence used to support this assessment
Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
<p>The Neighbourhood Plan considers the demographic profile of the community in Cliffe and Cliffe Woods and notes the ageing population in Cliffe Woods and an increasing younger population in Cliffe. The Neighbourhood Planning group carried out consultation and engagement with all sectors of the local community throughout the preparation of the draft plan in recent years. The policies seek to provide for sustainable development in the parish, supporting local communities and protecting the area’s heritage and environment. These include housing to meet the needs of local residents. The policies in the Neighbourhood Plan are intended to provide the benefits of sustainable development for all residents. Given the scope of the Neighbourhood Plan, it is difficult to define impacts on specific groups in the community, as the policies will apply to the whole parish in relation to development proposals.</p>

Diversity impact assessment

3 What is the likely impact of the proposed change?

Is it likely to:

Adversely impact on one or more of the protected characteristic groups

Advance equality of opportunity for one or more of the protected characteristic groups

Foster good relations between people who share a protected characteristic and those who don't

(insert Yes when there is an impact or No when there isn't)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No	Yes	No
Disability	No	Yes	No
Gender reassignment	No	No	Yes
Marriage/civil partnership	No	No	Yes
Pregnancy/maternity	No	No	Yes
Race	No	No	Yes
Religion/belief	No	No	Yes
Sex	No	No	Yes
Sexual orientation	No	No	Yes
Other (eg low income groups)	No	No	Yes

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The Neighbourhood Plan promotes sustainable development in the parish of Cliffe and Cliffe Woods. It aims to promote social and economic well-being for residents, and protect and strengthen the environment. All residents are potentially affected. The housing policies seek to provide for a range of local needs, including for older and younger people. The draft plan seeks to secure community facilities

Diversity impact assessment

that can benefit a range of local residents, particularly those who are less mobile, and do not have access to their own transport.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

N/A

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

To proceed with adoption of the Cliffe and Cliffe Woods Neighbourhood Plan.

To monitor the impact of the Neighbourhood Plan on an annual basis.

8 Authorisation

The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored

Director

Date of authorisation