

Brighton Marina Neighbourhood Plan

Equalities Impact Assessment 2023



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1 Introduction to the Equalities Impact Assessment

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.

Equality Impact Assessment (EIA) is the systematic analysis of a policy or policies, in order to identify the potential for an adverse impact on a particular group or community, and in particular those with a protected characteristic. 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. 'Protected characteristics' are defined in the Act as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This document presents the results of the assessment of the Brighton Marina Neighbourhood Development Plan (BMNDP) to ensure that the Brighton Marina Neighbourhood Forum (the Forum) is satisfying its statutory duties in this regard. It considers the Vision and objectives of the BMNDP and then assess the impact of policies and Community Actions on groups with protected characteristics.

2 Aims of the Equalities Analysis

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 this analysis is the promotion of fairness and equality of opportunity. On this basis the outcomes are the primary concern.

3 Methodology

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

It is important to rate the impact of the policy based on the current situation (in effect disregarding any actions planned

to be carried out in future). The likely impact of each objective or policy within the plan has been assessed as follows:

- **Positive** – a positive impact or beneficial outcome;
- **Neutral** – neither positive impact or negative outcome; or
- **Negative** – a negative impact or negative outcome

Baseline Data

Data for the Marina NA is available for the following protected characteristics: age, sex, ethnic group, disability and religious belief. 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 2021 Census. A specific report for the neighbourhood plan area is available on the Brighton & Hove Community Insight website.

Brighton Marina area – population characteristics

Total Population:

1755

Age:

0-15: 5.7%;
16-64: 79.8%;
65+: 14.5%

Sex:

58.1% male;
41.9% female

Ethnic group:

58.6% White British;
19% Non-White;
22.3% White non-British;
3.2% Mixed;
Asian 8.2%;
Black 2.3%;
Other Ethnic Group 5.3%;
Households with multiple ethnicities 15.8%

Disability (Source – Department for Work & Pension April 2023):

Attendance Allowance Claimants: 8.7%;
Personal Independence
Payment Claimants: 4%;
Disability Living Allowance Claimants: 0.3%.

Religious belief:

Christian: 39.4%;
Other Religions: 8.3%;
No religion: 46.6%

(NB figures may not add up to 100% because they do not include figures for those who did not reply to the census question.)

4 Vision and Objectives of the BMNDP

The BMNDP includes both a Vision and a series of objectives. Both are assessed in this section of the Statement.

Vision

The Brighton Marina Neighbourhood Plan Vision is as follows:

'We want Brighton Marina to be developed in a way that realises the full potential of this special place by the sea for residents, workers, and visitors. Our shared aim for Brighton Marina is that future development of the Marina fulfils the objectives of supporting high quality of life, sustainability, connectedness and being a highly-valued asset. A place where residents, tourists, and businesses all thrive.'

Likely Impact: The vision for the BMNDP is expected to have a positive impact on all sectors of the community but particularly on those who may have mobility issues and limited or no access to a car and rely on local businesses and community facilities for day-to-day services.

Commentary: The Vision has been carefully-developed. It seeks to ensure that there is a high quality of life for all its residents. The Vision also takes account of the needs of businesses at the Marina and its visitors/tourists. In this context it seeks to be genuinely inclusive and engaging.

Objectives

The objectives of the BMNDP are as follows:

High Quality of Life:

- A positive choice as a feel-good place to live, work and visit.
- Public spaces and facilities that are enjoyable places to be.

- Making the most of our location on the coast and by the sea.

Sustainability:

- Economically sustainable. A mix of residential and commercial premises and property uses that are always in demand, maximising numbers of people in the Marina throughout the year.
- Environmentally sustainable. Aiming to have a positive effect on the natural environment and marine wildlife, and to minimise negative impacts.
- Future sustainable. Able to respond to changing requirements and demand to provide a significant contribution to the City's need for homes, workplaces, and leisure space.

Connectedness:

- Connected within itself. Development plans must bring stakeholders together to make a cohesive and enjoyable place for individual employees, residents, berth holders and visitors.
- Connected to the city. Joined up transport links and welcoming entrances for vehicles, pedestrians, cyclists, and boats.
- Development should make the Marina better and easier for pedestrians to get around.
- Residents across long-standing and new developments have a great sense of community, respect and shared interests and work together to build a collective sense of pride and belonging.
- Represented in the city by being an electoral ward.

A Valuable Asset

- Valued as a unique part of the city.
Brighton's marina and the City's access to the sea. The UK's largest marina.
- Valued for quality of management.
- Valued in the city and region for its positive environmental and economic contribution.

Each of the plan's objectives is reviewed below to assess the likely impact on residents within the neighbourhood area with protected characteristics:

High Quality of Life

Likely Impact: Positive

Commentary: Plainly quality of life means different things to different people.

Nevertheless, the objective to make the Marina an enjoyable place to be and with a feel-good factor has been designed to be positive and inclusive.

Sustainability

Likely Impact: Positive

Commentary: There has been a high level of interest in the Marina about including policies which promote sustainability. This reflects the unique position of the Marina in the City and the decision which many residents made to live in the neighbourhood area.

Connectedness

Likely Impact: Positive

Commentary: Improved connectivity within and around the Marina will assist those with access and mobility issues. It will also assist those with young children.

A Valuable Asset

Likely Impact: Positive/neutral

Commentary: This objective is principally focused the significance and reputation of the Marina both locally and nationally.

5 The consultation processes

The way in which the community has been engaged in the preparation of the Plan is set out in greater detail in the Consultation Statement. This Statement describes the way in which the Forum has sought to pursue this issue taking account of the Equalities Act.

The Plan has been developed since June 2015. The key stages in engaging with residents and businesses in the neighbourhood area and the associated consultation events has been as follows:

September 2014	Application to the City Council to designate a neighbourhood area.
June 2015	Forum and neighbourhood area designated
June 2017	Inaugural Forum AGM and election of Steering Committee
October 2017	Forum website established www.bmnf.org.uk
May 2018	Forum AGM including discussion on an emerging Vision Statement
September 2018	Adoption of Forum Vision Statement
November 2018	Consultant engaged
May 2019	Forum AGM including agreement on policy areas for the Plan
October 2019	Survey of Residents and Workers undertaken
November 2020	Neighbourhood Area redesignated
February 2022	Submission of draft policies to the City Council for screening
April 2022	Publication of screening report
April 2022	Forum AGM after the Covid pandemic
Summer 2022	Preparation of the pre-submission Plan

At the heart of the consultation process was an ambition to be open and inclusive with all residents and businesses in the Marina. This approach reflects the constitution of the Forum which is:

‘to produce a Neighbourhood Plan to further the social, economic, and environmental well-being of individuals living, or wanting to live, in Brighton Marina and shall promote and improve the social, economic, and environmental well-being of the area including actions that deliver a Neighbourhood Plan and enable community views and choices to be more effectively made.’

In specific terms the Plan has taken account of the work on policy areas (undertaken at the Forum AGM in May 2019) and the subsequent survey of residents and workers later that year. This has allowed the Plan to address a wide range of matters which the community considers to be important for the future of the Marina. The Forum has sought to develop a Plan which both reflects its constitution and the detailed feedback which was received during the various engagement processes.

6 Likely impacts of the policies on people with protected characteristics

The BMNDP aims to create benefits for everyone who lives, works, shops, or spends leisure time within the Marina. This will be achieved by:

- improving the quality of design of new buildings;
- ensuring the public realm allows people to move freely throughout the Marina;
- promoting a vibrant range of retail, leisure, and community facilities; and
- safeguarding the natural setting of the Marina.

The Plan will affect people in different ways. The purpose of the analysis in this section is to identify how various groups will be affected and whether the proposals and policies in the BMNDP will adversely affect disproportionately those in the groups with protected characteristics.

The Plan includes land use planning policies and non-land use community actions. The policies will become part of the development plan and the Actions will be developed by the Forum and partner agencies throughout the Plan period. For the purpose of this exercise both the policies and the Action are assessed given the potential impacts on the local community.

Policies

Policy BM1 Design

Likely Impact: Positive

Commentary: Everyone who lives, works, or visits the Marina will benefit from good design.

Policy BM2

Public Realm/Open Spaces

Likely Impact: Positive

Commentary: A high quality public realm will assist in creating a safe, welcoming, and accessible environment for all concerned. It will assist in safeguarding and enhancing access within the Marina for those persons with poor mobility. It will also assist those with young children.

Policy BM3

Connectivity

Likely Impact: Positive

Commentary: This policy overlaps with Policy BM2. Its effects will be as those for that policy.

Policy BM4

Residential Development

Likely Impact: Neutral/Positive

Commentary: This policy mainly relates to the way in which new residential development is planned and designed. However, it includes an element on dwelling type, tenure, and size. It could provide specialised housing which may appeal to those people with protected characteristics.

Policy BM5 Natural environment/ Marine wildlife

Likely Impact: Neutral

Commentary: This policy has a sharp environmental focus.

Policy BM6 Cafes, restaurants retail facilities and other commercial facilities

Likely Impact: Neutral

Commentary: This policy has a sharp focus on the range of uses as set out in the policy.

Policy BM7 Energy Use, Waste minimisation and recycling

Likely Impact: Neutral

Commentary: This policy has a sharp focus on the range of uses as set out in the policy.

Policy BM8 Community Facilities

Likely Impact: Positive

Commentary: This policy seeks to retain existing community facilities and sets a context for new community facilities to come forward. It could provide facilities which may appeal to those people with protected characteristics.

Community Actions

BMCA1 Access/Transport

Likely Impact: Positive

Commentary: This Action will assist persons with mobility issues.

BMCA2 A valued resource and destination for visitors

Likely Impact: Neutral

Commentary: This Action relates primarily to the image and the reputation of the Marina.

BMCA3 Public Art

Likely Impact: Neutral

Commentary: The Action promotes public art.

BMCA4 Air Quality

Likely Impact: Positive

Commentary: This Action will benefit the health and well-being of all concerned. It will offer specific benefits to those persons who are pregnant and/or looking after young children.

continued overleaf

7 Conclusions

BMCA5 Boundary Review

Likely Impact: Neutral

Commentary: This Action is primarily an administrative/governance issue.

BMCA6 Harbour Appearance

Likely Impact: Neutral

Commentary: This Action has a sharp focus on the visual amenity of the harbour.

The BMNDP provides a strategy for the development of the community and a range of policies and Community Actions that will benefit many parts of the local community including those with protected characteristics: older people, young people, mothers to be and young children, disabled people, and those with limited mobility.

The BMNDP does not explicitly address the needs of racial or religious groups, transgender, gay or lesbian groups.

Nevertheless, it does make equal provision of affordable housing and for a range of housing to meet a variety of needs. It also seeks to preserve and develop social community, leisure facilities and retail services that will benefit these groups equally.

Section 6 of this Assessment has considered the effect of each of the land use policies and the Community Actions. Without exception where policies or Community Actions in the BMNDP have an impact on groups with protected characteristics, that impact is either positive or neutral in nature.

In these circumstances the Forum does not consider that there are any negative equality impacts that arise from the policies or Community Actions contained within the BMNDP or that it raises any issues in relation to the Plan's ability to meet the convention rights in the Human Rights Act 1998.

The Forum has made an active commitment to monitor the effectiveness of the Plan and, if necessary, to undertake a review of its policies. Whilst this will focus on the land use/policy elements of the Plan, the Forum is also anxious to monitor its effectiveness on all elements of the community including any specific effects on those with protected characteristics.

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