

Annex C

City of York Council Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	City Development		
Service Area:	Strategic Planning Policy		
Name of the proposal :	Murton Neighbourhood Plan – Referendum Outcomes and ‘making’ of the Neighbourhood Plan		
Lead officer:	Alison Cooke, Head of Strategic Planning Policy		
Date assessment completed:	17/7/25		
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.
	<i>The proposal is brought forward by the Strategic Planning Policy team on behalf of Murton Parish Council in conformity with Neighbourhood Planning (2012) Regulation 18, wherein designated bodies (Parishes and Neighbourhood Forums) can develop a Plan for their local area containing policies applicable for new development. The Murton Neighbourhood Plan Area was designated (to include the whole Parish area) following consultation, in July 2015. The neighbourhood plan area was designated to enable a Neighbourhood Plan to progress for the Murton Parish Area. The Neighbourhood Plan has been developed, consulted on and examined by an independent examiner and found to meet the legislation requirements. This proposal is for the 'making' of the Neighbourhood Plan, following the referendum on 10th July 2025. The question asked at the referendum was "Do you want City of York Council to use the Neighbourhood Plan for Murton to help it decide planning applications in the neighbourhood area?" The outcome of the referendum was 89.16% voting 'Yes' and 10.84% voting 'No' to the neighbourhood plan. The referendum determined that the Neighbourhood Plan should be made part of the City of York's development plan. (Where more than 50% of those taking part in the referendum vote in favour of the plan, it will become part of the development plan). Those who were invited to take part in the referendum, live in the planning area.</i>
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<i>The council's duties under the Equalities Act 2010 and the Human Rights Act 1998 are key considerations. The proposals also need to be prepared in accordance with the Neighbourhood Planning (General) Regulations (2012, as amended), Neighbourhood Planning (Referendum) Regulations (2012, as amended) and SEA Regulations and Conservation of Habitat Regulations (2012, as amended).</i>
1.3	Who are the stakeholders and what are their interests?
	<i>The Neighbourhood Plan will provide policies to guide development in the area which will be relevant to residents, developers, businesses and other consultation (statutory) bodies. The stakeholders therefore include people who live, work and carry out business in Murton Parish as well as those submitting planning applications in the area.</i>
1.4	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.
	<i>Once a Neighbourhood Plan has been 'made' it becomes part of the development plan for the area and will be used to guide development and in the determination of planning applications.</i>

	<p>The Plan aims to provide a better knowledge and localised spatial planning framework for the future development of the Murton Parish, within the statutory framework of the adopted 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 priorities 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; • c) Economy: A fair, thriving green economy for all; • d) Transport: Sustainable, accessible transport for all; <p>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>
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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
	Regulation 19 Local Plan and Local Plan Evidence Base	The Local Plan was iteratively assessed with Equalities Impact Assessment (EqIA) produced at key stages of production. The Neighbourhood Plan has been developed to comply with the Local Plan and has taken consideration these outcomes.
	National Planning Policy Framework: Equality Impact Assessment, July 2018	The updated NPPF was assessed under an Equalities Impact Assessment (EqIA) and the Neighbourhood Plan has been developed to comply with the National Planning Policy Framework.

Murton Neighbourhood Plan Consultation Statement	The statement details the extensive consultation undertaken with the community, including people who live, work, and visit within the Plan area. The document states the comments and responses to all stages of consultation undertaken. The consultation has informed the development of the Neighbourhood Plan.
Murton Neighbourhood Plan Evidence Base	These documents have informed the consultation and contents that has taken place with the community.

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	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.			
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)	
Age	The Neighbourhood Plan includes policies regarding residential design but does not expand on the strategic position in relation to older persons standards; this continues to be reliant on the local plan and national policy context. This proposal may therefore have a positive but not significant impact on this characteristic.	+	L	

Disability	The Neighbourhood Plan includes policies regarding residential design but does not expand on the strategic position in relation to accessibility standards; this continues to be reliant on the local plan and national policy context. This proposal may therefore have a positive but not significant impact on this characteristic.	+	L
Gender	No impacts identified	0	n/a
Gender Reassignment	No impacts identified	0	n/a
Marriage and civil partnership	No impacts identified	0	n/a
Pregnancy and maternity	No impacts identified	0	n/a
Race	No impacts identified	0	n/a
Religion and belief	No impacts identified	0	n/a
Sexual orientation	No impacts identified	0	n/a
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	No impacts identified	0	n/a
Low income groups	Whilst affordable housing may come forward as a proposal, guided in design by this plan, no specific sites are allocated. This proposal is therefore could potentially have a low positive impact on this characteristic.	+	L
Veterans, Armed Forces Community	No impacts identified	0	n/a
Other	n/a, no other groups identified	n/a	n/a

Impact on human rights:			
List any human rights impacted.	<p>The Convention rights applicable are:</p> <ul style="list-style-type: none"> • Article 8 - protects the right of the individual to respect for their private and family life, their home and their correspondence. The private life part of this right covers things like wellbeing, autonomy, forming relationships with others and taking part in our community. • Article 14 - protects the right to be free from discrimination when enjoying other rights, such as Article 8. 		The EIA identifies some positive impacts as a result of the neighbourhood plan. No human rights are specifically likely to be effected.

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.

High impact (The proposal or process is very equality relevant)	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.
Medium impact (The proposal or process is somewhat equality relevant)	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

Low impact (The proposal or process might be equality relevant)	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
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Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	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?
No adverse impacts are identified as a result of the Neighbourhood Plan. Some positive, low impacts have been identified regarding residential design. These positive impacts will be pursued through relevant planning applications when received and optimised through the community actions identified in the neighbourhood plan alongside policies in the Local Plan.	

Step 6 – Recommendations and conclusions of the assessment

6.1	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:
<ul style="list-style-type: none"> - 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. - Adjust the proposal – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance equality or to foster good relations. - 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>- 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. There is no potential for unlawful discrimination or adverse impacts. Opportunities to advance equality and foster good relations will be applied throughout the Murton Neighbourhood Plan.

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			

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?
	It is anticipated that Murton Parish Council will annually monitor the Neighbourhood Plan and there will be a periodic review of the plan.