



Equality Impact Assessment

This document contains a template for an Equality Impact Assessment (EqIA). An EqIA is a working document that will inform decision-makers and those who come up with solutions about the impacts of your proposal on equality groups. They provide evidence of how we as a council have reached a decision and how we have factored in equalities the decision about a proposal.

An EqIA should be done when:

- **introducing a new service, policy or scheme (whether or not the service is statutory);**
- **proposing to remove all or part of a service, policy or scheme;**
- **making a change to a the way a service is provided;**
- **making any decision that will affect people's life or the quality of it.**

If you need any help to complete an EqIA, please email equalities@stockport.gov.uk



Equality Impact Assessment

Introduction

Title of report or proposal	Marple Neighbourhood Plan		
Lead officer(s)	Michael Whitehead	Date	01/11/2023
Aims and desired outcomes of the proposal Are you trying to solve an existing problem?			
<p>The Marple Neighbourhood Plan sets out planning policies that, once adopted, will guide future proposals for development in the area until 2038. The Plan gives the local community the ability to shape the future of their area and the types of development they would like to see.</p> <p>The policies within the Marple Neighbourhood Plan focus on the town centre, getting around/transportation, housing, natural capital and climate change, community space, heritage and tourism, and business and employment. Specifically relevant to the equality groups are the policies that relate to affordable housing, downsizing and accommodation for older people, outside community space, and walking and cycling within Marple.</p>			
Scope of the proposal Include the teams or service areas from the Council and outward-facing services or initiatives			
<p>The Marple Neighbourhood Plan has been written by the Marple Neighbourhood Forum with support from the SMBC Planning Policy team. This Plan has been written and developed in accordance with The Neighbourhood Planning (General) Regulations 2012. Once adopted, the Marple Neighbourhood Plan will be used alongside the Stockport Core Strategy and the National Planning Policy Framework to support more sustainable development.</p>			
What are the possible solutions you have been / will be exploring? You should refer to any business cases, issues papers or options appraisals			
<p>The Marple Neighbourhood Forum has undertaken lots of research, as well as conversations with residents, businesses, organisations and developers to inform the Plan. The Plan has also been subject to a local consultation led by the Forum in Winter 21/22 and a full public consultation carried out by the council under Regulation 16 which ran between February to March 2023. Responses from the consultations have been taken into account in the Plan's preparation and this EqlA. The Plan was reviewed by an independent examiner in Summer 2023; the recommendations from whom have been actioned.</p>			

Who has been involved in the solution exploration?

Please list any internal and external stakeholders

- Marple Neighbourhood Forum
- Marple residents, businesses, and organisations
- Wider Stockport residents
- Stockport Council
- Statutory consultees
- Consultation respondees
- Independent examiner

What evidence have you gathered as a part of this EqIA? Which groups have you consulted or engaged with as part of this EqIA?

Sources can include but are not limited to: Statistics, JSNAs, stakeholder feedback, equality monitoring data, existing briefings, comparative data from local, regional or national sources.

Groups could include but are not limited to: equality / disadvantaged groups, VCSFE organisations, user groups, GM Equality panels, employee networks, focus groups, consultations.

Census data from ONS and consultation feedback from residents, businesses, organisations, and developers has been used to inform this EqIA. The EqIA was written in April 2023 and subsequently reviewed by the Marple Neighbourhood Forum. Following receipt of the Examiner’s report, the EqIA was updated in November 2023 and then reviewed by the Stockport Council Equalities Team.

Are there any evidence gaps that make it difficult or impossible to form an opinion on how the proposed activity might affect different groups of people?

Best efforts have been made to engage with all groups through different engagement and consultation activities including in-person events, online surveys, social media posts and information in the local press.

Step 1: Establishing and developing the baseline

To assess the impacts of your proposal, you first need to understand how things are now. This will vary depending on your proposal, but consider who will be affected by the proposed changes: for example, who currently accesses a service or lives in an area? What works well for them? Are you aware of any issues? Are there any groups that are underrepresented?

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Characteristic	Demographic of residents / service users	What works well How does the current provision or service meet the needs of people in different protected characteristics?	Current problems / issues This could include low levels of access or participation from certain demographic groups in current service or scheme; or disadvantages or barriers for particular groups
Age	Children	Green infrastructure, outside community space and indoor community space in Marple make an important contribution to the health and well-being of children.	If not protected, development may threaten green infrastructure, outside community space and indoor community space in Marple. This would reduce children's opportunities for well-being, to keep active and fit, and for intellectually stimulating activities in their community.
	Younger people	Marple is an increasingly sought-after place to live – a distinct community, immediate access to wonderful countryside, good schools.	There is a significant lack of affordable housing for younger people in Marple. This is resulting in fewer younger people residing in Marple leading to an unbalanced population demographic.
	Older population (over 65): <ul style="list-style-type: none"> • In 2021, the over 65 population in Marple made up 27.3% of the total population compared to 20.4% for Stockport as a whole. • In 2031, it is forecasted that the over 65 population will make up 30.8% of the population in Marple compared to 23.1% of Stockport. • In 2041, the over 65 population is expected to increase to 32.8% in Marple and 24.6% in Stockport. 	Marple is a popular place for people to retire.	There is a significant lack of housing options for older people in Marple. This is resulting in many older people being reluctant to leave their family homes, although the space is under-used, and the money released from downsizing might be useful to them. This issue is expected to increase with the forecasted growth in the over 65s population in Marple.
		Green infrastructure, outside community space and indoor community space in Marple makes an important contribution to the health and well-being of older people.	If not protected, development may threaten green spaces, and outside community space and indoor community space in Marple. This would reduce opportunities in the older population for well-being, to keep active and fit, and for intellectually stimulating activities in their community.

<p>Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues</p>	<ul style="list-style-type: none"> • 44% of Stockport residents have a long-term health condition, which increases with age with 92% of those 85 and over. • 34% of Stockport households have at least one member with a disability. 	<p>Marple is well served with a network of roads. This enables those with mobility issues to travel around the area via private cars or public transport.</p>	<p>Many pedestrian routes in Marple lack the ability to support mobility scooters and other mobility aids.</p>
<p>Gender reassignment A person whose individual experience of gender may not correspond to the sex assigned to them at birth.</p>	<p>According to 2021 data, less than 0.5% of Stockport residents are transgender.</p>	<p>N/A</p>	<p>N/A</p>
<p>Maternity and pregnancy</p>	<p>Those within this group with children.</p>	<p>Marple is well served with a network of roads. This enables those with children to travel around the area via private cars or public transport.</p>	<p>Many pedestrian routes in Marple lack the ability to support pushchairs.</p>
<p>Marriage and Civil Partnership</p>	<p>According to 2021 data, in Stockport 46.4% of people are married or in a civil partnership. 45.1% are same-sex couples living together, and 0.4% are opposite-sex couples living together. 0.9% of residents are married or in a civil partnership but are not living together.</p>	<p>N/A</p>	<p>N/A</p>
<p>Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to</p>	<p>2021 data shows that Stockport is as ethnically diverse as the national average for England. 87% of Stockport residents are White and 12% are from a Black, Asian or Ethnic Minority background. The distribution of diverse communities within Stockport is</p>	<p>N/A</p>	<p>N/A</p>

be different for different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and Traveller populations	not even, and the population of Marple is over 95% white.		
Religion or Belief	According to 2021 data, the largest religious group in Stockport is Christianity with 48% of the population identifying as Christian, although this is decreasing over time (a 15% percentage point decrease since 2011). Those with no religion are the second-most common (40%), which has been increasing alongside the Muslim population (5.5%).	N/A	N/A
Sex	51% of Stockport residents are female and 49% are male, in line with the national average.	N/A	N/A
Sexual orientation People who are lesbian, gay or bisexual	According to 2021 data, around 3% of Stockport's residents are gay, lesbian, bisexual.	N/A	N/A
Socioeconomic status	2021 data looking at 4 areas of potential deprivation (education, employment, health and housing) shows that 49% of households in Stockport were deprived in at least one of these 4 areas, however, rates of deprivation tend to be lower in Marple.	Many people who grew up locally and have strong connections with Marple often want to remain in the area. Marple is also becoming an increasingly sought-after place to live – a distinct community, immediate access to wonderful countryside, good schools.	It is difficult to get on the housing ladder in Marple, or return to the area, for reasons of affordability. There is a significant lack of decent and varied affordable housing in Marple.
Other Please add in here any	N/A	N/A	N/A

additional relevant comments or feedback where the protected characteristic is not known			
You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.			
Carers	Carers who look after people with mobility issues.	Marple is well served with a network of roads. This enables carers who look after people with mobility issues to travel around the area via private cars or public transport.	Many pedestrian routes in Marple lack the ability to support mobility scooters and other mobility aids which makes it difficult for carers to get around Marple with the people they look after.
	The health of carers and the people they look after	Green infrastructure, outside community space and indoor community space in Marple makes an important contribution to the health and well-being of carers and the people they look after.	If not protected, development may threaten green infrastructure, outside community space and indoor community space in Marple. This could limit health and wellbeing opportunities for carers, and the people they look after, in their community.
Those experiencing homelessness	Those wanting to live in Marple.	Marple is an increasingly sought-after place to live – a distinct community, immediate access to wonderful countryside, good schools.	There is a significant lack of decent and varied affordable housing in Marple.
Veterans	Those wanting to live in Marple.	Marple is an increasingly sought-after place to live – a distinct community, immediate access to wonderful countryside, good schools.	There is a significant lack of decent and varied affordable housing in Marple.
Asylum seekers and refugees	Those wanting to live in Marple.	Marple is an increasingly sought-after place to live – a distinct community, immediate access to wonderful countryside, good schools.	There is a significant lack of decent and varied affordable housing in Marple.

Step 2: Identifying impacts the proposal will have compared with the baseline

To explore the impacts of your proposal, you should use your baseline as a comparison with how things would be after your proposal. Think about how this would differ from the baseline for people with each protected characteristic. Include any sources of data you have used (including desktop research and engagement activity).

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
<i>Add more rows where needed</i>		<i>Is the impact positive or negative?</i>	<i>How have you become aware of an impact or inequality? Is it from research, have you been advised by another party, has a member of the public or a stakeholder made you aware, did someone from this or another characteristic make the claim?</i>	<i>What is the impact or inequality that has been identified? What is the frequency of claim for it? What is the rationale behind the issue, inequality or impact claimed?</i>	<i>Is there any evidence to support or deny the claim? Provide full details. Has the inequality or impact claimed been tested with people from the relevant characteristic? Have you researched the claimed issue? If yes, what has been learned and from what source(s)?</i>

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
1	Age - children	Positive	<p>Population data from ONS and public consultation.</p> <p>See Chapter 5 shows life expectancy in Marple is currently better than that in the rest of the borough. 48.9% of the population reported having very good health and 33.1% having good health.</p>	<p>Future development in Marple may threaten green infrastructure, outdoor community spaces and indoor community spaces, as the area becomes more popular, and land becomes more limited.</p> <p>The policies in the Marple Neighbourhood Plan state that existing open space, sports and recreational land, and indoor community space, should not be lost to development unless it can be proven the land/space is surplus to requirements; or the loss resulting from the proposed development would be replaced by equivalent or better provision.</p> <p>In Marple, green infrastructure, outdoor community spaces and indoor community spaces are important for children as they support health and well-being, policies in the plan seek to protect and enhance this land/spaces.</p>	<p>There are many examples of green infrastructure, outdoor community space and indoor community space being developed. There is also vast research from leading organisations such as WHO and the NHS that highlight the health and social benefits of green infrastructure, outdoor community space and indoor community space on the children.</p> <p>See Policy CS1: Outside Community Space, Policy CS2: Indoor Community Space and Aspiration for Memorial Park Civic Area in Chapter 10 Community Space Policies. See also Aspiration for A Placemaking Scheme for Marple in Chapter 6 Town Centre Policies.</p>

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
2	Age – younger people	Positive	<p>Population data from ONS and public consultation.</p> <p>See Chapter 5 which shows Marple has a higher proportion of over 65s than the Greater Manchester and Stockport average and is forecasted to increase. It also shows that semi-detached and detached housing represents over 60% of the total housing stock in Marple. In contrast, flats and bungalows represent only 9% and 7%, respectively.</p>	<p>There is a lack of affordable housing in Marple for the younger population. This is pricing many young people and young families out of the area, creating a population imbalance.</p> <p>The policies in the Marple Neighbourhood Plan states that housing sites of one hectare or more should provide a minimum of 35% of affordable homes. This will increase the amount of affordable housing in Marple for young people and families.</p>	<p>Data from ONS shows the population imbalance in Marple. The lack of affordable housing can be seen by looking at the housing market in Marple. Conversations have also taken place with young people and estate agents which supports this claim.</p> <p>See Policy H1: Affordable Housing</p>

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
3	Age – older people	Positive	<p>Population data from ONS and public consultation.</p> <p>See Chapter 5 which shows Marple has a higher proportion of over 65s than the Greater Manchester and Stockport average and is forecasted to increase. It also shows that semi-detached and detached housing represents over 60% of the total housing stock in Marple. In contrast, flats and bungalows represent only 9% and 7%, respectively.</p>	<p>There is not enough suitable accommodation for the older population in Marple. This is resulting in many older people being reluctant to leave their family homes, although the space is under-used and the money released from downsizing might be useful to them. This issue is expected to increase with the forecasted growth in the over 65s population in Marple.</p> <p>The policies in the Marple Neighbourhood Plan state that the development of housing for older people, taking account of Lifetime Homes or equivalent standards, will be supported. This will increase the stock of suitable accommodation for the older population in Marple.</p>	<p>Conversations with local residents and estate agents suggests there would be a strong market for accommodation for older people in Marple.</p> <p>See Policy H2: Downsizing & Accommodation for Older People.</p>
		Positive	<p>Population data from ONS and public consultation.</p> <p>See Chapter 5 which shows Marple has a higher proportion of over 65s than the Greater Manchester and Stockport average and is forecasted to increase. Data also shows life</p>	<p>Future development in Marple may threaten green infrastructure, outdoor community spaces and indoor community spaces, as the area becomes more popular, and land becomes more limited.</p> <p>The policies in the Marple Neighbourhood Plan state that existing open space, sports and recreational land, and indoor community space, should not be lost to development unless it can be proven the land/space is surplus to requirements; or the loss resulting from the proposed development would be replaced by equivalent or better provision.</p>	<p>There are many examples of green infrastructure, outdoor community space and indoor community space being developed. There is also vast research from leading organisations such as WHO and the NHS that highlight the health and social benefits of green infrastructure, outdoor community space and indoor</p>

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
			<p>expectancy in Marple is currently better than that in the rest of the borough. 48.9% of the population reported having very good health and 33.1% having good health.</p>	<p>In Marple, green infrastructure, outdoor community spaces and indoor community spaces are important for the older population as they support health and well-being, policies in the plan seek to protect and enhance these spaces.</p>	<p>community space on the older population.</p> <p>See Policy CS1: Outside Community Space, Policy CS2: Indoor Community Space and Aspiration for Memorial Park Civic Area in Chapter 10 Community Space Policies. See also Aspiration for A Placemaking Scheme for Marple in Chapter 6 Town Centre Policies.</p>
4	<p>Disability Consider people with physical disabilities, sensory impairments, learning disabilities and mental health issues</p>	Positive	<p>Public consultation</p> <p>See Chapter 5 which shows many local journeys within Marple are made by car, Data also shows almost 85% of Marple households have at least one vehicle and over 40% have two or more.</p>	<p>Many pedestrian routes in Marple lack the ability to support mobility scooters and other mobility aids. This is making Marple less accessible and supporting car use which in turn leads to traffic congestion and the negative impacts associated with this.</p> <p>The policies in the Marple Neighbourhood Plan support the wider accessibility of pedestrian routes. This will make Marple more accessible for a wider range of people, such as those that use mobility scooters and mobility aids.</p>	<p>Conversations with local residents support this claim.</p> <p>See Policy GA1: Walking & Cycling within Marple and the Aspiration for A Placemaking Scheme for Marple in Chapter 6 Town Centre Policies.</p>
5	<p>Gender reassignment A person whose individual experience of gender may not correspond to the sex</p>	Neutral	N/A	<p>It is not predicted that the policies set out in the Neighbourhood Plan would disproportionately affect this group.</p>	N/A

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	assigned to them at birth.				
6	Maternity and pregnancy	Positive	Public consultation	<p>Many pedestrian routes in Marple lack the ability to support pushchairs. This is making Marple less accessible and supporting car use which in turn leads to traffic congestion and the negative impacts associated with this.</p> <p>The policies in the Marple Neighbourhood Plan support the wider accessibility of pedestrian routes. This will make Marple more accessible for a wider range of people, such as those that use pushchairs.</p>	<p>Conversations with local residents support this claim.</p> <p>See Policy GA1: Walking & Cycling within Marple and the Aspiration for A Placemaking Scheme for Marple in Chapter 6 Town Centre Policies.</p>
7	Marriage and Civil Partnership	Neutral	N/A	It is not predicted that the policies set out in the Neighbourhood Plan would disproportionately affect this group.	N/A
8	Race Not all ethnic groups will have the same experiences so if possible specify whether the impact is likely to be different for different ethnic groups e.g. Indian people, people of Black Caribbean heritage. This also includes Gypsy and	Neutral	N/A	It is not predicted that the policies set out in the Neighbourhood Plan would disproportionately affect this group.	N/A

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
	Traveller populations				
9	Religion or Belief	Neutral	N/A	It is not predicted that the policies set out in the Neighbourhood Plan would disproportionately affect this group.	N/A
10	Sex	Neutral	N/A	It is not predicted that the policies set out in the Neighbourhood Plan would disproportionately affect this group.	N/A
11	Sexual orientation Consider how the proposed policy may differently impact people who are lesbian, gay or bisexual	Neutral	N/A	It is not predicted that the policies set out in the Neighbourhood Plan would disproportionately affect this group.	N/A
12	Socioeconomic status	Positive	Population data from ONS and public consultation. See Chapter 5 which shows properties that are social rented only present 9% of the total housing stock in Marple.	There is a lack of affordable housing in Marple. This is pricing many with lower socioeconomic status out of the area, making the Marple population less diverse. The policies in the Marple Neighbourhood Plan states that housing sites of one hectare or more should provide a minimum of 35% of affordable homes. This will increase the amount of affordable housing in Marple and allow more people from diverse backgrounds to reside in Marple.	Data from ONS shows the lack of socioeconomic diversity in Marple. The lack of affordable housing can be seen by looking at the housing market in Marple. Conversations have also taken place with local people and estate agents which supports this claim. See Policy H1: Affordable Housing
<p>You are encouraged to consider the below characteristics where you have relevant data, especially if your proposal is predicted to disproportionately impact one or more of these groups.</p>					

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
13	Carers	Positive	Public consultation	<p>Many pedestrian routes in Marple lack the ability to support mobility scooters or aids. This is making Marple less accessible, making it harder for carers to look after people, and supporting car use, which in turn leads to traffic congestion and the negative impacts associated with this.</p> <p>The policies in the Marple Neighbourhood Plan support the wider accessibility of pedestrian routes. This will make Marple more accessible for a wider range of people, including those that use mobility scooters and aids, and their carers.</p>	<p>Conversations with local residents support this claim.</p> <p>See Policy GA1: Walking & Cycling within Marple and the Aspiration for A Placemaking Scheme for Marple in Chapter 6 Town Centre Policies.</p>
		Positive	Public consultation	<p>Future development in Marple may threaten green infrastructure, outdoor community spaces and indoor community spaces, as the area becomes more popular, and land becomes more limited.</p> <p>The policies in the Marple Neighbourhood Plan state that existing open space, sports and recreational land, and indoor community space, should not be lost to development unless it can be proven the land/space is surplus to requirements; or the loss resulting from the proposed development would be replaced by equivalent or better provision.</p> <p>In Marple, green infrastructure, outdoor community spaces and indoor community spaces are important for carers and the people they look after, policies in the plan seek to protect and enhance these spaces.</p>	<p>There are many examples of green infrastructure, outdoor community space and indoor community space being developed. There is also vast research from leading organisations such as WHO and the NHS that highlight the health and social benefits of green infrastructure, outdoor community space and indoor community space on the older population.</p> <p>See Policy CS1: Outside Community Space, Policy CS2: Indoor Community Space and Aspiration for Memorial Park Civic Area</p>

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
					in Chapter 10 Community Space Policies. See also Aspiration for A Placemaking Scheme for Marple in Chapter 6 Town Centre Policies.
14	Those experiencing homelessness	Positive	Population data from ONS and public consultation. See Chapter 5 which shows properties that are social rented only present 9% of the total housing stock in Marple.	The policies in the Marple Neighbourhood Plan states that housing sites of one hectare or more should provide a minimum of 35% of affordable homes. This will increase the amount of affordable housing in Marple and hopefully reduce homelessness.	The lack of affordable housing can be seen by looking at the housing market in Marple. Conversations have also taken place with local people and estate agents which supports this claim. See Policy H1: Affordable Housing
15	Veterans	Positive	Population data from ONS and public consultation. See Chapter 5 which shows properties that are social rented only present 9% of the total housing stock in Marple.	The policies in the Marple Neighbourhood Plan states that housing sites of one hectare or more should provide a minimum of 35% of affordable homes. This will increase the amount of affordable housing in Marple and allow more people from diverse backgrounds, such as veterans, to reside in Marple.	The lack of affordable housing can be seen by looking at the housing market in Marple. Conversations have also taken place with local people and estate agents which supports this claim. See Policy H1: Affordable Housing
16	Asylum seekers and refugees	Positive	Population data from ONS and public consultation.	The policies in the Marple Neighbourhood Plan states that housing sites of one hectare or more should provide a minimum of 35% of affordable homes. This will increase the amount of affordable housing in Marple and	The lack of affordable housing can be seen by looking at the housing market in Marple. Conversations have also

Impact no.	Characteristic	Positive or negative impact	Impact source	Impact details and rationale	Additional information
			See Chapter 5 which shows properties that are social rented only present 9% of the total housing stock in Marple.	allow more people from diverse backgrounds, such as asylum seekers and refugees, to reside in Marple.	taken place with local people and estate agents which supports this claim. See Policy H1: Affordable Housing

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Step 3: Identifying mitigating factors to minimise negative impacts

Step 2 identified potential impacts your proposal may have on people with different protected characteristics. If there are negative impacts, then you must consider how you could mitigate against (lessen) these negative impacts.

Impact no.	Impact summary	Suggested mitigation and rationale	Source of suggestion	Evidence for solution	Feasibility
	<i>Give a brief summary of the issue/inequality /impact</i>	<i>What is being suggested to mitigate for this. What is the rationale behind the suggestion?</i>	<i>Where does this suggestion come from? Have you consulted the characteristic(s) affected for solutions?</i>	<i>What evidence is there that the suggestion would solve the problem? How have you learned this? Has this been done elsewhere?</i>	<i>Within the financial envelope, how feasible is this solution? What are the cost implications? Could it indirectly affect anyone else? Can any other body help with the solution? If yes, how?</i>
	N/A				

Please state if there are any additional comments or suggestions that could promote equalities in the future.

N/A

Step 4: Conclusions and outcome

It is strongly recommended to engage with people with protected characteristics to sense-check your conclusions before you indicate an outcome in this EqIA. Including feedback from this engagement activity will ensure your baseline assessment and your impacts are accurate, and that your mitigating actions are helpful and the best use of resources. It ensures that the proposal has been designed so that it is fair as possible to everybody.

If you have <u>not</u> undertaken any community engagement for this EqlA, please indicate this and explain why.
The Marple Neighbourhood Forum have been involved in this EqlA. They have done lots of research and consultation with residents, businesses and organisations, and aim to represent the best interests of their community. The Neighbourhood Forum have reviewed the EqlA and will continue to do so.
If there are impacts identified that cannot be mitigated against, are there any justifications for not taking any action to improve the negative impacts that have been identified?
There are no impacts identified that cannot be mitigated against.
Are there any adverse impacts that can be justified on the grounds of promoting equality of opportunity for one group, or for any other reason? Please state why.
There are no adverse impacts.
Are there any other proposals or policies that you are aware of that could create a cumulative impact?
This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else.
The Marple Neighbourhood Plan will need to be considered alongside the Stockport Core Strategy, saved Unitary Development Plan policies and the National Planning Policy Framework. The policies within all these documents accord with each other and aim to support more sustainable development.

Based on your equality impact analysis, please indicate the outcome of this EqlA.

Please indicate the outcome of the EqlA and provide justification and / or changes planned as required.		
A.	No major barriers identified, and there are no major changes required – proceed.	<input checked="" type="checkbox"/>
B.	Adjustments to remove barriers, promote equality and / or mitigate impact have been identified and are required – proceed.	<input type="checkbox"/>

C.	Positive impact for one or more of the groups justified on the grounds of equality – proceed.	<input type="checkbox"/>
D.	Barriers and impact identified, however having considered available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice – proceed with caution, knowing that this policy or practice may favour some people less than others. Strong justification for this decision is required.	<input type="checkbox"/>
E.	This policy identifies actual or potential unlawful discrimination – stop and rethink.	<input type="checkbox"/>
<p>Please describe briefly how this EqIA will be monitored. When will this be reviewed? What mitigating actions need to be implemented and when?</p>		
<p>This EqIA has most recently been reviewed following receipt of the independent examiner’s report. The EqIA is an active document and will be reviewed regularly.</p>		

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