

North Norfolk District Council

Equality Impact Assessment

Local Plan 2024-2040 (updated to incorporate Inspector's Main
Modifications)

November 2025

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Part 1: Responsibility and Proposed Activity

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Date of EQIA	November 2025

Title of activity	North Norfolk Local Plan 2024 – 2040 – Updated for Adoption
Summarise the overall aims of the activity/ proposal and how it will achieve them.	<p>The North Norfolk Local Plan 2024 – 2040 (Local Plan) sets out the long-term vision and strategy for how the towns, villages and countryside of North Norfolk will develop and evolve up to 2040.</p> <p>The Local Plan provides the planning framework for sustainable and climate-resilient growth across the District through a set of strategic and non-strategic policies and site allocations. The Plan guides how land will be used, what types of development will take place, and how the natural and built environment will be protected and enhanced.</p> <p>The Local Plan will form part of the statutory development plan for the District, alongside any ‘made’ Neighbourhood Plans, the Minerals and Waste Local Plan prepared by Norfolk County Council, and the Broads Local Plan for that part of the District which lies within the Norfolk Broads.</p> <p>This Equality Impact Assessment has been updated to reflect the Main Modifications and Additional Modifications arising from the Local Plan Examination and to ensure that, as modified, the Plan continues to promote equality of opportunity and to comply with the Public Sector Equality Duty.</p>

Part 2: Impact Assessment

Introduction

- 2.1.1. This Equality Impact Assessment (EqIA) updates the version prepared to accompany the Proposed Submission Local Plan (July 2022). It reflects the final adoption version of the local Plan, incorporating all modifications arising from the Examination and updated factual information. The purpose of this updated assessment is to confirm that the modifications do not result in any new or materially different equality impacts, and that the Local Plan as proposed for adoption continues to meet the requirements of the Public Sector Equality Duty under Section 149 of the Equality Act 2010.
- 2.1.2. Since the original EqIA was prepared in July 2022, the legal framework has evolved. The Equality Act 2010 was amended by the *Equality Act 2010 (Amendment) Regulations 2023* (in force 1 January 2024), which preserve and clarify various equality protections following changes to retained EU law. These amendments strengthen the overall equality framework and form part of the wider context in which this updated assessment has been undertaken.
- 2.1.3. The Equality Act 2010 requires the Council to pay due regard to the way it can:
- Eliminate discrimination, harassment and victimisation;
 - Promote equality of opportunity for everyone; and
 - Encourage good relations between people of different backgrounds.
- 2.1.4. An EqIA is a tool that helps public authorities ensure that their policies, and the ways they carry out their functions, achieve their intended purpose for everyone. Carrying out an EqIA involves systematically assessing the likely (or actual) effects of proposals on people in respect of age, disability, gender reassignment, race, religion or belief, sexual orientation, sex, marriage and civil partnership, and pregnancy and maternity. This includes looking for opportunities to promote equality that may have previously been missed or could be better used, as well as negative or adverse impacts that can be removed or mitigated, where possible. If any negative or adverse impacts amount to unlawful discrimination, they must be removed.
- 2.1.5. This updated EqIA reviews the North Norfolk District Council Local Plan 2024 – 2040 (hereafter the Local Plan) as modified through the Examination process. The Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs.
- 2.1.6. The assessment considers the potential impact of the policies in the Local Plan on different groups within the District. The specific groups are those set out in the Equality Act 2010 as protected characteristics:
- Age
 - Disability
 - Gender Reassignment
 - Race
 - Religion or Belief
 - Sexual Orientation

- Sex
- Marriage and Civil Partnership
- Pregnancy and Maternity

- 2.1.7. In addition to the protected characteristics, there are multiple other factors which can lead to people being particularly at risk of disadvantage and social exclusion. Socio-economic factors, determined by social class and income level are vital considerations as they increase the likelihood of experiencing poverty, deprivation, ill-health and other related outcomes.¹ Therefore, the assessment undertaken also considers the potential socio-economic impacts of the policies in the Local Plan.
- 2.1.8. EqIAs were undertaken and published at earlier stages of Local Plan preparation, including at Regulation 18 (initial draft consultation) and Regulation 19 (Proposed Submission). Those earlier assessments identified no adverse equality impacts and helped to inform subsequent stages of plan-making. The different needs of groups with protected characteristics have continued to be considered throughout the Examination and modification process.
- 2.1.9. At each stage of the Local Plan's preparation, community engagement and consultation have been undertaken in accordance with the Council's adopted [Statement of Community Involvement](#) (January 2016). The feedback and comments received at each stage have informed the subsequent stages of plan preparation. The accompanying [Consultation Statement](#) (January 2022) and the Main and Additional Modifications consultation (August - September 2025) set out how the Council engaged the community and relevant bodies throughout the preparation and Examination of the Plan, in line with the requirements of the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended).
- 2.1.10. This updated assessment confirms that, following the Main and Additional Modifications, the Local Plan remains consistent with the objectives of the Public Sector Equality Duty and does not give rise to any new or materially different equality impacts.

Context

- 2.1.11. The following information provides an overview of the social diversity within the District. It identifies, insofar as possible, the different groups considered in this EqIA. The information is drawn primarily from the 2021 Census, supplemented where relevant by data from the 2011 Census and other published sources. Figures are drawn from different census 2021 topic tables, each of which has its own population base and rounding methods. Small variations in total population figures between tables reflect dataset-specific adjustments made by the ONS.

Age

- 2.1.12. The information in Table 1 below shows the number of people in each age group and the percentage they represent within the overall population. North Norfolk's figures are compared with those for Norfolk and England.

¹ Beyond Box-Ticking A Short Guide to Meaningfully Assessing Local Plan Policy Impacts on Equality and Inclusion. Town and Country Planning Association October 2019 pp

2.1.13. The proportion of children aged under 10 in North Norfolk remains noticeably lower than the county and national averages. The percentages of those in their teenage years are more closely aligned with the wider figures, but the proportion of residents aged between 20 and 44 continues to be significantly lower than both the county and national levels. Conversely, the share of the population aged 45 and over is consistently higher than elsewhere.

Table 1: Age Structure - North Norfolk, Norfolk & England (2011 & 2021 Census)

Age Group	North Norfolk 2021		Norfolk 2021		England 2021	
	Number	%	Number	%	Number	%
All usual residents	102,940	100.0	915,840	100.0	54,476,921	100.0
Age 4 and under	3,664	3.6	42,518	4.6	3,076,950	5.4
Age 5 to 9	4,423	4.3	48,368	5.3	3,348,701	5.9
Age 10 to 15	5,748	5.6	58,137	6.3	4,057,443	7.2
Age 16 to 19	3,474	3.4	37,790	4.1	2,574,781	4.6
Age 20 to 24	3,883	3.8	50,804	5.5	3,414,450	6.0
Age 25 to 34	8,941	8.7	107,823	11.8	7,667,865	13.6
Age 35 to 49	14,611	14.2	158,590	17.3	10,978,437	19.4
Age 50 to 64	23,744	23.1	188,324	20.6	10,970,118	19.4
Age 65 to 74	17,794	17.3	116,400	12.7	5,564,143	9.8
Age 75 to 84	11,781	11.4	76,702	8.4	3,464,857	6.1
Age 85 to 89	3,127	3.2	19,417	2.1	872,488	1.5
Age 90 and over	1,798	1.7	11,243	1.2	499,812	0.8

Source: Census 2021 data from NOMIS (ONS), (Table TS007 – Age by single year), extracted October 2025.

Note: The 2021 Census age bands differ from those used in 2011, so year-on-year comparisons are not shown in this version.

2.1.14. Notably, the District's share of residents aged 75 to 84 (**11.4%**) remains significantly above the national average (**6.1 %**). The age profile of the District continues to reflect an ongoing ageing trend, with growth strongest among those aged 65 to 84.

2.1.15. The total population of North Norfolk increased only slightly, from 101,499 in 2011 to 102,940 in 2021 (+1.4 %), compared with growth of around 6–7 % in Norfolk and nationally.

2.1.16. The District's population continues to show an ageing profile, with around 30% of residents now aged 65 and over. This proportion remains significantly higher than county and national levels. The share of working-age residents (broadly those aged 16 to 64) has fallen, while the proportion of children (under 15 years) has also declined.

Disability

2.1.17. The proportion of the District's residents whose day-to-day activities are limited by a long-term health condition or disability remains notably higher than county and national averages. According to the 2021 Census, 22.5% of North Norfolk residents reported that their activities were limited (*9% a lot, 13.5% a little*), compared with 20.2% in Norfolk and 17.3% in England.

2.1.18. A further 8.3% of residents reported having a long-term physical or mental health condition that does not limit their day-to-day activities, while 69.1% reported having no long-term health conditions. Given the District's older population profile, these higher proportions are not unexpected and are likely to increase further as the population continues to age.

Table 2: Day to Day Activity Limitations

Category	North Norfolk	Norfolk	England
	%	%	%
Day-to-day activities limited a lot	9.0	8.2	7.3
Day-to-day activities limited a little	13.5	12.0	10.0
Long-term condition but not limited	8.3	7.9	6.8
No long-term condition	69.1	72.0	75.9

Source: Census 2021 data from NOMIS (ONS), (Table TS038 – Disability), extracted October 2025.

Note: The 2021 Census question on disability was revised to align with the Equality Act 2010, introducing additional categories for people with long-term conditions whose activities are not limited. Direct comparisons with 2011 data should therefore be made with caution.

Gender Reassignment

2.1.19. The 2021 Census introduced a new voluntary question for people aged 16 and over, asking: *"Is the gender you identify with the same as your sex registered at birth?"* In North Norfolk, **0.2%** of respondents reported that their gender identity was different from their sex registered at birth (this includes people identifying as trans men, trans women, non-binary, or another gender identity). **94.2%** said their gender identity was the same and **5.6%** chose not to answer.

2.1.20. Equivalent results are not available at the county level, but across England overall **0.6%** of people reported that their gender identity differed from their sex registered at birth, **94.0%** said it was the same, and **5.5%** did not answer.

2.1.21. This provides a new baseline for understanding gender identity in the District. However, given the small numbers involved, the voluntary nature of the question,

and recent ONS guidance on data uncertainty, the figures should be interpreted with caution.²

Note: In September 2024 the ONS reclassified these data as “official statistics in development” pending further quality assurance. The question was asked of people aged 16 and over; percentages therefore relate to the population aged 16+. Small sub-categories (e.g. trans men, trans women, non-binary and other identities) are included within the overall “different from sex registered at birth” figure.

Race

2.1.22. The 2021 Census shows that North Norfolk remains less ethnically diverse than Norfolk and England overall, with the vast majority of residents identifying as White. In North Norfolk, **98.1%** of residents identified as White compared with **94.7%** in Norfolk and **81.0%** in England. Within this, **94.2%** identified as White English, Welsh, Scottish, Northern Irish or British.

2.1.23. The proportion of residents identifying within other ethnic groups has increased slightly since 2011, reflecting gradual diversification across the District. In 2021, **0.9%** of residents identified as belonging to Mixed or Multiple ethnic groups, **0.5%** as Asian, **0.2%** as Black, and **0.2%** as belonging to Other ethnic groups. While these proportions remain small compared with the national picture, they represent modest growth across all minority categories.

2.1.24. The 2021 Census introduced a new subcategory “White: Roma” within the broader White group. This change reflects updates to the classification framework used by the Office for National Statistics and may affect direct comparison with 2011 data.

Table 3: Population by Ethnic Origin

Ethnic Group	North Norfolk		Norfolk		England	
	Number	%	Number	%	Number	%
All usual residents	102,940	100.0	916,199	100.0	56,490,048	100.0
White	101,007	98.1	867,151	94.7	45,783,401	81.0
White: English / Welsh / Scottish / Northern Irish / British	98,403	95.6	814,728	88.9	41,540,791	73.5
White: Irish	471	0.5	4,049	0.4	494,251	0.9
White: Gypsy or Irish Traveller	86	0.1	1,266	0.1	64,218	0.1
White: Roma	32	0.0	756	0.1	99,138	0.2
White: Other White	2,015	2.0	46,352	5.1	3,585,003	6.3
Mixed / Multiple Ethnic Groups	978	0.9	15,080	1.6	1,669,378	3.0
White & Black Caribbean	247	0.2	3,200	0.3	499,310	0.9
White & Black African	172	0.2	3,210	0.4	241,528	0.4
White & Asian	310	0.3	4,389	0.5	474,190	0.8
Other Mixed	249	0.2	4,281	0.5	454,350	0.8
Asian / Asian British / Asian Welsh	565	0.5	18,992	2.1	5,426,392	9.6
Indian	110	0.1	6,577	0.7	1,834,248	3.3

² Source: Census 2021 data from ONS – Gender identity estimates for England and Wales, March 2025 update.

Pakistani	14	0.0	1,136	0.1	1,570,285	2.8
Bangladeshi	23	0.0	1,480	0.2	629,567	1.1
Chinese	151	0.1	3,666	0.4	431,165	0.8
Other Asian	267	0.3	6,133	0.7	952,127	1.7
Black / Black British / Black Welsh / Caribbean / African	183	0.2	8,369	0.9	2,381,724	4.2
African	96	0.1	6,002	0.7	1,468,474	2.6
Caribbean	59	0.1	1,190	0.1	619,419	1.1
Other Black	28	0.0	1,177	0.1	293,831	0.5
Other Ethnic Group	245	0.2	6,528	0.7	1,229,153	2.2
Arab	27	0.0	1,428	0.2	320,203	0.6
Any other Ethnic Group	218	0.2	5,100	0.6	908,950	1.6

Source: Census 2021 data from NOMIS (ONS), (Table TS021 – Ethnic group), extracted October 2025.

2.1.25. Given the District's age profile and rural character, this pattern of limited ethnic diversity is consistent with expectations, although ongoing monitoring remains important to ensure equality of opportunity for all residents.

Religion or Belief

2.1.26. Table 4 below shows that North Norfolk remains broadly less religiously diverse than Norfolk and England overall. The proportion of residents identifying as Christian has continued to fall, with 52.3% compared with 47.0% in Norfolk and 46.3% in England. Those stating they had no religion increased substantially to 39.6% (from 25.2% in 2011), now exceeding the national proportion (36.7%).

2.1.27. The proportions of residents identifying with other faiths remain relatively small, 0.4% Buddhist, 0.1% Hindu, 0.2% Muslim, 0.1% Jewish and fewer than 0.1% Sikh, consistent with the District's limited ethnic diversity.

2.1.28. This pattern likely reflects the District's demographic profile, with a predominantly White British population and older age structure. The reduction in those identifying as Christian, alongside the modest growth of minority faith groups, mirrors wider national trends, with fewer people identifying with any religion, particularly among working-age adults.

Table 4: Religious Identity

Religion	North Norfolk		Norfolk		England	
	Number	%	Number	%	Number	%
All usual residents	102,979	100.0	916,121	100.0	56,490,048	100
Has religion	55,234	53.7	452,737	49.4	32,373,836	57.3
Christian	53,825	52.3	430,442	47.0	26,167,899	46.3
Buddhist	373	0.4	3,414	0.4	262,433	0.5
Hindu	75	0.1	3,697	0.4	1,020,533	1.8
Jewish	130	0.1	1,177	0.1	269,283	0.5
Muslim	173	0.2	8,146	0.9	3,801,186	6.7
Sikh	17	0.0	566	0.1	520,092	0.9
Other religion	641	0.6	5,295	0.6	332,410	0.6
No religion	40,804	39.6	404,947	44.2	20,715,664	36.7
Religion not stated	6,941	6.7	58,437	6.4	3,400,548	6.0

Sexual Orientation

2.1.29. The 2021 Census³ introduced a new voluntary question for people aged 16 and over on sexual orientation. In North Norfolk, 89.3% of respondents identified as straight or heterosexual, 1.3% as gay or lesbian, 1.0% as bisexual and 0.2% as having another sexual orientation. A further 8.2% chose not to answer. These proportions are broadly consistent with Norfolk (89.3% heterosexual) and England (89.4% heterosexual).

The relatively small differences between areas suggest that patterns of sexual orientation across the District align with regional and national trends, with a majority identifying as heterosexual and smaller but visible proportions identifying as lesbian, gay or bisexual. As the question was voluntary, response rates varied, and those choosing not to answer are included within the overall totals.

Sex

2.1.30. The total population of North Norfolk increased by 1.5%, from around 101,500 in 2011 to 102,979 in 2021. Of these, 52,681 (51.2%) are female and 50,298 (48.8%) are male. This compares with a countywide profile of 51.0% female and 49.0% male, and a similar national pattern.⁴

Marriage and Civil Partnership

2.1.31. Table 5 below shows that North Norfolk continues to have a higher proportion of married or civil-partnered residents (50.2 %) compared with Norfolk (46.3 %) and England (44.7 %). The District also records a higher proportion of widowed residents (9.2 %) than the county (7.2 %) or the national average (6.1 %), reflecting its older age structure.

2.1.32. The proportion of residents who have never married or registered a civil partnership (27.2 %) remains significantly lower than both the county and national figures, while levels of separation (2.2 %) and divorce (11.3 %) are broadly in line with Norfolk and England overall.

Note: The 2021 Census combined “married” and “in a registered civil partnership” into one category to reflect the legal recognition of same-sex marriage introduced in 2014.

Table 5: Marital and civil partnership status (2021)

Legal Partnership Status	North Norfolk	Norfolk	England
	%	%	%
Never married and never registered a civil partnership	27.2	33.6	37.9
Married or in a registered civil partnership	50.2	46.3	44.7
Separated (but still legally married or in a civil partnership)	2.2	2.2	2.2
Divorced or civil partnership dissolved	11.3	10.7	9.1
Widowed or surviving civil partnership partner	9.2	7.2	6.1

³ Source: Census 2021 data from NOMIS (ONS), (Table TS077 – Sexual orientation), extracted October 2025.

⁴ Source: Census 2021 data from NOMIS (ONS), (Table TS008 – Sex), extracted October 2025.

Pregnancy and Maternity

2.1.33. In 2024, North Norfolk recorded 569 live births giving a crude birth rate of 5.5 per 1,000 of the population. This is lower than both the Norfolk rate (7.7) and the England rate (9.7). The lower rate reflects North Norfolk's older age profile and smaller proportion of residents of childbearing age compared with the county and national averages.⁵

Socio-Economic

2.1.34. The proportion of people living in the highest levels of deprivation in North Norfolk is lower than the England average, although the District ranks relatively high for certain deprivation indicators, particularly those relating to the physical and financial accessibility of housing and local services.

2.1.35. In 2019, 10.6% of the population was income deprived. Of the 316 local authorities in England (excluding the Isles of Scilly), North Norfolk was ranked 169th most income deprived. Of the District's 62 neighbourhoods, one fell within the 20% most income deprived in England.⁶

Policy Assessment Summary

2.1.36. Having established the equality and socio-economic context for North Norfolk, the next section outlines the assessment of the Local Plan policies against the protected characteristics set out in the Equality Act 2010.

2.1.37. The Local Plan contains multiple policies underpinned by the principle of delivering sustainable and climate-resilient development to secure a better quality of life for everyone, now and for future generations. All policies within the Plan contribute towards achieving these aims, including those promoting the sustainable location of new homes, jobs and economic growth; the conservation and enhancement of the natural environment and built environment; improved infrastructure and renewable energy; the provision of green spaces and the creation of balanced, healthy communities.

2.1.38. Individual site allocation policies have not been assessed separately within this EqIA. Each allocation is governed by the policies of the Local Plan, which have themselves been subject to assessment. It is therefore not considered necessary to assess individual sites in detail. However, it is recognised that site allocations play an important role in ensuring that sufficient development land is available across the District to meet identified needs. As such, they are integral to delivering the positive equality impacts identified through the policy assessments.

2.1.39. Aside from site allocations, each policy within the Local Plan has been assessed to identify potential impacts on people with protected characteristics under the Equality act 2010. The potential impact of each policy has been recorded as positive, negative or neutral. Where a positive or negative effect has been identified, a short

⁵ Source: ONS data from NOMIS, *Live births in England and Wales: birth rates down to local authority areas, 2024*, extracted October 2025.

⁶ Source: Ministry of Housing, Communities and Local Government (MHCLG), *English Indices of Deprivation 2019 – Income Deprivation Domain*, data from ONS/NOMIS, extracted October 2025.

explanation is provided. A neutral impact does not indicate that a policy is irrelevant to a group but that it is not expected to affect that group in a distinctly positive or negative way.

2.1.40. Overall, the policies of the Local Plan are expected to have predominantly positive effects for all sections of the community in North Norfolk, including people with protected characteristics. The detailed findings are presented in *Part 3: Testing of the Local Plan against Protected Characteristics*.

Part 3: Testing of the Local Plan Against Protected Characteristics

Part 3: Tests the individual policies of the Local Plan against each of the protected characteristics and ascribes a Neutral, Positive or Negative effect.

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?									Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity		
Delivering Climate Resilient Sustainable Growth											
CC 1 - Delivering Climate Resilient Sustainable Growth	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	CC 1 seeks to ensure that new development positively contributes to mitigating and adapting to climate change and delivers climate resilient sustainable growth. The policy is expected to positively impact all sections of the community. Its promotion of efficient use of resources and the directing of development to areas where services and sustainable transport modes will be available may also be more positive for less mobile groups, including people with the protected characteristics of age, disability, pregnancy, and maternity and those experiencing income deprivation than for the general population, as it will increase accessibility to services.
CC 2 - Renewable & Low Carbon Energy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 2 seeks to help increase the use and supply of renewable and low carbon energy. The overall effects are positive but no more positive than for the general population except in relation to socio-economic impacts, as it will encourage the delivery of additional specialist high skill employment in the renewable and low carbon sectors across the district and may help address fuel poverty. <i>Policy wording has been refined to clarify assessment criteria and alignment with national policy, but these changes do not alter the equality or socio-economic impacts identified.</i>
CC 3 - Sustainable Construction, Energy Efficiency & Carbon Reduction	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 3 seeks to promote a proactive strategy to mitigate and adapt to climate change through a movement towards a low carbon future in building construction. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It may have positive socio-economic impacts by improving energy efficiency. <i>Policy wording has been updated to reflect national terminology and clarify references to energy hierarchy and embodied carbon, but these refinements do not alter the equality or socio-economic impacts identified.</i>
CC 4 - Water Efficiency	Neutra;	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 4 requires development to minimise its impact on water resources. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It may have positive socio-economic impacts by improving water efficiency. <i>Minor wording changes were made to ensure consistency with national policy on water use standards; these do not alter the equality or socio-economic impacts identified.</i>
CC 5 - Coastal Change Management	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	CC 5 seeks to reduce the risk from coastal change by managing the types of development in potential risk areas. The policy has clear benefits to all members of society directly affected by coastal erosion issues. It may have positive socio-economic impacts from enabling coastal communities to be sustainable and economically viable. <i>Minor amendments were made to the</i>

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?									Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity		
											<i>supporting text and policy wording for clarity; these do not affect the equality or socio-economic assessment.</i>
CC 6 - Coastal Change Adaptation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 6 seeks to make provision for development and infrastructure that needs to be relocated away from Coastal Change Management Areas. The policy has clear benefits to all members of society directly affected by coastal erosion issues. <i>Minor wording changes were made to ensure consistency with national policy and to clarify that the policy also supports tourism and leisure uses; these do not alter the equality or socio-economic impacts identified.</i>
CC 7 - Flood Risk & Surface Water Drainage	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 7 seeks to avoid or mitigate the risk of flooding. The policy has clear benefits to all members of society.
CC 8 - Electric Vehicle Charging	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 8 seeks to promote and ensure delivery of appropriate electric vehicle charging infrastructure and to future proof developments in the district. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics. <i>Amendments were made for clarity and to align with national guidance, but these do not alter the equality or socio-economic impacts identified.</i>
CC 9 - Sustainable Transport	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	CC 9 seeks to ensure that new development maximises the opportunities for the use of sustainable forms of transport and that the public highway remains safe and convenient to use for all road users. The policy particularly benefits those with limited mobility and those experiencing income deprivation.
CC 10 - Biodiversity Net Gain	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 10 seeks biodiversity net gain to help protect and enhance the natural environment. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics. <i>Amendments were made to align with the Environment Act 2021 biodiversity net gain regime (including metric-based calculation and long-term management). These clarifications do not alter the equality or socio-economic impacts identified.</i>
CC 11 - Green Infrastructure	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	CC 11 seeks to conserve and enhance existing green infrastructure and ensure the provision of new green infrastructure to improve connectivity and access. This policy particularly benefits those with limited mobility and those experiencing income deprivation by improving accessibility.
CC 12 - Trees, Hedgerows & Woodland	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 12 seeks the protection, retention and provision of trees, hedgerow, woodland and other natural features. The overall effects are positive but no more positive for people with protected characteristics than for the general population. Minor additional modifications were made for clarity and consistency. These do not alter the equality or socio-economic impacts identified.
CC 13 - Protected Environmental Quality	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	CC 13 seeks to avoid, minimise and reduce all emissions and other forms of pollution. The policy may positively impact people with poor health, particularly in relation to air quality. <i>Modifications added nutrient neutrality requirements for proposals increasing overnight stays. These strengthen environmental safeguards but do not alter the equality or socio-economic impacts identified.</i>

Local Plan Policy	Equalities Groups – Is the effect Neutral, Positive or Negative?									Socio Economic Impact - (including poverty)	Explanation
	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity		
Spatial Strategy											
SS 1 - Spatial Strategy	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	SS 1 sets out the distribution of development and provides the framework to deliver the necessary growth to meet the district’s needs. The policy is expected to positively impact all sections of the community. The directing of development to areas where services and sustainable transport modes will be available and its link to affordable housing provision may though be more positive for less mobile groups, and those experiencing income deprivation. <i>Modifications clarified the settlement hierarchy and increased growth in small growth villages to support rural sustainability. These changes reinforce the positive equality and socio-economic outcomes already identified.</i>
SS 2 - Development in the Countryside	Positive	Positive	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Positive	Neutral	SS 2 seeks to manage the types of development allowed in the designated countryside. The policy may particularly benefit those with the protected characteristics of race, age, disability, pregnancy and maternity and religion or belief because of its support for accommodation for Gypsies and Travellers, the elderly infirm, and others requiring care, and for community facilities and services which include community halls, health, education and places of worship.
SS 3 - Community -Led Development	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	SS 3 seeks to support community-led development. The policy is expected to positively impact all sections of the community. The policy may particularly benefit those experiencing income deprivation, and young people, by supporting the provision of affordable housing and play areas.
Delivering Well Connected, Healthy Communities											
HC 1 - Health & Wellbeing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	HC 1 seeks to ensure that health infrastructure and well-being are considered as integral to the development process. The policy may particularly benefit those people more likely to access healthcare services. <i>Amendments reduced the threshold for requiring a Health Impact Assessment from 500 to 250 dwellings, which modestly strengthens the positive effects identified.</i>
HC 2 - Provision & Retention of Open Spaces	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HC 2 seeks to protect existing open spaces and to ensure new development is served by the right amount and type of open space. The policy is expected to positively impact all sections of the community. <i>Amendments were made for clarity and consistency, but these do not alter the equality or socio-economic impacts identified.</i>
HC 3 - Provision & Retention of Local Facilities	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	HC 3 seeks to support the provision of new community facilities and services in sustainable locations and to prevent the premature loss of existing facilities. The policy is expected to positively impact all sections of the community. It may be particularly positive for those people more likely to access community facilities and services. <i>Amendments clarified marketing requirements for the loss of community facilities, strengthening implementation but not altering the equality or socio-economic impacts identified.</i>
HC 4 - Infrastructure Provision, Developer	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	HC 4 sets out the strategic approach to infrastructure provision, developer contributions and viability. Education and play space

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	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity		
Contributions & Viability											infrastructure will be secured through this policy, as well as affordable housing and healthcare. The policy is expected to positively impact all sections of the community. It may particularly benefit those in poor health and children and young adults in education. <i>Amendments were made to expand examples and cross-references for clarity and consistency; these do not alter the equality or socio-economic impacts identified.</i>
HC 5 - Fibre to the Premises (FTTP)	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	HC 5 seeks to improve the provision and quality of digital communications, including broadband, across the district and to ensure all new dwellings and workplaces are connected by fibre, or can be connected, in the future. The policy is expected to positively impact all sections of the community. By facilitating social inclusion, the policy may particularly benefit those with reduced mobility. It may have positive socio-economic impacts by attracting new businesses. <i>The policy was replaced to align with national Building Regulations and simplify implementation; these changes do not alter the equality or socio-economic impacts identified.</i>
HC 6 - Telecommunications Infrastructure	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Positive	HC 6 seeks to maximise digital connectivity across the district. The policy is expected to positively impact all sections of the community. Improved connectivity may particularly benefit those with reduced mobility. It may have positive socio-economic impacts by attracting new businesses.
HC 7 - Parking Provision	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	HC 7 seeks to ensure the provision of adequate safe and secure vehicle and cycle parking. The policy may particularly benefit those with reduced mobility. <i>Amendments were made for clarity and consistency, including updates to terminology and cross-references; these do not alter the equality or socio-economic impacts identified.</i>
HC 8 - Safeguarding Land for Sustainable Transport	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	HC 8 seeks to safeguard land for potential sustainable transport related uses. This policy may result in improved accessibility for those with reduced mobility and who use mobility aids / pushchairs because of the potential link with improved surfacing of walking routes.
Environment											
ENV 1 - Norfolk Coast Area of Outstanding Natural Beauty & The Broads	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 1 seeks to ensure appropriate high-level protection of these designated landscapes. The overall effects are positive but no more positive for people with protected characteristics than for the general population. <i>Amendments were made for clarity and consistency, including updated terminology to reflect National Landscape designations; these do not change the neutral assessment or have any equality or socio-economic implications.</i>
ENV 2 - Protection & Enhancement of Landscape and Settlement Character	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 2 seeks to ensure the protection and enhancement of landscape and settlement character. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 3 - Heritage & Undeveloped Coast	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	ENV 3 seeks to protect the appearance and character of the coast. It may have positive socio-economic impacts by its support for the replacement of development threatened by coastal erosion. <i>Amendments were made for clarity and</i>

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											<i>consistency; these do not alter the equality or socio-economic impacts identified.</i>
ENV 4 - Biodiversity & Geodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 4 seeks to protect and enhance biodiversity and geodiversity. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 5 - Impacts on International & European sites: Recreational Impact Avoidance & Mitigation Strategy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 5 seeks to ensure compliance with the Conservation of Habitats and Species Regulations 2017 and to enable growth by the implementation of measures to avoid adverse effects on the integrity of the qualifying feature of Habitats Sites arising from recreational disturbance. The overall effects are positive but no more positive for people with protected characteristics than for the general population.
ENV 6 - Protection of Amenity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 6 seeks to maintain, protect and promote adequate living and working conditions to ensure good standards of amenity for existing and future occupiers. The overall effects are positive but no more positive for people with protected characteristics than for the general population. <i>Amendments were made for consistency with other policies and supporting guidance; these do not change the neutral assessment or have any equality or socio-economic implications.</i>
ENV 7 - Protecting & Enhancing the Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 7 seeks to conserve and where possible enhance the historic environment. The overall effects are positive but no more positive for people with protected characteristics than for the general population. <i>Amendments were made for clarity and alignment with national heritage policy; these do not change the neutral assessment or have any equality or socio-economic implications.</i>
ENV 8 - High Quality Design	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	ENV 8 sets expected standards of design to ensure the special character and qualities of North Norfolk are maintained and enhanced. A key element of good design recognised by the policy is ensuring that development accords with minimum space standards and accessible and adaptable homes policies. The policy may particularly benefit those with reduced mobility. <i>Minor amendments were made for consistency and clarity; these do not alter the equality or socio-economic impacts identified.</i>
Housing											
HOU 1 - Delivering Sufficient Homes	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Positive	HOU 1 sets a minimum housing target for the district to ensure that all existing and future housing needs are addressed in locations that comply with the spatial strategy (SS 1). This policy includes provision for affordable housing. This will likely benefit younger people and those from economically disadvantaged backgrounds or lower income households. Elderly persons accommodation is also provided for. <i>Substantial amendments were made to update housing numbers and clarify the minimum housing target. These do not alter the equality or socio-economic impacts identified.</i>
HOU 2 - Delivering the Right Mix of Homes	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Positive	HOU 2 seeks to ensure that the type, size and tenure of homes provided meets identified needs. The overall effects are positive. This policy is likely to be particularly positive for

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											younger and older people, those with a disability, and those from economically disadvantaged backgrounds or lower income households, because of the requirements to provide affordable housing and specialist elderly care and housing to meet the needs of others needing support. <i>Amendments refined affordable housing thresholds for smaller sites to improve alignment with national guidance and viability evidence. These do not alter the equality or socio-economic impacts identified.</i>
HOU 3 - Affordable Homes in the Countryside (Rural Exceptions Housing)	Positive	Positive	Neutral	Positive	Neutral	Neutral	Positive	Neutral	Neutral	Positive	HOU 3 seeks to deliver an increased supply of affordable homes in the designated countryside as an exception to normally restrictive planning policies to address locally arising needs. This policy is likely to be particularly positive for people from economically disadvantaged backgrounds or lower income households.
HOU 4 - Essential Rural Worker Accommodation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	HOU 4 seeks to meet the need for essential accommodation associated with the use of land for agriculture, forestry and other rural based businesses in locations that would otherwise be judged as unsustainable. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It may have positive socio-economic impacts by supporting businesses.
HOU 5 - Gypsy, Traveller & Travelling Showpeople's Accommodation	Positive	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 5 seeks to meet the needs for both permanently occupied and transit pitches for the Gypsy, Traveller and Travelling Showpeople communities. The policy has a positive impact on the protected characteristic of race, as it addresses the needs of specific ethnic groups. <i>Modifications made to reflect updated national definitions and strengthen protection for existing sites also reinforce positive effects for race, age, and disability, improving clarity without materially altering other equality or socio-economic outcomes identified.</i>
HOU 6 - Replacement Dwellings, Extensions, Domestic Outbuildings & Annexed Accommodation	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 6 seeks to manage the visual impacts of proposed replacement dwellings, house extensions and domestic outbuildings. The policy may be particularly positive for the elderly, young adults and those with disabilities, by allowing for improved accommodation and /or semi-independent living within a wider family unit. <i>Minor wording changes were made for clarity; these do not alter the equality or socio-economic impacts identified.</i>
HOU 7 - Re-Use of Rural Buildings in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 7 allows for the conversion and re-use of good quality, structurally sound buildings whilst respecting character and protecting wildlife. The overall effects are positive but no more positive for people with protected characteristics than for the general population. <i>Minor wording changes were made for clarity; these do not alter the equality or socio-economic impacts identified.</i>
HOU 8 - Accessible & Adaptable Homes	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	HOU 8 seeks to ensure that new homes are built to accessible and adaptable standards. The policy is expected to positively impact all sections of the community. It is likely to be particularly positive for older people and those with a disability. It may have positive socio-economic impacts by enabling people to remain in their own homes for longer. <i>Minor amendments</i>

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											<i>were made for clarity and to align with national standards; these do not alter the equality or socio-economic impacts identified.</i>
HOU 9 - Minimum Space Standards	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	HOU 9 seeks to ensure that new homes provide sufficient internal space, privacy and storage facilities to offer a reasonable minimum level of residential amenity and quality of life. The policy is expected to positively impact all sections of the community. It is likely to be particularly positive for those with limited mobility. <i>Minor amendments were made for clarity, including the addition of a justification requirement for exemptions; these do not alter the equality or socio-economic impacts identified.</i>
Economy											
E 1 - Employment Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 1 seeks to ensure that a sufficient quantity of land is reserved for employment generating developments across the district. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It is likely to have positive socio-economic effects by providing land for future employment generating proposals. <i>Minor amendments were made to update employment land figures for accuracy; these do not alter the equality or socio-economic impacts identified.</i>
E 2 - Employment Areas, Enterprise Zones & Former Airbases	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 2 seeks to ensure that designated employment land is protected for employment uses. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It is likely to have positive socio-economic effects by ensuring the retention of designated employment land. <i>Minor wording changes were made for clarity; these do not alter the equality or socio-economic impacts identified.</i>
E 3 - Employment Development Outside of Employment Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 3 seeks to provide opportunities for businesses located outside of designated employment areas to expand and thrive. The overall effects are positive but no more positive for people with protected characteristics than for the general population. It is supportive of business and therefore likely to have positive socio-economic effects. <i>Amendments were made for clarity and flexibility, including deletion of restrictive wording; these do not alter the equality or socio-economic impacts identified.</i>
E 4 - Retail & Town Centre Development	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 4 seeks to maintain and enhance the vitality, viability and sustainability of the district's town centres. The policy is expected to positively impact all sections of the community. It is likely to be particularly positive for less mobile groups such as older and disabled people, people with young children and those experiencing income deprivation, by increasing accessibility to services.
E 5 - Signage & Shopfronts	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 5 provides guidance on the siting and design of advertisements and shopfronts. The policy will benefit all sections of the community. The impact on protected characteristics is neutral. There may be socio-economic benefits by support for appropriate advertisement of businesses. <i>Minor</i>

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	Age	Disability	Gender Reassignment	Race	Religion	Sexual Orientation	Sex	Marriage and Civil Partnership	Pregnancy and Maternity		
											<i>wording changes were made for clarity; these do not alter the equality or socio-economic impacts identified.</i>
E 6 - New Tourist Accommodation, Static Caravans & Holiday Lodges, & Extensions to Existing Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 6 seeks to ensure that new-build tourist accommodation, static holiday caravans and holiday lodges are in appropriate locations and allows flexibility for businesses situated within the countryside the opportunity to expand. The policy will benefit all sections of the community. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals. <i>Amendments were made for clarity and flexibility. These do not alter the equality or socio-economic impacts identified.</i>
E 7 - Touring Caravan & Camping Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 7 seeks to direct the use of land for touring caravan and camping sites to appropriate locations. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals. <i>Amendments were made for clarity and consistency with national terminology. These do not alter the equality or socio-economic impacts identified.</i>
E 8 - New Tourist Attractions & Extensions	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 8 seeks to ensure that tourist attractions proposals and extensions are encouraged in appropriate locations. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals. <i>Amendments were made for clarity and consistency with national terminology. These do not alter the equality or socio-economic impacts identified.</i>
E 9 - Retaining an Adequate Supply & Mix of Tourist Accommodation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	E 9 seeks to retain a mix of all types of tourist accommodation. The impact on protected characteristics is neutral. There may be socio-economic benefits from its support for tourism proposals. <i>Amendments were made for clarity and to strengthen wording. These do not alter the equality or socio-economic impacts identified.</i>

Part 4: Monitoring

- 4.1.1. The Council will monitor the implementation and impact of the Local Plan policies through the production of the Annual Monitoring Report (AMR). The monitoring framework set out in the Local Plan provides a robust basis for assessing policy delivery. The AMR will present factual evidence on population change, relevant socio-economic indicators, legislative updates and other factors that may influence equality outcomes and the delivery of the Plan's objectives. Local Plans are typically reviewed every 5 years, with interim monitoring used to identify any emerging equality or accessibility issues.

Part 5: Conclusion

- 5.1.1. This EqIA has reviewed the final (adoption) version of the Local Plan to determine whether any of its policies are likely to have an adverse impact on, or discriminate against, any protected group within the community. The assessment found that all policies are expected to have either a positive or neutral effect on people with protected characteristics, with no adverse impacts identified. Accordingly, it is not necessary to revise or remove any policies on equality grounds.
- 5.1.2. The review has taken account of all modifications made through the examination process and confirms that the positive and neutral impacts identified remain valid. Several policies are specifically designed to address the needs of certain groups; these are justified by the supporting evidence base and consistent with national policy. The Local Plan's overall implementation is therefore expected to deliver broad benefits for equality, accessibility, and inclusion across the wider community.