

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Radstock Conservation Area Character Appraisal and Management Proposals
Name of directorate and service	Planning and Building Control, Sustainable Communities
Name and role of officers completing the EqlA	Holly Rowland, Conservation Officer
Date of assessment	September 2025

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website following relevant service lead approval.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes 	<p>The preparation of the Radstock Conservation Area Character Appraisal is being delivered in consultation with other council services as well as the relevant Town & Parish Councils.</p> <p>The project comprises preparation, consultation and adoption of the Radstock Conservation Area Character Appraisal. Once finalised the appraisal will support development management decisions regarding the conservation and enhancement of local character, as well as informing current and future council strategies.</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there? 	<p>The draft character appraisal is a review of the existing character appraisal, published in 1999. A review of the conservation area boundary has also been carried out. The final outcome will be that the conservation area is 're-designated', in accordance with legislation.</p> <p>There is a duty placed on local authorities under Section 71 of the Planning (Listed Buildings and Conservation Areas) Act 1990 'to formulate and publish proposals for the preservation and enhancement of any parts of their area which are conservation areas.' Conservation area character appraisals are widely accepted as the means for fulfilling that duty.</p>

	Section s69(2) of the Act states: “It shall be the duty of a local planning authority from time to time to review the past exercise of functions under this section and to determine whether any parts or any further parts of their area should be designated as conservation areas; and, if they so determine, they shall designate those parts accordingly”. The proposed changes to the boundaries of the conservation area are proposed pursuant to that duty.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	The character appraisal is in accordance with the Council’s Development Plan, including Policy HE1: Historic Environment.

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to enable them to understand the needs of our diverse community?	Officers have received corporate Equality, Diversity and Inclusion training.
2.2 What is the equality profile of service users?	The draft Radstock Conservation Area Character Appraisal covers the wards of Radstock, Westfield, Peasedown St John, and Bathavon South. Links to the most up to date data for the B&NES area (including Equalities data) can be found at: https://www.bathnes.gov.uk/strategic-evidence
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Radstock Town Council was invited to take part in early engagement in 2022 to discuss the conservation area boundary and the main problems and issues facing the local community. The Town Council was again consulted in 2025, along with Westfield and Peasedown Parish Councils, for their views and recommendations on the draft character appraisal and changes to the boundary. No equalities issues were raised during those consultations.

2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	There has been no separate consultation on this EqlA. However, there has been a consultation undertaken as referred to in section 2.3.
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?	<p>The Council has an adopted Statement of Community Involvement (2022), which explains how the local community can get involved in the preparation of planning documents.</p> <p>The draft conservation area character appraisal will be subject to statutory public consultation in line with the Council's Statement of Community Involvement on Planning Documents.</p> <p>The consultation will be published in an accessible format on the B&NES Council's website and include contact details for further accessibility requirement.</p>

3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	The conservation area character appraisal will not have direct equality impacts as it predominantly relates to determining planning	No known negative impacts have been identified in the draft conservation area character appraisal on this target group.

	applications and planning law regulates the use of land in the interests of the public at large, rather than those of any particular group.	
3.2 Sex – identify the impact/potential impact of the policy on women and men.	The appraisal does not directly address the impacts on women and men, as the objective of the appraisal is to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.3 Pregnancy and maternity	The appraisal does not directly address the impacts on pregnancy and maternity, as the objective of the appraisal is to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	The appraisal does not directly address the impacts on transgender people, as the objective of the appraisal is to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	The appraisal does not directly address the impacts on disabled people, as the objective of the appraisal is to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.

	Section 8.5 of the draft appraisal recommends that pedestrian and cycle movement is improved around the town centre, by improving streets, connectivity and wayfinding, to enable a safer and more enjoyable experience for residents and visitors.	
3.6 Age – identify the impact/potential impact of the policy on different age groups	The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.7 Race – identify the impact/potential impact on across different ethnic groups	The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people	The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The appraisal is designed to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.10 Religion/belief – identify the impact/potential impact of the policy on	The appraisal is intended to support development management decisions	No known negative impacts have been identified on this target group.

people of different religious/faith groups and also upon those with no religion.	regarding the conservation and enhancement of local character, for the benefit of all groups.	
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.
3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.	No known negative impacts have been identified on this target group.

<p>3.14 Care Experienced ***</p> <p>This working definition is currently under review and therefore subject to change:</p> <p>In B&NES, you are ‘care-experienced’ if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p>The appraisal is intended to support development management decisions regarding the conservation and enhancement of local character, for the benefit of all groups.</p>	<p>No known negative impacts have been identified on this target group.</p>
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*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay ‘due regard’ to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan


Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Ensure that key stakeholders, communities and hard to reach groups are consulted appropriately as required by the Statement of Community Involvement and Government legislation.	Undertake 6 weeks consultation.	Prepare and undertake consultation.	Conservation Officer with Deputy Head of Planning, Performance and Specialists	Consultation to take place November/ December 2025.
Ensure that a Consultation Statement is prepared to advise on equality issues raised.	Prepare consultation statement following consultation	Prepare and complete Consultation Statement.	Conservation Officer with Deputy Head of Planning, Performance and Specialists	December 2025 / January 2026.

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by:



Sophie Broadfield, Executive Director of Sustainable Communities

Date: 25th September 2025