

## Marhamchurch Neighbourhood Plan

### Equalities Checklist

September 2023

This checklist assesses the Marhamchurch Neighbourhood Plan to ensure that it does not discriminate against any people, particularly bearing in mind the 'protected characteristics' as defined in the Equalities Act (2010):

- Age – a person belonging to a particular age (e.g. a 65 year old) or range of ages (e.g. 18 – 30)
- Sex - a man or a woman (noting sex-based exemptions apply in certain situations)
- Disability – a person with a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- Race - a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. This includes Cornish Minority.
- Religion and belief - this refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief.
- Marriage and civil partnership – religious and/or legal union between a man and a woman or a same sex couple.
- Pregnancy and maternity – pregnancy refers to the condition of being pregnant/expecting a baby. Maternity refers to the period after the birth.
- Sexual orientation - a person's sexual attraction towards their own sex, the opposite sex or to both sexes.
- Gender reassignment – any person who is proposing to undergo, is undergoing, or has undergone a process to transition from one gender to another.

More information [Protected characteristics](#)

The matrix on the next page has been used to check and show that the plan does not discriminate against anyone and, where possible, helps overcome inequalities. Where a negative or positive impact is identified, a brief explanation is included in the commentary section. Additionally, where a negative impact is identified, mitigation measures should be put in place.

This information aims to show legal compliance and that the plan meets basic conditions, but also helps to make sure that the plan is fair and inclusive.

#### Key

- / Positive impact
- X Negative impact
- O Neutral/no impact

