

Caterham, Chaldon and Whyteleafe Neighbourhood Plan

2025 to 2040



Equalities Impact Assessment to accompany the Caterham Chaldon and Whyteleafe Neighbourhood Plan 2025 to 2040

July 2025

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1. Introduction

- 1.1. The Equalities Act 2010 places a duty on public authorities, in the exercise of their functions, to have regard to the need to eliminate discrimination, to advance equality of opportunity and to foster good relations between persons who have a 'protected characteristic' and those who do not.
- 1.2. There are nine 'protected characteristics', which are:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- 1.3. It is important to consider, when writing planning policies, how those policies might impact those with protected characteristics. This will help to ensure that the policies are carefully thought through, with a view to increasing participation and inclusion, changing the culture of public decision-making, and placing a more proactive approach to the promotion of equality and fairness at the heart of public policy.
- 1.4. An Equalities Impact Assessment (EqIA) is tool used to systematically assess a policy or policies, to explore whether there might be an adverse impact on a one or more of the groups with protected characteristics. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from the different groups. This helps to identify any unintended consequences that a policy might have. If a policy is found to result in unfairness or discrimination, then changes to eliminate or lessen the impact should be considered.
- 1.5. This document presents the EqIA that has been prepared to accompany the Submission version of the Caterham, Chaldon and Whyteleafe Neighbourhood Plan 2025-2040 (the CCWNP). It presents the baseline data on the Neighbourhood Area (by Parish/ Village Council area) and then assesses the objectives and policies of the CCWNP to ensure that Caterham-on-the-Hill Parish Council (as the Qualifying Body with overall responsibility for preparing the CCWNP) is satisfying its statutory duties in this regard.

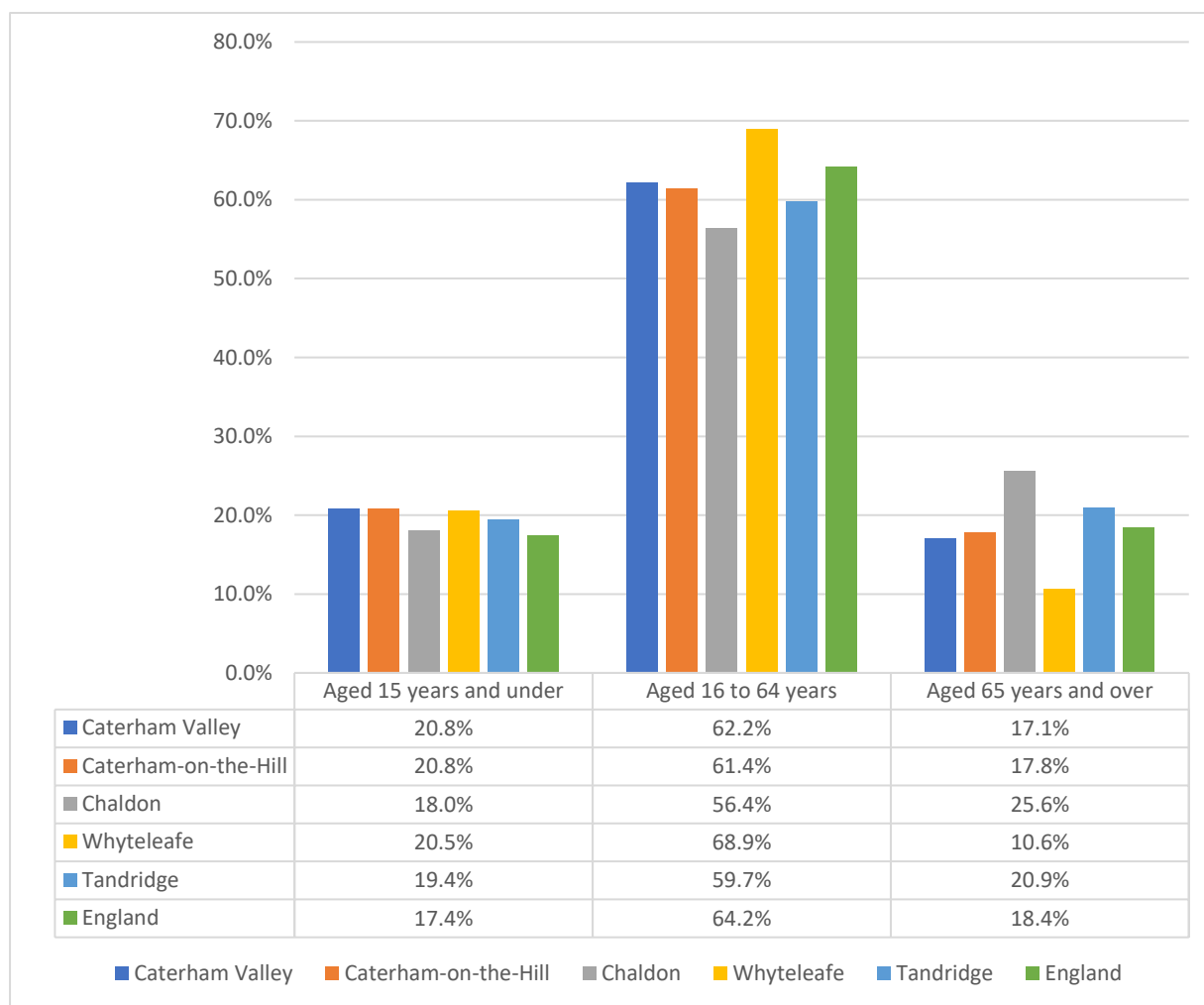
2. Baseline data

2.1. In preparing the EqlA, 2021 Census data, where available at the Parish level, has been examined to compile a brief profile of each equality grouping. Data for the Neighbourhood Area (NA) is available in relation to the following protected characteristics: age, disability, race, religious belief, sex, and, in part, sexual orientation. Data relating to gender reassignment and pregnancy/maternity and marriage / civil partnership is unavailable at Parish level. There is some data at Parish level relating to legal partnership status.

Age profile

2.2. In 2021 the population of the NA was 28,778 people. *Figure 1* indicates that the age profiles of those living in the NA largely mirror those of the Tandridge District and England as a whole. Noticeably, there is a significantly greater number of older people (aged 65 years and above) living in the Chaldon part of the NA when compared to wider geographies. In contrast, Whyteleafe has significantly fewer older people (aged 65 years and above), with the predominant age groups being 16 to 64 years and those aged 15 years and under.

Figure 1: Age profile of the parish compared to wider geographies, 2021 census



Gender

2.3. The figures mirror those of the wider population. Other gender categories are not available at Parish level at this time.

	Caterham Hill	Caterham Valley	Chaldon	Whyteleafe	Tandridge	England
Female	51.6%	51.1%	51.6%	50.7%	51.8%	49.2%
Male	48.4%	48.9%	48.4%	49.3%	48.2%	50.8%

Disability

2.4. The number of residents with a disability that limits activity is slightly higher than borough wide, but lower than across the country.

	Caterham Hill	Caterham Valley	Chaldon	Whyteleafe	Tandridge	England
Day-to-day activities limited a lot	6.4%	5.7%	4.3%	4.1%	5.8%	8.31%
Day-to-day activities limited a little	9.1%	9.2%	7.4%	8.4%	9.1%	9.33%
Day-to-day activities not limited	84.5%	85.1%	88.3%	87.5%	85.1%	82.36%

Ethnic Group

2.5. The census uses five 'high-level' ethnic groups. For further details see [Office of National Statistics](#). The majority of residents in the NA are white, mirroring the wider geographies. Other ethnicities are slightly higher than the wider geographies, notably within Whyteleafe.

	Caterham Hill	Caterham Valley	Chaldon	Whyteleafe	Tandridge	England
Asian, Asian British or Asian Welsh	5.6%	5.6%	4.1%	7.6%	3.7%	9.6%
Black, Black British, Black Welsh, Caribbean or African	3.4%	3.9%	0.8%	7.1%	2.2%	4.2%
Mixed or Multiple ethnic groups	4.8%	6.2%	2.3%	7.3%	3.8%	3.0%
White	84.7%	82.9%	92.1%	76.7%	89.4%	81.0%
Other ethnic group	1.5%	1.4%	0.7%	1.3%	0.9%	2.2%

Religion or belief

2.6. The largest faith group in the NA and across England as a whole is Christian, a number that is significantly uplifted in Chaldon. There is a lower percentage of the population of the NA following a different religion, compared to the 11% across the country. Approximately 40% of

respondents either do not have a religion or declined to state it, with the exception of Chaldon, which is significantly lower at 29.9%

	Caterham Hill	Caterham Valley	Chaldon	Whyteleafe	Tandridge	England
Christian	51.1%	47.8%	59.3%	42.3%	51.2%	46.3%
Buddhist	0.3%	0.6%	0.7%	0.7%	0.4%	0.5%
Hindu	2.1%	1.7%	2.2%	1.9%	1.2%	1.8%
Jewish	0.1%	0.2%	0.3%	0.2%	0.2%	0.5%
Muslim	2.0%	1.7%	0.7%	3.1%	1.3%	6.7%
Sikh	0.1%	0.1%	0.2%	0.1%	0.1%	0.9%
Other religion	0.3%	0.4%	0.2%	0.8%	0.4%	0.6%
No religion	37.8%	41.0%	29.9%	44.0%	38.9%	36.7%
Religion not stated	6.1%	6.5%	6.6%	6.9%	6.4%	6.0%

Sexual orientation

2.7. There is very limited data in the 2021 Census available yet at the Parish level relating to the sexual orientation of the population. Across Tandridge District, 91.4% of individuals stated that they identify as straight or heterosexual, compared to 89% across England. 2.1% stated that they identify as lesbian, gay, bisexual or other (LGB+) compared to 3% across England. A further 6.6% declined to answer this census question, compared to 6.0% across England.

2.8. In addition, data relating to legal partnership status is available at the District level. Of those who are married or in a registered civil partnership:

- 99.2% are married, of which 99.6% are married to someone of the opposite sex and 0.4% to someone of the same sex.
- 0.33% are in a registered civil partnership, of which 25% are in a registered civil partnership with someone of the opposite sex and 75% with someone of the same sex.

In summary

2.9. In summary, the NA, when compared to the district and to the national level has a:

- slightly higher number of children and teenagers when compared to the wider geographies with the exception of Chaldon;
- a lower number of those aged 65+ compared to the wider geographies, with the exception of Whyteleafe;
- similar percentage of males and females;
- slightly higher percentage of the population with a health problem or disability that limits daily activity either a lot or a little when compared to the wider district, with Chaldon and Whyteleafe recording the lowest figures;
- mix of ethnic group that largely mirrors that of the district. Whyteleafe is the most ethnically diverse part of the NA;

- low percentage of people who follow a religion other than Christianity; and
 - likely lower percentage of residents than at the national level who identify as LGB+ based on District figures, noting that data at the Parish level is not yet available on this matter.
- 2.10. In addition to the points above, it is noted that the NHS considers that Social, Economic and Environmental Factors influence health and well-being. The [Public Health Outcomes Framework \(PHOF\)](#) examines indicators that help health and care professionals and the public understand trends in public health. It includes indicators on factors such as obesity, physically active and inactive adults and homelessness. Many of the policies in the CCWNP underpin the aspirations of the NHS public health outcomes, for instance the policies around housing, access to amenity space, and design of development.
- 2.11. As further detailed Census 2021 is made available, the baseline profile can be updated.

3. Community involvement

- 3.1. The National Planning Policy Framework (NPPF), which sets out Government planning policy, states that the planning system should play an important role in facilitating social interaction and creating inclusive communities. It highlights the need to create a shared vision with communities of the residential environment and facilities they wish to see. This should be through the involvement of all sections of the community in the development of Plans and the need to plan for a mix of housing to meet the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes).
- 3.2. Throughout the Plan preparation process, the NPIG has sought to ensure that residents, their representatives, local businesses, interest groups and wider interested parties, including statutory and regulatory bodies, have been actively consulted and their views sought. The overarching principles of the stakeholder engagement process has been to engage in a manner that is extensive, effective, inclusive, fair, transparent, and proportionate.
- 3.3. A full description of the community involvement is contained in the Consultation Statement which accompanies the CCWNP 2025-2040 Submission Plan. In summary:
 - All written communications were in English, and it was not considered necessary to translate them into any other language although respondents were invited to get in touch with the NPIG for assistance as required on this matter.
 - Agendas, key reports, and updates have been regularly provided online on the Neighbourhood Plan website.
 - A series of activities on topics relating to the CCWNP have taken place throughout the process, including surveys, exhibitions, presentations and walkabouts.
 - Questionnaires were made available across the area electronically and handed out in each of the local Council areas at the public events. They were also handed out at the railway stations.
 - A Housing Needs Survey was undertaken to understand local housing needs.
 - An update to the Design Guidance was commissioned.
 - Meetings with interest groups have taken place.
 - Statutory consultees were written to.
 - Information has been publicised locally via social media, posters and leaflets.
 - Screening for SEA / HRA purposes was undertaken by Tandridge District Council, including consultation with the statutory consultees.
 - Hard copies of documents have been available for people to view.
 - Members of the NPIG held one-to-one sessions with residents to explain the purpose of the document and assist in understanding the scope of the policies.
 - Articles were placed in the local magazine that is delivered to all households.

3.4. Consideration has been given to all comments and responses made in the preparation of the CCWNP.

4. Likely impact on groups with protected characteristics

4.1. The vision for the CCWNP is as follows:

Safeguarding the aspects of life in the Neighbourhood Area that we value the most – green, open space, wide views, attractive landscape setting, rich heritage, community spirit – while accommodating growth alongside robust infrastructure.

4.2. The vision is expected to have a positive likely impact on those with protected characteristics. It recognises and supports access for the whole community to local social, employment, leisure, and environmental amenities. It also supports improvements to housing choice and provision and transport options.

4.3. The CCWNP contains five objectives that set out how the Local Councils propose to deliver the vision for the NA to 2040. Delivery of the objectives will be through a combination of planning policies, projects, and community actions. *Table 1* reviews each objective to assess its likely impact on groups with protected characteristics within the NA:

Table 1: Review of likely impact of the NA objectives

Objective	Likely impact	Commentary
Objective 1: To support sustainable housing development with a range of design and size, contributing to local character, that will provide for the whole community, primarily located on brownfield sites.	Positive	Supporting sustainable development will assist all members of the community. High quality design is an important development aspiration that will ease living conditions for all residents. The policies include a clause specifically focussed on the needs of older people and also ensuring that development (notably housing) is designed to suit people as they progress through life and face different needs and challenges. The heritage aspect of the objective will benefit all but not specifically those with a protect characteristic.
Objective 2: To safeguard important green spaces, wildlife corridors, and views, and support biodiversity and the protection of endangered species	Neutral	This is an important objective and will benefit residents in terms of preserving the rural and tranquil nature of the NA. There is no particular focus on those with protected characteristics, hence the impact is anticipated to be neutral, however all members of the community are expected to benefit from this objective.
Objective 3: To contribute towards providing a range of	Positive	The policy seeks to ensure that a range of facilities are provided locally, which will have a positive

community, leisure, cultural and educational facilities in locations that are accessible to the local population.		impact on those with protected characteristics, notably the young, older residents and those with disabilities.
Objective 4: To help promote more sustainable forms of transport locally, including walking, wheeling, cycling and public transport, while recognising the transport challenges in the location.	Positive	This objective promotes active and sustainable travel opportunities. It is therefore deemed to have a positive impact on those with protected characteristics, notably the young, older residents and those with disabilities.
Objective 5: To promote quality employment through the encouragement of flexible business, retail and service centres, including the provision of attractive public spaces.	Positive	The objective seeks to promote opportunities that will create job opportunities locally. This will be beneficial to those less able to travel further afield, including some of those with protected characteristics. Improving the local and neighbourhood centres equally will bring positive benefits by making them safer, more attractive and accessible.

4.4. All the CCWNP objectives are considered to have a positive impact on those with protected characteristics, either directly or indirectly.

4.5. *Table 2* lists the policies of the Submission Version CCWNP 2025-2040. It identifies the outcomes that the successful application of the policies are expected to achieve and assesses the potential for the policies of the Plan to have an impact on each of the equality target groups with protected characteristics. There are no individual policies that are considered likely to have a negative impact.

Key to Table 2:

Symbol	Likely impact
+	Positive
0	Neutral
-	Negative
?	Uncertain

Table 2: Summary of policies and their potential impact on the protected characteristic groupings

Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
POLICY CCW1: SUPPORTING SUSTAINABLE DEVELOPMENT	Developments will be located in the most sustainable locations, close to local facilities and the 'active travel' network	+	+	0	0	+	0	0	0	0	The policy is considered inclusive and will have a positive on those particularly with mobility issues or with young children.
POLICY CCW2: MEETING LOCAL HOUSING NEEDS	A mix of housing suited to the particular needs of the NA will be supported	+	+	0	0	0	0	0	0	0	The policy will address specific local housing needs. It makes allowance for older people and those with dementia in particular.
POLICY CCW3: SUB-DIVISION OF BUILDINGS TO	The policy will support the regeneration of existing buildings into, for instance,	0	0	0	0	0	0	0	0	0	The policy will assist in meeting local housing need. This will have benefit to

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
PROVIDE SMALLER DWELLINGS	flats, but without compromising the outer shell of characterful buildings.										all residents as opposed to one particular protected characteristic grouping.
POLICY CCW4: CHARACTER AND DESIGN OF DEVELOPMENT	The policy will ensure that development is of a high quality and in-keeping with the local vernacular.	+	+	0	0	0	0	0	0	0	The policy has a positive impact in terms of design suited to older people, those less mobile and those with families.
POLICY CCW5: CLIMATE CHANGE AND DESIGN	The policy supports the incorporation of sustainable design features in development, which will help to mitigate climate change.	+	0	0	0	+	0	0	0	0	The policy is beneficial to all members of the community. The use of thermally efficient buildings would be beneficial to older members of community/ pregnant people in terms of

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
											retaining heat in winter and being well-ventilated in the summer.
POLICY CCW6: CONSERVING HERITAGE ASSETS	The policy seeks to conserve or enhance both designated and non-designated assets.	0	0	0	0	0	0	0	0	0	The policy does not specifically benefit those groups with protected characteristics.
POLICY CCW7: FLOODING AND DRAINAGE	The policy will support measures to reduce the impact of flooding, which is severe at times in parts of the NA.	+	+	0	0	+	0	0	0	0	The policy would assist in restricting development that causes or exacerbates flooding. This will benefit a number of the protected characteristic groups, e.g. older people, those with limited mobility etc.

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
POLICY CCW8: SEWERAGE AND WASTEWATER	The policy seeks to address the issues relating to sewerage in the NA.	0	0	0	0	0	0	0	0	0	The policy will have a neutral impact on protected characteristics. It will benefit all residents.
POLICY CCW9: INCUBATOR/FLEXIBLE START-UP BUSINESS SPACE	The policy recognises the growing contribution of home-based and small-to-medium sized businesses in the NA	+	+	0	0	0	0	0	0	0	The policy supports the provision of facilities to support home-working, which will be beneficial to certain protected characteristics who are less mobile.
POLICY CCW10: RETAINING AND ENHANCING THE VITALITY AND VIABILITY OF TOWN AND LOCAL CENTRES	The policy supports vibrant, mixed use town centres and supports continued retail provision in the	+	+	0	0	+	0	+	0	0	The policy would enable a mix of uses that could be beneficial to a number of the protected groups in terms of

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
	neighbourhood centres.										facilities provided and also improved access to these.
POLICY CCW11: A WELCOMING PUBLIC REALM	The policy seeks to provide mechanisms to improve the public realm in the NA, which will make it more accessible, attractive and safe.	+	+	0	0	+	0	0	0	0	The policy will likely have a positive benefit on a number of the protected characteristic grouping, not least in relation to improved access and safer environments.
POLICY CCW12: SUPPORTING SUSTAINABLE TOURISM	The policy will enable sustainable visitor infrastructure to be delivered in a way that minimises its impacts on the	0	0	0	0	0	0	0	0	0	The policy is likely to have neutral impact on those with protected characteristics, although may enable job opportunities, including part-time, that may

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
	natural environment.										be attractive to some residents.
POLICY CCW13: WILDLIFE CORRIDORS AND SUPPORTING BIODIVERSITY	The policy seeks to ensure that the multiple benefits of the NA's green and blue spaces – including their importance in combating pressure on wildlife, habitats, biodiversity and geodiversity and in off-setting the effects of air pollution - are recognised and enhanced. This applies particularly where individual spaces have a greater collective value as part of	+	+	0	0	+	0	0	0	0	The policy will benefit all residents indirectly, but certain protected characteristics will benefit from access to open space and the consequences of improved air quality.

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
	wider chains of green infrastructure.										
POLICY CCW14: LANDSCAPE AND ENVIRONMENT	The policy will help to retain natural features that are not otherwise protected.	0	0	0	0	0	0	0	0	0	The policy will have a neutral impact in terms of protected characteristics.
POLICY CCW15: AMENITY SPACE WITHIN RESIDENTIAL DEVELOPMENT	The policy will seek to ensure that adequate, accessible space is provided within new residential development.	+	+	0	0	+	0	0	0	0	The policy will be of benefit to a number of protected characteristic groupings who would benefit from having access to outdoor amenity space within/ near to their homes.
POLICY CCW16: PROTECTION OF	The policy sets out a series of views in and	0	0	0	0	0	0	0	0	0	The policy has positive impact for all residents,

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
LOCALLY SIGNIFICANT VIEWS	across the NA, which have been identified by the community as being important to safeguard.										with no one protected characteristic specifically benefitting.
POLICY CCW17: LOCAL GREEN SPACE	The policy continues to designate a series of valued green spaces as local green space.	+	+	0	0	0	0	0	0	0	The policy will safeguard valued spaces against inappropriate development, which will benefit all residents, but notably those who could benefit from accessing the outdoors for health and social reasons.
POLICY CCW18: ALLOTMENTS AND COMMUNITY GROWING SPACES	The policy supports the safeguarding of existing allotments and	+	+	0	0	0	0	0	0	0	Allotments are important social spaces that enable interaction and access to

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
	the delivery of new ones.										community growing space. This will have a positive benefit on a number of those with protected characteristics who may not have access to such space or social opportunities otherwise.
POLICY CCW19: PROTECTING CULTURAL VENUES	The policy will safeguard the range of cultural venues across the NA.	+	+	0	+	0	+	+	0	0	Such venues provide important facilities for different individuals and groups across the NA, some of whom may have protected characteristics.

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
POLICY CCW20: COMMUNITY HUBS	The policy will safeguard the range of leisure and community facilities across the NA, including support for a hub in Whyteleafe.	+	+	0	0	0	0	+	0	0	Such venues provide important facilities for different individuals and groups across the NA, some of whom may have protected characteristics.
POLICY CCW21: PROTECTION OF PUBLIC HOUSES	Public houses are safeguarded from change of use.	0	0	0	0	0	0	0	0	0	These venues provide social spaces for individuals and groups. It is anticipated to have an overall neutral impact on those with protected characteristics.
POLICY CCW22: BURIAL GROUNDS	Additional burial space in the	0	0	0	0	0	0	+	0	0	The policy will likely have a positive impact in terms of

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
	Parish is supported.										providing burial space for those protected in terms of religion/ belief.
POLICY CCW23: MAINTAINING EXISTING HEALTH SERVICES	Health services in the NA are safeguarded from loss and, where necessary expanded.	+	+	0	0	+	0	0	0	0	Access to a range of health services in the NA will likely have a positive benefit on a number of the protected characteristic groupings.
POLICY CCW24: EDUCATION PROVISION	Education services in the NA are safeguarded from loss and, where necessary expanded.	+	+	0	0	0	0	0	0	0	Access to a range of education services in the NA will likely have a positive benefit on a number of the protected characteristic groupings.

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Policy	Expected outcome	Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	Comments
POLICY CCW25: IMPROVING WALKING/ WHEELING, CYCLING AND EQUESTRIAN OPPORTUNITIES	Opportunities for active travel in the NA have been optimised.	+	+	0	0	+	0	0	0	0	The policy will be beneficial for the physical and mental health and wellbeing of all residents, notably those without access to a vehicle.

5. Conclusion

- 5.1. The CCWNP 2025 – 2040 provides a suite of objectives and policies to respond to the vision for the benefit of the local community, including those with protected characteristics. None of the policies within the CCWNP are anticipated to have negative impacts on those with protected characteristics. In many cases, they will bring additional benefits to certain equality target groups.
- 5.2. In preparing the CCWNP, the NPIG has sought to engage widely with the local community. It has gone beyond minimum consultation requirements to gather the views of the community.
- 5.3. In conclusion, the assessment finds the CCWNP to be appropriate and that the duty of care prescribed by the Equalities Act (2010) is met.