

Annex A - Equality Analysis Template

1. Name of activity:	North Hertfordshire Draft Design Code (Supplementary Planning Document)			
2. Main purpose of activity:	The purpose of the North Herts Design Code is to provide clear, consistent and locally specific design guidance to support the delivery of high-quality, inclusive and sustainable development across North Hertfordshire. The Design Code will guide applicants, decision-makers and communities on matters such as layouts, streets, buildings, green infrastructure, accessibility and public realm, helping to improve design quality and outcomes for all residents.			
3. List the information, data or evidence used in this assessment:	<ol style="list-style-type: none"> 1. Residents Design Forum (2024-2025), including feedback from local residents and elected Members 2. Council Member Visioning sessions 3. Existing Local Plan policies and adopted Supplementary Planning Documents 4. National Planning Policy Framework (NPPF) 5. National Model Design Code 6. Relevant best practice and precedent examples 7. Ongoing engagement with internal specialist officers (e.g. highways, landscape, housing, sustainability) 8. Equality Act 2010 guidance and Public Sector Equality Duty 			
4. Assessment				
Characteristics	Neutral (x)	Negative (x)	Positive (x)	Describe the person you are assessing the impact on, including identifying: community member or employee, details of the characteristic if relevant, e.g. mobility problems/particular religion and why and how they might be negatively or positively affected. Negative: What are the risks? Positive: What are the benefits?
Community considerations (i.e. applying across communities or associated with rural living or Human Rights)			X	Negative None identified. Positive The Design Code seeks to improve the quality of places across the district, supporting inclusive, well-designed neighbourhoods. By promoting accessible streets, usable public spaces and legible layouts, it has the potential to positively benefit communities, including those in rural

				areas, without disadvantaging any particular group. Legible layouts are neighbourhoods that are intuitive to navigate with streets that are distinct from one another. This is particularly important when designing for neurodivergent residents and those with dementia who need to be able to identify and differentiate places from one another.
A person living with a disability			X	<p>Negative</p> <p>None identified.</p> <p>Positive</p> <p>The Design Code promotes inclusive design principles, including accessible streets, clear wayfinding, legible layouts and well-designed public realm. It also encourages public open spaces and routes to be designed in accordance with relevant accessibility standards, including appropriate gradients, to support step-free and inclusive movement. This has the potential to positively support people living with disabilities by encouraging environments that are safer, more accessible and easier to navigate for all users.</p>
A person of a particular race	X			<p>Negative</p> <p>None identified.</p> <p>Positive</p> <p>The Design Code applies equally to all communities and seeks to promote inclusive, welcoming environments. There are no elements of the Design Code that would disadvantage people of a particular race, and its focus on shared public spaces and community cohesion may support positive social interaction.</p>
A person of a gay, lesbian or bisexual sexual orientation	X			<p>Negative</p> <p>None identified.</p> <p>Positive</p>

				The Design Code does not differentiate between individuals based on sexual orientation. Its focus on inclusive public spaces and neighbourhood design applies equally to all residents.
A person of a particular sex, male or female, including issues around pregnancy and maternity			X	Negative
				None identified.
				Positive
				The Design Code promotes walkable neighbourhoods, accessible public spaces and well-designed streets, which may positively support people with caring responsibilities, including parents, pregnant women and those with young children.
A person of a particular religion or belief	X			Negative
				None identified.
				Positive
				The Design Code is neutral in relation to religion or belief. It does not restrict cultural or religious expression and promotes inclusive environments that can be used by people of all beliefs.
A person of a particular age			X	Negative
				None identified.
				Positive
				By promoting safe, walkable neighbourhoods, accessible public spaces and opportunities for social interaction, the Design Code has the potential to positively support people of different ages, including children, young people and older residents. The emphasis on inclusive public realm design – including the provision of regular resting points, seating at a variety of heights, and comfortable, well-connected pedestrian routes – can help ensure that streets and spaces are usable, welcoming and supportive for people at different life stages and with varying levels of mobility.

				The Design Code also makes provision for children's play and social spaces for teenagers within open spaces, supporting these ages to feel comfortable and a sense of ownership in the public realm.
Transgender	X			<p>Negative</p> <p>None identified.</p> <p>Positive</p> <p>The District Design Code applies equally to all residents and does not differentiate on the basis of gender identity. Its emphasis on inclusive, safe and welcoming public spaces has the potential to support the wellbeing of all users, including transgender people, by encouraging environments that feel accessible and inclusive.</p>

5 Results

	Yes	No	
Were positive impacts identified?	X		The Design Code promotes inclusive, accessible and well-designed places which are intended to benefit a wide range of users across the district, including protected groups.
Are some people benefiting more than others? If so explain who and why.		X	The Design Code applies district-wide and is intended to provide consistent guidance for all development. While different groups may experience benefits in different ways, no group is expected to benefit disproportionately.
Were negative impacts identified (what actions were taken)		X	No negative or adverse impacts on protected characteristics have been identified. As a result, no mitigation actions are required.

6. Consultation, decisions, and actions

If High or very high range results were identified who was consulted and what recommendations were given?
Not applicable
Describe the decision on this activity
It has been concluded that the Design Code does not give rise to adverse or disproportionate impacts on any protected characteristics. The Equality Impact Assessment demonstrates that the Design Code is compliant with the Equality Act 2010 and supports inclusive outcomes.

List all actions identified to address/mitigate negative impact or promote positively		
Action	Responsible person	Completion due date
Ensure inclusive design principles continue to be embedded within the Design Code and referenced in decision-making.	Urban Design Team	
When, how and by whom will these actions be monitored?		
The impacts of the Design Code will be monitored through its implementation in planning decision-making and reviewed as part of future updates to the Design Code or related planning policy documents.		
7. Signatures		
Assessor (Report Author)		
Name: Millie Malik	Signature** 	
Validated by (relevant Senior Manager)		
Name: Debbie Coates	Signature** 	
Forward to the Policy & Strategy Team		
Signature: Daisy Harris		
Assessment date: 04/02/2026	Review date: 04/02/2027	

**** Please type your name to allow forms to be sent electronically. Please send to policy@north-herts.gov.uk for review by the team.**

A copy of this form should be forwarded to the corporate policy team and duplicate filed on the council's report system alongside any report proposing a decision on policy or service change.