Eardisland Submission Neighbourhood Development Plan Paragraph 8 of Schedule 4B 'Basic Conditions' Statement

March 2016



1.0 Legal Requirements

The Submission Plan is being submitted by a qualifying body

This Submission Plan is being submitted by a qualifying body, namely Eardisland Parish Council.

What is being proposed is a neighbourhood development plan

The plan proposal relates to planning matters (the use and development of land) and has been prepared in accordance with the statutory requirements and processes set out in the Town and Country Planning Act 1990 (as amended by the Localism Act 2011) and the Neighbourhood Planning Regulations 2012.

The proposed Neighbourhood Plan states the period for which it is to have effect

The proposed Neighbourhood Development Plan states the period for which it is to have effect. That period is from the Plan being made (2016) up to 2031 (the same period as the Herefordshire Core Strategy Local Plan).

The policies do not relate to excluded development

The Neighbourhood Plan proposal does not deal with county matters (mineral extraction and waste development), nationally significant infrastructure or any other matters set out in Section 61K of the Town and Country Planning Act 1990.

The proposed Neighbourhood Plan does not relate to more than one neighbourhood area and there are no other neighbourhood development plans in place within the neighbourhood area.

The Neighbourhood Plan proposal relates to the Eardisland Neighbourhood Area and to no other area. There are no other Neighbourhood Plans relating to that neighbourhood area.

2.0 Basic Conditions

A draft neighbourhood Plan must meet a set of basic conditions before it can be put to a referendum and be made. The basic conditions are set out in paragraph 8(2) of Schedule 4B to the Town and Country Planning Act 1990 as applied to neighbourhood plans by section 38A of the Planning and Compulsory Purchase Act 2004. How the Eardisland NDP meets these basic conditions is set out below.

Have Appropriate Regard to National Policy

The Eardisland Neighbourhood Development Plan has been produced with appropriate regard to the guidance contained within the National Planning Policy Framework (NPPF). Paragraphs 183-185 of the NPPF outline specific guidance in relation to the production of Neighbourhood Plans. Paragraph 184 states that "The ambition of the neighbourhood should be aligned with the strategic needs and priorities of the local area. Neighbourhood Plans must be in general conformity with the strategic policies of the local plan." The Neighbourhood Development Plan has been drafted with regard to the planning policies of Herefordshire Council, and the comprehensive evidence base that supports these policies.

Paragraph 184 also states that Neighbourhood Plans should "not promote less development than set out in the Local Plan or undermine its strategic policies". The Eardisland Neighbourhood Development Plan does not undermine the strategic policies of Herefordshire Council; the Plan aims to support these policies through a criteria-based approach to future housing growth, protecting heritage assets and the natural environment and protecting existing community facilities and open spaces.

The Plan has regard to the twelve core planning principles set out within paragraph 17 of the Framework, as set out in Table 1 below:

Table 1 NPPF Core Planning Principles and the Eardisland Submission Neighbourhood Development Plan

NPPF Core Planning Principle	Regard that Eardisland Neighbourhood Development Plan has to guidance
	The Parish Council has produced the Submission Neighbourhood Development Plan in line with this guidance. It will provide a framework to ensure that development is genuinely plan-led, and through involvement of the local community in shaping its policies and proposals through informal and formal consultation, the Plan will empower local people to shape their surroundings. The vision, objectives, policies and proposals in the Plan have been developed with a thorough approach to community engagement. The Plan sets out a positive vision for the area up to 2031

	The Neighbourhood Plan sets out a concise and practical suite of policies
	(18 in total) to guide development control decisions.
Planning should not simply be about scrutiny, but instead be a	The Submission Neighbourhood Development Plan offers the local
creative exercise in finding ways to enhance and improve the	community the opportunity to shape the future development of Eardisland
places in which people live their lives.	Parish in a creative way, ensuring that the quality of the place is
	enhanced by including policies which protect the built and natural heritage
	of the Parish, protect the rural landscape setting, whilst encouraging
	housing growth in the Parish in locations that are safe and not at risk of
	flooding.
Planning should proactively drive and support sustainable	This Submission Neighbourhood Development Plan refines and amplifies
economic development to deliver the homes, business and	Herefordshire-wide policies and proposals set out in Hereford's Core
industrial units, infrastructure and thriving local places that the	Strategy Local Plan policies. The Submission Neighbourhood
country needs. Every effort should be made objectively to	Development Plan supports new and seeks to protect existing
identify and then meet the housing, business and other	employment opportunities, supports tourism in the Parish and seeks to
development needs of an area, and respond to wider	protect natural and built heritage in the Parish, the provision of live work
opportunities for growth.	units in the Parish. The Submission Neighbourhood Development Plan
	supports housing growth in sustainable and safe locations to support the
Plans should take account of market signals, such as land prices	implementation of the Herefordshire Core Strategy.
and housing affordability, and set out a clear strategy for	
allocating sufficient land which is suitable for development in	The Plan promotes improvements to connectivity through new and
their area, taking account of the needs of the residential and	existing networks for walking and cycling, and incorporating high quality
business communities.	design all development proposals.
Planning should always seek to secure high quality design and a	The Submission Neighbourhood Development Plan sets out policies to
good standard of amenity for all existing and future occupants of	protect and enhance local character encourage high quality design in new
land and buildings.	development, which will help to ensure that amenity is protected.
Planning should take account of the different roles and character	The Submission Neighbourhood Development Plan takes regard of this
of different areas, promoting the vitality of our main urban areas,	guidance fully in plan- making and decision- taking. The Plan recognises
protecting the Green Belts around them, recognising the intrinsic	the rural character of this Parish, the constraints that exist in the village,
character and beauty of the countryside and supporting thriving	and the area's existing and potential role as an accessible recreational
rural communities within it.	area, providing opportunities for walking, cycling and quiet enjoyment of
	the countryside.
Support the transition to a low carbon future in a changing	The Submission Neighbourhood Development Plan promotes an
climate, taking full account of flood risk and coastal change, and	approach which seeks to encourage sustainable development and
encourage the reuse of existing resources, including conversion	sustainable design measures in new development throughout the

of existing buildings, and encourage the use of renewable resources (for example, by the development of renewable energy).	Neighbourhood Development Plan, but specifically within Policies E1 and E5. The Plan seeks to maximise accessibility through footpath and cycleway connectivity.
Planning should contribute to conserving and enhancing the natural environment and reducing pollution. Allocations of land for development should prefer land of lesser environmental	The Submission Neighbourhood Development Plan is fully consistent with this principle.
value, where consistent with other policies in the Framework.	The Plan provides a policy framework for the protection and enhancement of the rural landscape in Policy E3. Proposals for increasing opportunities for walking and cycling have the potential to improve traffic flow through the area reducing carbon emissions.
Planning should encourage the effective use of land by reusing land that has been previously developed (Brownfield land), provided that it is not of high environmental value.	The Submission Plan actively encourages the re-use of brownfield sites and/or the conversion of buildings for other uses in Policies E1, E2 and E3.
Planning should promote mixed-use developments, and encourage multiple benefits from the use of land in urban and rural areas, recognising that some open land can perform many functions (such as wildlife, recreation, flood risk mitigation, carbon storage or food production).	The Submission Plan aims to ensure that the area continues to provide a high quality environment for the benefit of residents in the Eardisland Parish. The Plan seeks to protect features of Ecological value (E4), protect green infrastructure within the village (E11) and improve public rights of way (E12).
Planning should conserve heritage assets in a manner appropriate to their significance, so that they can be enjoyed for their contribution to the quality of life of this and future	The Submission Neighbourhood Development Plan is fully in line with this principle.
generations	The Plan area includes 39 statutory Listed Buildings and 2 Scheduled Monuments, and 1 Conservation area. Policy E2 seeks to protect Heritage Assets.
Planning should actively manage patterns of growth to make the fullest possible use of public transport, walking and cycling, and focus significant development in locations which are or can be made sustainable	The Submission Neighbourhood Development Plan seeks to promote the use of sustainable forms of transport through policies promoting walking and cycling (E12).
Planning should take account of and support local strategies to improve health, social and cultural wellbeing for all, and deliver sufficient community and cultural services to meet local needs	The Submission Neighbourhood Development Plan is fully in accord with this principle. Policies in the plan seek to protect and improve community facilities and the open countryside and rural landscape setting and promote walking and cycling.

Have Special Regard to the Desirability of Preserving any Listed Building or its Setting or any Features of Special Architectural or Historic Interest

The Submission Neighbourhood Plan has special regard to the desirability of preserving features of architectural or historic interest within the Parish through Policy E2

Have Special Regard to the Desirability of Preserving or Enhancing Character or Appearance of any Conservation Area

The Submission Neighbourhood Plan has special regard to the desirability of preserving or enhancing the character and appearance of the Eardisland Conservation Area through Policy E2.

The making of the neighbourhood development plan is not likely to have a significant effect on a European site (as defined in the Conservation of Habitats and Species Regulations 2010(2)) or a European offshore marine site (as defined in the Offshore Marine Conservation (Natural Habitats, &c.) Regulations 2007(3)) (either alone or in combination with other plans or projects).

The Neighbourhood Plan has been subjected to a separate Screening Process for Strategic Environmental Assessment Scoping and Habitat Regulations Assessment Screening prepared by Herefordshire Council and published for consultation with Natural England, Environment Agency and English Heritage. Plans that may have a significant effect on European Sites have to undertake a Habitat Regulations Assessment (HRA).

Responses were received from Natural England and English Heritage. Natural England provided a number of detailed comments in relation to improving the SEA and its usefulness in assessing the Neighbourhood Plan. The comments are set out in the accompanying Consultation Statement for Eardisland Neighbourhood Development Plan. English Heritage advised that they have no substantive objection to the contents of the documents but provide a number of comments and recommendations for consideration before finalising the reports. There was no response from the Environment Agency.

Contribute to the Achievement of Sustainable Development

The Submission Neighbourhood Development Plan contributes strongly to the achievement of sustainable development. Paragraphs 6-10 of the National Planning Policy Framework outline the Government's definition of sustainable development.

The UK Government's interpretation of the concept of sustainable development builds on that of the UN resolution 24/187, which is 'meeting the needs of the present without compromising the ability of future generations to meet their own needs.'

The NPPF amplifies this simple definition, at paragraph 7, stating that sustainable development has three dimensions, economic, social and environmental. Planning needs to perform a number of roles in relation to these issues:

- "an economic role contributing to building a strong, responsive and competitive economy, by ensuring that sufficient land of the right type is available in the right places at the right time to support growth and innovation; and by identifying and coordinating development requirements, including the provision of infrastructure;
- a social role supporting strong, vibrant and healthy communities, by providing the supply of housing required to meet the needs of the present and future generations; and by creating a high quality built environment, with accessible local services that reflect the community's needs and support its health, social and cultural well- being; and
- an environmental role contributing to protecting and enhancing our natural, built and historic environment; and as part of this, helping to improve biodiversity, use natural resources prudently, minimise waste and pollution, and mitigate and adapt to climate change including moving to a low carbon economy."

In Paragraph 6, the NPPF states that "the policies in paragraphs 18-219, taken as a whole, constitute the Government's view of what sustainable development in England means in practice for the planning system".

Table 1 above gives a clear and comprehensive narrative of how the framework complies with the Core Planning Principles of the NPPF, and by corollary, the achievement of sustainable development.

Table 2 below summarises how the policies and allocations in the Submission Plan contribute to the economic, social and environmental aspects of sustainable development.

Table 2 Submission Plan's contribution to the economic, social and environmental aspects of sustainable development.

Sustainable Development Role	Neighbourhood Development Plan's Contribution
Economic	The Submission Neighbourhood Plan seeks to support appropriate local economic development and housing growth which is sensitive to the constraints of the area, and the rural landscape and setting of the Parish and in keeping with the unique design and character of Eardisland.
Social	The plan protects local community facilities and recognises the role of the landscape and countryside in supporting health and wellbeing of parish residents. The Plan also supports housing for local needs.
Environmental	The Submission Neighbourhood Development Plan sets out policies that protect the natural environment, the built environment and heritage assets and protects rural landscapes.
	The Plan seeks to promote more sustainable transport patterns through walking and cycling and supporting environmental improvements.
	Policies seek to reduce surface water run-off and encourage sustainable design.

Be in General Conformity with Strategic Local Planning Policy

The Submission Neighbourhood Plan is in general conformity with strategic Local Plan policies contained in the Herefordshire Core Strategy 2011-2031.

Planning Practice Guidance 2014 para 009 advises that "Neighbourhood plans, when brought into force, become part of the development plan for the neighbourhood area. They can be developed before or at the same time as the local planning authority is producing its <u>Local Plan</u>.

A draft neighbourhood plan or Order must be in general conformity with the strategic policies of the development plan in force if it is to meet the <u>basic conditions</u>. A draft Neighbourhood Plan or Order is not tested against the policies in an emerging Local Plan although the reasoning and evidence informing the Local Plan process may be relevant to the consideration of the basic conditions against which a neighbourhood plan is tested."

Table 3 below sets out the way that the Neighbourhood Plan conforms to the relevant strategic policies from the Adopted Plan.

Table 3 Conformity with Local Strategic Policy

Eard	disland Neighbourhood Development Plan	Herefordshire Local Plan Core Strategy 2011 – 2031
POL	ICY E1 – GENERAL DEVELOPMENT	Policy SS1 – Presumption in favour of sustainable development
<u>PRII</u>	NCIPLES	When considering development proposals Herefordshire Council will take a
All r	new development within the parish should meet	positive approach that reflects the presumption in favour of sustainable
the	following criteria:	development contained within national policy. It will always work proactively to
(a)	Gives priority to the re-use of brownfield	find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and
	sites/conversion of existing buildings	environmental conditions in Herefordshire.
(b)	Minimises the use of water in construction	Policy SS6 – Environmental quality and local distinctiveness
	methods, day-to-day usage and garden maintenance	Development proposals should conserve and enhance those environmental
		assets that contribute towards the county's distinctiveness, in particular its
(c)	Maximises the use of existing services and facilities	settlement pattern, landscape, biodiversity and historic assets and especially
		those with specific environmental designations. In addition, proposals should
(d)	Reduces the need to travel	maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.
(e)	Development shall not unduly harm the	
	amenity of existing properties and existing	Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based
	development shall not unduly harm the amenity of any new residential property by way of noise	upon sufficient information to determine the effect upon each where they are
	or other nuisance particularly light pollution	relevant:
(f)	Does not have a severe cumulative impact on	landscape, townscape and local distinctiveness, especially in Areas of
	the safe and efficient operation of the existing	Outstanding Natural Beauty;
	transport and road infrastructure and	biodiversity and geodiversity;historic environment and heritage assets;
	particularly to pedestrian safety	the network of green infrastructure;
(g)	Does not result in the loss of an area (including	local amenity, including light pollution, air quality and tranquillity;
	but not limited to the local green spaces in	agricultural and food productivity and soils;

- policy E11) which makes a significant contribution to public amenity by virtue of its open space character, appearance and function
- (h) Does not have a detrimental impact on protected views of the village (see Appendix 6)
- (i) Located within/adjacent to the Settlement Boundary or as near to the built form and services/amenities as flood plain constraints allow
- (j) Includes appropriate flood resilience measures, which do not exacerbate flood risk locally or elsewhere, including consideration of measures referred to in the Flood Alleviation Study Report (see 5.5); and
- (k) Ensures that any likely significant effect on the River Wye Special Area of Conservation (SAC) is avoided or adequately mitigated.

Eardisland parish has a distinctive rural nature and special character and therefore the optimum size of any development is 4-5 dwellings. Development will only be permitted where it makes a positive contribution to that distinctive rural nature and character. In seeking to protect and enhance the unique identity of the parish, all development will be expected to satisfy the following criteria:

(I) Respects the rural nature, unique architectural character and special ambience of the parish and of scattered hamlets and farmsteads outside the village of Eardisland, as noted in

 physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy SS7 – Addressing climate change

Development proposals will be expected to include measures which will mitigate their impact on climate change

At a strategic level, this will include:

- focussing development to the most sustainable locations;
- delivering development that seeks to reduce the need to travel by private car and which encourages sustainable travel options including walking, cycling and public transport;
- designing developments to reduce carbon emissions and use resources more efficiently;
- promoting the use of decentralised and renewable or low carbon energy where appropriate;
- supporting affordable, local food production, processing and farming to reduce the county's contribution to food miles*;
- protecting the best agricultural land where possible;

Key considerations in terms of responses to climate change include:

- Taking into account the known physical and environmental constraints when identifying locations for development;
- Ensuring design approaches are resilient to climate change impacts, including the use of passive solar design for heating and cooling and tree planting for shading
- Minimising the risk of flooding and making use of sustainable drainage methods:
- Reducing heat island effects (through the provision of open space and water, planting and green roofs, for example);
- Reduction, re-use and recycling of waste with particular emphasis on waste

Appendix 3

- (m) Is designed to contribute to local identity and sense of place
- (n) Is suitable in terms of the overall design and appearance of the proposed development (including size, scale, density, layout, access, domestic or commercial on-site lighting, street furniture and signage, proposed materials and detailing) when assessed in relationship with surrounding buildings, spaces, vegetation, water areas and other features of the street scene
- (o) Uses, and where appropriate reuses, local, traditional and natural materials or suitable high quality sustainable alternatives
- (p) Uses appropriate landscape design and boundary treatments
- (q) Enables movement to, within, around, and through future and existing development
- (r) Includes energy efficiency and energy conservation measures including building orientation, use of materials, insulation, renewable energy and recycling
- (s) Uses Sustainable Drainage Systems, such as permeable surfaces, attenuation ponds, swales and water conservation technologies, where appropriate
- (t) Protects the best and most versatile

- minimisation on development sites and;
- Developments must demonstrate water efficiency measures to reduce demand on water resources.

Adaptation through design approaches will be considered in more locally specific detail in a Design Code Supplementary Planning Document

Policy LD1 – Landscape and townscape

Development proposals should be in accordance with landscape management objectives and townscape assessments and achieve all the listed objectives.

Policy LD2 – Biodiversity and geodiversity

Development proposals should conserve, restore and enhance the biodiversity and geodiversity assets of Herefordshire, through the:

- 1. retention and protection of nature conservation sites and habitats, and important species in accordance with their status as follows:
 - a. Development that is likely to harm sites and species of European Importance will not be permitted;
 - Development that would be liable to harm Sites of Special Scientific Interest or nationally protected species will only be permitted if the conservation status of their habitat or important physical features can be protected by conditions or other material considerations are sufficient to outweigh nature conservation considerations;
 - c. Development that would be liable to harm the nature conservation value of a site or species of local nature conservation interest will only be permitted if the importance of the development outweighs the local value of the site, habitat or physical feature that supports important species.
 - d. Development that will potentially reduce the coherence and effectiveness of the ecological network of sites will only be permitted where adequate compensatory measures are brought forward.
- 2. restoration and enhancement of existing biodiversity and geodiversity features on site and connectivity to wider ecological networks; and

agricultural land

- (u) Includes appropriate on-site car parking, turning & passing spaces and cycle storage; and
- (v) Is in accordance with all relevant Policies in this plan.

- 3. creation of new biodiversity features and wildlife habitats.
- 4. Where appropriate the council will work with developers to agree a management strategy to ensure the protection of, and prevention of adverse impacts on, biodiversity and geodiversity features.

Policy LD4 - Historic environment and heritage assets

Development proposals affecting heritage assets and the wider historic environment should achieve the following objectives:

- 1. the conservation, and where appropriate enhancement of, heritage assets and their settings that positively contribute to the character of a site, townscape and/or wider environment, including conservation areas:
- 2. the conservation and enhancement of heritage assets and their settings through appropriate management, uses and sympathetic design;
- 3. the retention, repair and sustainable use of heritage assets as a focus for wider regeneration schemes; and
- 4. the appropriate recording of heritage assets in mitigation of development impact, in cases where agreed loss occurs.

The scope of the works required to protect, conserve and enhance heritage assets and their settings should be proportionate to their significance. Development schemes should emphasise the original form and function of any asset and, where appropriate, improve the understanding of and public access to them.

POLICY E2 – PROTECTING HERITAGE ASSETS

All new development will be required to preserve and enhance the positive attributes of our heritage assets and their settings.

Development will only be permitted where it does not have a detrimental impact on any heritage asset. All new development within the Eardisland Conservation Area and/or affecting the setting of a

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

listed building will be required to:

- (a) Respect the existing character of established street frontages and building lines where they contribute to the historic grain of development
- (b) Respect, protect and reflect the traditional pattern of development nearby
- (c) Complement the human scale, height and massing of the existing historic development in the immediate streetscape and the wider conservation area
- (d) Reflect the proportion of solid to void found in the elevations of traditional buildings and employ robust detailing, avoiding use of applied features or detailing
- (e) Respect the historic hierarchy of development and detailing between principal and secondary street frontages and within plots between frontage and rear elevations
- (f) Reinforce local identity by the use of traditional materials
- (g) Where possible, convert and restore existing buildings which contribute to the quality of the parish
- (h) Respect views into and from the Conservation Area (See Map 3 below and Appendix 6) and consider all opportunities to enhance these views and the views of the wider Conservation Area
- (i) Have consideration for and respect the setting

Policy SS6 – Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- · biodiversity and geodiversity;
- · historic environment and heritage assets;
- the network of green infrastructure;
- local amenity, including light pollution, air quality and tranquillity;
- · agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy LD1 – Landscape and townscape

Development proposals should be in accordance with landscape management objectives and townscape assessments and achieve all the following objectives.

- demonstrate that character of the landscape and townscape has positively influenced the design, scale, nature and site selection, including protection and enhancement of the setting of settlements and designated areas;
- conserve and enhance the natural, historic and scenic beauty of important landscapes and features, including Areas of Outstanding Natural Beauty, nationally and locally designated parks and gardens and conservation

of the Conservation Area by promoting and
supporting high quality design that elevates
design standards and promotes the locally
distinctive character; and

(j) Be in accordance with all relevant Policies in this plan.

- areas; through the protection of the area's character and by enabling appropriate uses, design and management;
- incorporate new landscape schemes and their management to ensure development integrates appropriately into its surroundings; and
- maintain and extend tree cover where important to amenity, through the retention of important trees, appropriate replacement of trees lost through development and new planting to support green infrastructure.

Policy LD4 – Historic environment and heritage assets

Development proposals affecting heritage assets and the wider historic environment should achieve the following objectives:

- 1. the conservation, and where appropriate enhancement of, heritage assets and their settings that positively contribute to the character of a site, townscape and/or wider environment, including conservation areas;
- 2. the conservation and enhancement of heritage assets and their settings through appropriate management, uses and sympathetic design;
- 3. the retention, repair and sustainable use of heritage assets as a focus for wider regeneration schemes; and
- 4. the appropriate recording of heritage assets in mitigation of development impact, in cases where agreed loss occurs.

The scope of the works required to protect, conserve and enhance heritage assets and their settings should be proportionate to their significance. Development schemes should emphasise the original form and function of any asset and, where appropriate, improve the understanding of and public access to them.

POLICY E3 – LANDSCAPE CHARACTER

All development proposals should show regard to the distinctive landscape character of the Herefordshire Lowlands Character Area (see

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible

Appendix 4) by:

- (a) Retaining the development form of scattered hamlets and farmsteads within the wide setting of the parish, outside the main village of Eardisland
- (b) Using appropriate local building materials, including timber-framed buildings with stone and red brick
- (c) Retaining, restoring and enhancing existing field patterns and boundaries, including hedgerows and tree cover
- (d) Protecting the setting of the village of Eardisland and its important relationship with the surrounding rural landscape
- (e) Protecting and enhancing areas of woodland
- (f) Protecting and enhancing existing ditches and hedgerows; and
- (g) Protecting orchards and meadows.

and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy SS6 - Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- biodiversity and geodiversity;
- · historic environment and heritage assets;
- the network of green infrastructure;
- local amenity, including light pollution, air quality and tranquillity;
- agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy LD1 – Landscape and townscape

Development proposals should be in accordance with landscape management objectives and townscape assessments and achieve all the listed objectives.

Policy LD3 - Green Infrastructure

Development proposals should protect, manage and plan for the preservation of existing and delivery of new green infrastructure, and should achieve the

	following objectives:
	 identification and retention of existing green infrastructure corridors and linkages; including the protection of valued landscapes, trees, hedgerows, woodlands, water courses and adjoining flood plain; provision of on-site green infrastructure; in particular proposals will be supported where this enhances the network and integration with, and connection to, the surrounding green infrastructure network.
	Policy LD4 – Historic environment and heritage assets
	Development proposals affecting heritage assets and the wider historic environment should achieve the following objectives:
	 the conservation, and where appropriate enhancement of, heritage assets and their settings that positively contribute to the character of a site, townscape and/or wider environment, including conservation areas; the conservation and enhancement of heritage assets and their settings through appropriate management, uses and sympathetic design; the retention, repair and sustainable use of heritage assets as a focus for wider regeneration schemes; and the appropriate recording of heritage assets in mitigation of development impact, in cases where agreed loss occurs.
	The scope of the works required to protect, conserve and enhance heritage assets and their settings should be proportionate to their significance. Development schemes should emphasise the original form and function of any asset and, where appropriate, improve the understanding of and public access to them.
POLICY E4 – PROTECTION AND ENHANCEMENT	Policy SS1 – Presumption in favour of sustainable development
OF FEATURES OF ECOLOGICAL VALUE	When considering development proposals Herefordshire Council will take a
Features of ecological value, including but not	positive approach that reflects the presumption in favour of sustainable

limited to, ponds, verges, trees/woodland, hedgerows, dry stone walls and watercourses and their associated green corridors/ connectivity will be safeguarded by requiring their retention, protection and enhancement in new development schemes. Proposals should take advantage of opportunities to create new wildlife/ecological habitats (where these can be included) as part of a site layout and landscaping schemes. All new development will be expected to meet the following criteria:

- (a) Contributes to the ecological network of the area with measures to enhance biodiversity
- (b) Maintains, and wherever possible, extends existing tree cover
- (c) Ensures no loss of landscape features, trees, vistas, verges and views; and
- (d) Maintains the historic and traditional rural nature of the surrounding area.

development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy SS6 - Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- biodiversity and geodiversity;
- historic environment and heritage assets;
- the network of green infrastructure;
- · local amenity, including light pollution, air quality and tranquillity;
- agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy LD2 – Biodiversity and geodiversity

Development proposals should conserve, restore and enhance the biodiversity and geodiversity assets of Herefordshire, through the:

1. retention and protection of nature conservation sites and habitats, and important species in accordance with their status as follows:

- e. Development that is likely to harm sites and species of European Importance will not be permitted;
- f. Development that would be liable to harm Sites of Special Scientific Interest or nationally protected species will only be permitted if the conservation status of their habitat or important physical features can be protected by conditions or other material considerations are sufficient to outweigh nature conservation considerations;
- g. Development that would be liable to harm the nature conservation value of a site or species of local nature conservation interest will only be permitted if the importance of the development outweighs the local value of the site, habitat or physical feature that supports important species.
- h. Development that will potentially reduce the coherence and effectiveness of the ecological network of sites will only be permitted where adequate compensatory measures are brought forward.
- 2. restoration and enhancement of existing biodiversity and geodiversity features on site and connectivity to wider ecological networks; and
- 3. creation of new biodiversity features and wildlife habitats.
- 4. Where appropriate the council will work with developers to agree a management strategy to ensure the protection of, and prevention of adverse impacts on, biodiversity and geodiversity features.

<u>POLICY E5 – DESIGN TO REDUCE SURFACE</u> WATER RUN OFF

New development should be designed to maximise the retention of surface water on the development site and to minimise runoff. Sustainable drainage systems (SuDS) should be implemented.

The design of new buildings and infrastructure should take account of existing topography to manage the flow of water along specific flow routes

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy SS6 - Environmental quality and local distinctiveness

away from property and into appropriate storage facilities.

Water attenuation facilities such as lagoons, ponds and swales should be provided within development sites.

Sustainable design of buildings which enables rain water harvesting is supported. Storage of rain water for non-drinking water purposes such as watering gardens and flushing toilets is encouraged.

Areas of hard standing such as driveways and parking areas should be minimised and porous materials used where possible.

Any likely significant effect on the River Wye SAC is avoided or adequately mitigated.

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- · biodiversity and geodiversity;
- historic environment and heritage assets;
- the network of green infrastructure;
- local amenity, including light pollution, air quality and tranquillity;
- · agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy SS7 – Addressing climate change

Development proposals will be expected to include measures which will mitigate their impact on climate change

At a strategic level, this will include:

- focussing development to the most sustainable locations;
- delivering development that seeks to reduce the need to travel by private car and which encourages sustainable travel options including walking, cycling and public transport;
- designing developments to reduce carbon emissions and use resources more efficiently;

- promoting the use of decentralised and renewable or low carbon energy where appropriate;
- supporting affordable, local food production, processing and farming to reduce the county's contribution to food miles*;
- protecting the best agricultural land where possible;

Key considerations in terms of responses to climate change include:

- Taking into account the known physical and environmental constraints when identifying locations for development:
- Ensuring design approaches are resilient to climate change impacts, including the use of passive solar design for heating and cooling and tree planting for shading
- Minimising the risk of flooding and making use of sustainable drainage methods;
- Reducing heat island effects (through the provision of open space and water, planting and green roofs, for example);
- Reduction, re-use and recycling of waste with particular emphasis on waste minimisation on development sites and:
- Developments must demonstrate water efficiency measures to reduce demand on water resources.

Adaptation through design approaches will be considered in more locally specific detail in a Design Code Supplementary Planning Document

Policy SD1 – Sustainable design and energy efficiency

Development proposals should include high quality sustainable design that also creates a safe, accessible, well integrated environment for all members of the community. In conjunction with this, all development proposals should incorporate a list of requirements:

Policy SD3 – Sustainable water management and water resources

Measures for sustainable water management will be required to be an integral

element of new development in order to reduce flood risk; to avoid an adverse impact on water quantity; to protect and enhance groundwater resources and to provide opportunities to enhance biodiversity, health and recreation.

Policy SD4 – Wastewater treatment and river water quality

Development should not undermine the achievement of water quality targets for rivers within the county, in particular through the treatment of wastewater.

In the first instance developments should seek to connect to the existing mains wastewater infrastructure network. Where this option would result in nutrient levels exceeding conservation objectives targets, in particular additional phosphate loading within a SAC designated river, then proposals will need to fully mitigate the adverse effects of wastewater discharges into rivers caused by the development.

POLICY E6 – DARK SKIES

To minimise light pollution and to maintain the views of our night time skies, planning proposals that include external lighting and significant openings that would allow internal lighting to be seen externally will have to demonstrate the following:

- (a) They have undertaken an assessment of the need for lighting and can demonstrate need; and
- (b) The nature of the proposed lighting is appropriate for its use and location. The Institution of Lighting Professionals (ILP) has provided guidance on acceptable levels of illumination for specific areas. Applicants will be required to assess the need for lighting, whether the benefits of the lighting outweigh any

Policy SS6 - Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- · biodiversity and geodiversity;
- · historic environment and heritage assets;
- the network of green infrastructure;

harm caused and any alternative measures available.

It is recognised that many traditional buildings may have 'significant openings' where internal lighting will be a natural consequence.

- local amenity, including light pollution, air quality and tranquillity;
- · agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy LD1 - Landscape and townscape

Development proposals should be in accordance with landscape management objectives and townscape assessments and achieve all the listed objectives.

POLICY E7 – NEW COMMUNICATIONS TECHNOLOGIES

The development of new high speed broadband infrastructure to serve the parish will be supported where it is sympathetically designed and when appropriate suitably camouflaged.

All new development will be required to provide the infrastructure to enable high speed broadband and other communication networks.

POLICY E8 – PROTECTION OF LOCAL COMMUNITY FACILITIES

There will be a presumption in favour of the protection of existing community facilities. These facilities are listed in Appendix 2 and as follows:

- · Church of St Mary the Virgin
- Dovecote Community owned heritage asset housing exhibition centre & community shop
- White Swan (public house)
- The Cross (public house)
- Eardisland Village Hall
- Bowling Club Green and Clubhouse

Policy LD1 - Landscape and townscape

Policy SD1 - Sustainable design and energy efficiency

Development proposals should include high quality sustainable design that also creates a safe, accessible, well integrated environment for all members of the community. In conjunction with this, all development proposals should incorporate the following requirements:

ensuring designs can be easily adapted and accommodate new technologies to meet changing needs throughout the lifetime of the development;

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy SS6 – Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially

- Village Hall car park
- War Memorial car park
- Allotments on their existing site or elsewhere.

The proposed re-use of local community facilities will only be permitted for other health, education or community type uses.

The change of use of existing facilities to other uses will only be permitted when it satisfies the following criteria:

- (a) The proposal includes alternative provision, on a site within the locality, of equivalent or enhanced facilities. Such sites should be accessible by public transport, walking and cycling and have adequate car parking; or
- (b) Satisfactory evidence is produced that there is no longer a need for the facility.

those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- biodiversity and geodiversity;
- historic environment and heritage assets;
- the network of green infrastructure;
- · local amenity, including light pollution, air quality and tranquillity;
- agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy SC1 – Social and community facilities

Development proposals which protect, retain or enhance existing social and community infrastructure or ensure that new facilities are available as locally as possible will be supported. Such proposals should be in or close to settlements, have considered the potential for co-location of facilities and where possible be safely accessible by foot, by cycle and public transport.

New development that creates a need for additional social and community facilities (for example, schools, pre-schools, children's centres, child minding provision, youth provision, pubs and local shops) -that cannot be met through existing social facilities will be expected to meet the additional requirements through new, or extension of existing, provision or by developer contribution where appropriate.

Policy OS3 – Loss of open space, sports or recreation facilities

In determining the appropriateness of proposals which results in the loss of an open space, sports or recreation facility, the following principles will be taken into account:

- 1. clear evidence that the open space, sports or recreation facility is surplus to the applicable quantitative standard;
- 2. the loss of the open space, sports or recreation facility results in an equally beneficial replacement or enhanced existing facility for the local community;
- 3. the loss of the open space, sports and recreation facility is for the purpose of providing an ancillary development which improves the functioning, useability or viability of the open space, sport and recreation use, e.g. changing rooms, toilets, grandstand accommodation, assembly and function uses;
- 4. the loss of the open space, sports or recreation facility will not result in the fragmentation or isolation of a site which is part of a green infrastructure corridor.

POLICY E9 – SCALE AND TYPE OF NEW RESIDENTIAL DEVELOPMENT

New housing development will only be permitted in accordance with the following criteria:

- (a) Should be directed away from areas at highest risk of flooding in accordance with national policy
- (b) Located within or adjacent to existing Settlement Boundary (see Map 5 below) or as close as constraints allow
- (c) Density of development is appropriate and proportionate to its surroundings and immediate environmental conditions with 4-5

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy SS6 – Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the

- (d) No loss of protected open space
- (e) No loss of a community facility
- Is not backland development which impacts on the character of the Conservation Area and village
- (g) Safe and appropriate access can be achieved
- (h) Can be accommodated safely within the existing highway infrastructure
- Is in accordance with Policy E1 of this plan
- Ensures that any likely significant effect on the River Wye SAC is avoided or adequately mitigated; and
- Development shall not unduly harm the amenity of neighbouring properties and existing development shall not unduly harm the amenity of any new residential property.

Development that does not conform to E9 (b) will be considered in accordance with Policies RA3, RA4 and RA5 of the Herefordshire Core Strategy.

dwellings the optimum size of any development health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- · landscape, townscape and local distinctiveness, especially in Areas of **Outstanding Natural Beauty:**
- biodiversity and geodiversity;
- · historic environment and heritage assets;
- the network of green infrastructure;
- local amenity, including light pollution, air quality and tranquillity;
- agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy RA1 – Rural housing strategy

In Herefordshire's rural areas a minimum of 5,300 new dwellings will be provided between 2011 and 2031 to contribute to the county's housing needs. The development of rural housing will contribute towards the wider regeneration of the rural economy.

New dwellings will be broadly distributed across the county's rural areas on the basis of 7 Housing Markets Areas (HMA) – as illustrated in Figure 4.18. This acknowledges that different areas of Herefordshire have different housing needs and requirements.

The 5,300 dwellings will be delivered throughout the rural HMAs as set out in the table below. The indicative housing growth targets in each of the rural HMAs will be used as a basis for the production of neighbourhood development plans in the county. Local evidence and environmental factors will determine the appropriate scale of development. (Hereford 18% indicative growth target)

Policy RA2 – Housing in settlements outside Hereford and the market towns. Herefordshire's villages

To maintain and strengthen locally sustainable communities across the rural parts of Herefordshire, sustainable housing growth will be supported in those settlements identified in Figures 4.14 and 4.15. This will enable development that has the ability to best able to support development, bolstering existing service provision, improve facilities and infrastructure and meet the needs of their communities concerned.

The minimum growth target in each rural Housing Market Area will be used to inform the level of housing development to be delivered in the various settlements set out in Figures 4.14 and 4.15. Neighbourhood Development Plans will allocate land for new housing or otherwise demonstrate delivery to provide levels of housing to meet the various targets, by indicating levels of suitable and available capacity.

Housing proposals will be permitted where the following criteria are met:

- 1. Their design and layout should reflect the size, role and function of each settlement and be located within or adjacent to the main built up area. In relation to smaller settlements identified in fig 4.15 proposals will be expected to demonstrate particular attention to the form, layout, character and setting of the site and its location in that settlement and/or they result in development that contributes to or is essential to the social well-being of the settlement concerned;
- 2. Their locations make best and full use of suitable brownfield sites wherever possible:
- 3. They result in the development of high quality, sustainable schemes which are appropriate to their context and make a positive contribution to the surrounding environment and its landscape setting; and
- 4. They result in the delivery of schemes that generate the size, type, tenure and range of housing that is required in particular settlements, reflecting local demand.

Specific proposals for the delivery of local need housing will be particularly supported where they meet an identified need and their long-term retention as local needs housing is secured as such.

(Eardisland is identified in Fig 4.14)

Policy RA3 – Herefordshire's countryside

In rural locations away from Herefordshire's villages, residential development will be limited to proposals which satisfy one or more of the criteria listed.

Policy RA4 – Agricultural Forestry and rural enterprise dwellings

Policy RA5 – Re-use of rural buildings

POLICY E10 – ENSURING AN APPROPRIATE RANGE OF TENURES, TYPES AND SIZES OF HOUSES

All proposals for new housing development will have to demonstrate how they contribute to maintaining an appropriate mix of tenures, types and size of dwelling in the parish.

Sites including affordable housing should aim to integrate both affordable housing and open market housing within the site.

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy RA2 – Housing in settlements outside Hereford and the market towns. Herefordshire's villages

To maintain and strengthen locally sustainable communities across the rural parts of Herefordshire, sustainable housing growth will be supported in those settlements identified in Figures 4.14 and 4.15. This will enable development that has the ability to best able to support development, bolstering existing service provision, improve facilities and infrastructure and meet the needs of their communities concerned.

(Eardisland is identified in Fig 4.14)

Policy H1 - Affordable housing - thresholds and targets

All new open market housing proposals on sites of more than 10 dwellings which have a maximum combined gross floor space of more than 1000sqm will be expected to contribute towards meeting affordable housing needs.

The amount and mix of affordable housing including those on strategic housing sites will vary depending on evidence of housing need as identified through the latest housing market assessment, and, an assessment of the viability of the development. The following indicative targets have been established based on evidence of need and viability in the county's housing market and housing value areas:

- 1. a target of 35% affordable housing provision on sites in the Hereford, Hereford Northern and Southern Hinterlands, and Kington and West Herefordshire housing value areas;
- 2. a target of 40% affordable housing provision on sites in the Ledbury, Ross and Rural Hinterlands; and Northern Rural housing value areas (which includes Bromyard);
- 3. a target of 25% affordable housing provision on sites in the Leominster housing value area.

Any affordable housing provided under the terms of this policy will be expected to be available in perpetuity for those in local housing need.

Policy H3 – Ensuring an appropriate range and mix of housing

Residential developments should provide a range and mix of housing units which can contribute to the creation of balanced and inclusive communities. In particular, on larger housing sites of more than 50 dwellings developers will be expected to:

- 1. provide a range of house types and sizes to meet the needs of all households, including younger single people;
- 2. provide housing capable of being adapted for people in the community with

additional needs: and

- 3. provide housing capable of meeting the specific needs of the elderly population by:
 - providing specialist accommodation for older people in suitable locations;
 - ensuring that non-specialist new housing is built to take account of the changing needs of an ageing population;
 - ensuring that developments contain a range of house types, including where appropriate, bungalow accommodation.

The latest Local Housing Market Assessment will provide evidence of the need for an appropriate mix and range of housing types and sizes.

<u>POLICY E11 – PROTECTION OF LOCAL GREEN SPACES</u>

The following local green spaces (as shown on the map below and in Appendix 5) are designated in accordance with paragraphs 76 and 77 of the NPPF and include:

- 1. Recreation Ground
- 2. Grassed riverside picnic area opposite Staick House
- 3. River banks from bridge towards Arrow Bank and Arrow Lawn
- 4. Millstream banks, opposite and adjacent to the Dovecote
- 5. River frontage at Hay Bridge
- 6. War Memorial garden

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy SS6 – Environmental quality and local distinctiveness

Development proposals should conserve and enhance those environmental assets that contribute towards the county's distinctiveness, in particular its settlement pattern, landscape, biodiversity and historic assets and especially those with specific environmental designations. In addition, proposals should maintain and improve the effectiveness of those ecosystems essential to the health and wellbeing of the county's residents and its economy.

Development proposals should be shaped through an integrated approach to planning the following environmental components from the outset, and based upon sufficient information to determine the effect upon each where they are relevant:

- 7. Land adjacent to The Elms drive
- 8. Land to west of Lyme Lane and north of Monks Court cottage.

New development which impacts adversely on the openness of these sites will not be permitted, except in very special circumstances which outweigh the harm caused by development.

- landscape, townscape and local distinctiveness, especially in Areas of Outstanding Natural Beauty;
- · biodiversity and geodiversity;
- historic environment and heritage assets;
- the network of green infrastructure;
- local amenity, including light pollution, air quality and tranquillity;
- · agricultural and food productivity and soils;
- physical resources, including minerals, management of waste, the water environment, renewable energy and energy conservation.

Policy SC1 – Social and community facilities

Development proposals which protect, retain or enhance existing social and community infrastructure or ensure that new facilities are available as locally as possible will be supported. Such proposals should be in or close to settlements, have considered the potential for co-location of facilities and where possible be safely accessible by foot, by cycle and public transport.

New development that creates a need for additional social and community facilities (for example, schools, pre-schools, children's centres, child minding provision, youth provision, pubs and local shops) -that cannot be met through existing social facilities will be expected to meet the additional requirements through new, or extension of existing, provision or by developer contribution where appropriate.

Policy OS3 – Loss of open space, sports or recreation facilities

In determining the appropriateness of proposals which results in the loss of an open space, sports or recreation facility, the following principles will be taken into account:

- 1. clear evidence that the open space, sports or recreation facility is surplus to the applicable quantitative standard;
- 2. the loss of the open space, sports or recreation facility results in an equally beneficial replacement or enhanced existing facility for the local community;

the loss of the open space, sports and recreation facility is for the purpose of providing an ancillary development which improves the functioning, useability or viability of the open space, sport and recreation use, e.g. changing rooms, toilets, grandstand accommodation, assembly and function uses;

4. the loss of the open space, sports or recreation facility will not result in the fragmentation or isolation of a site which is part of a green infrastructure corridor.

POLICY E12 – PUBLIC RIGHTS OF WAY/CONNECTIVITY

Proposals for the enhancement and improvement of the existing Public Rights of Way within the parish will be supported.

Proposals for improved linkages and accessibility within Eardisland and to the areas beyond will be supported.

All new proposals should include the following enhancements to maximise accessibility to residents and to support local biodiversity:

- (a) Enhanced public access and appropriate signage from residential areas
- (b) New footpaths and cycle routes linking to existing and new networks and village facilities; and
- (c) Linkages to wildlife corridors and provision of landscaping and planting along routes to support local biodiversity objectives such as provision of new areas of woodland and

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Policy SS4 – Movement and Transportation

New developments should be designed and located to minimise the impacts on the transport network; ensuring that journey times and the efficient and safe operation of the network are not detrimentally impacted. Furthermore, where practicable, development proposals should be accessible by and facilitate a genuine choice of modes of travel including walking, cycling and public transport.

Policy MT1 – Traffic management, highway safety and promoting active travel

Development proposals should incorporate various principle requirements covering movement and transportation.

orchards, new hedgerows, grassland and wetland habitats.

POLICY E13 – MANAGING AGRICULTURAL LAND AND BUSINESSES

Where planning permission is required, changes of use of former agricultural buildings to other uses will be required to demonstrate that consideration has been given to all the following criteria:

- (a) Access is suitable and adequate for proposed increases in traffic associated with new uses. The impact on the surrounding area of flooding and/or groundwater drainage is fully taken into account particularly with regard to run off issues and bunds (including those intended as landscape screening measures)
- (b) Landscaping is provided to screen industrial buildings, parking etc. and the proposed re-use will not have an unacceptable impact on the local landscape
- (c) Adequate noise attenuation measures and measures to mitigate the effects of external lighting are to be provided
- (d) Increased traffic and deliveries are managed effectively in order not to impact on residential areas and working hours are limited to minimise disturbance to local residents and adverse impacts on residential amenity
- (e) Development will not have a detrimental effect

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy RA5 – Re-use of rural buildings

The sustainable re-use of individual and groups of redundant or disused buildings, including farmsteads in rural areas, which will make a positive contribution to rural businesses and enterprise and support the local economy (including live work units) or which otherwise contributes to residential development, or is essential to the social well-being of the countryside, will be permitted where:

- design proposals respect the character and significance of any redundant or disused building and demonstrate that it represents the most viable option for the long term conservation and enhancement of any heritage asset affected, together with its setting;
- design proposals make adequate provision for protected and priority species and associated habitats;
- the proposal is compatible with neighbouring uses, including any continued agricultural operations and does not cause undue environmental impacts and:
- 4. the buildings are of permanent and substantial construction capable of conversion without major or complete reconstruction; and 5. the building is capable of accommodating the proposed new use without the need for substantial alteration or extension, ancillary buildings, areas of hard standing or development which individually or taken together would

on farm operations, including that on adjoining farmland

- (f) Development would not lead to the severance or fragmentation of farm holdings; and
- (g) The distance between the boundary of any residential property (excluding those belonging to the applicant) and business must conform to general permitted development regulations.

adversely affect the character or appearance of the building or have a detrimental impact on its surroundings and landscape setting.

Any planning permissions granted pursuant to this policy will be subject to a condition removing permitted development rights for future alterations, extensions and other developments.

Policy RA6 - Rural economy

Employment generating proposals which help diversify the rural economy such as knowledge based creative industries, environmental technologies, business diversification projects and home working will be supported. A range of economic activities will be supported, including proposals which:

- support and strengthen local food and drink production;
- support and/or protect the vitality and viability of commercial facilities of an appropriate type and scale in rural areas, such as village shops, petrol filling stations, garden centres and public houses;
- involve the small scale extension of existing businesses;
- promote sustainable tourism proposals of an appropriate scale in accordance with Policy E4 - Tourism;
- promote the sustainable use of the natural and historic environment as an asset which is valued, conserved and enhanced;
- support the retention of existing military sites;
- support the retention and/ or diversification of existing agricultural businesses;

Planning applications which are submitted in order to diversify the rural economy will be permitted where they;

- ensure that the development is of a scale which would be commensurate with its location and setting;
- do not cause unacceptable adverse impacts to the amenity of nearby residents by virtue of design and mass, noise and dust, lighting and smell:
- do not generate traffic movements that cannot safely be accommodated

within the local road network and

 do not undermine the achievement of water quality targets in accordance with Policies SD3 and SD4.

Policy E1 – Employment provision

The focus for new employment provision in Herefordshire is to provide a range of locations, types and sizes of employment buildings, land and offices to meet the needs of the local economy. Larger employment proposals will be directed to the strategic employment sites of Hereford, the market towns and rural industrial estates where appropriate.

Development proposals which enhance employment provision and help diversify the economy of Herefordshire will be encouraged where:

- the proposal is appropriate in terms of its connectivity, scale, design and size;
- the proposal makes better use of previously developed land or buildings;
- the proposal is an appropriate extension to strengthen or diversify an existing business operation;
- the proposal provides for opportunities for new office development in appropriate locations.

The provision of viable live/work units as part of mixed use developments will also be encouraged.

POLICY E14 – NEW AGRICULTURAL DEVELOPMENT

In addition to the criteria within Policy E13 above, new development for agriculture which requires planning permission will be permitted where there is:

(a) No detrimental effect on the surrounding landscape by reason of size, scale, height,

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Policy RA5 – Re-use of rural buildings

materials, design, landform or landscaping

- (b) No unacceptable impact on the amenity of neighbouring properties
- (c) In the case of new built development it relates well to existing farm buildings; and
- (d) Ensures that any likely significant effect on the River Wye SAC is avoided or adequately mitigated.

The sustainable re-use of individual and groups of redundant or disused buildings, including farmsteads in rural areas, which will make a positive contribution to rural businesses and enterprise and support the local economy (including live work units) or which otherwise contributes to residential development, or is essential to the social well-being of the countryside, will be permitted where:

- design proposals respect the character and significance of any redundant or disused building and demonstrate that it represents the most viable option for the long term conservation and enhancement of any heritage asset affected, together with its setting;
- 2. design proposals make adequate provision for protected and priority species and associated habitats;
- 3. the proposal is compatible with neighbouring uses, including any continued agricultural operations and does not cause undue environmental impacts and:
- 4. the buildings are of permanent and substantial construction capable of conversion without major or complete reconstruction; and 5. the building is capable of accommodating the proposed new use without the need for substantial alteration or extension, ancillary buildings, areas of hard standing or development which individually or taken together would adversely affect the character or appearance of the building or have a detrimental impact on its surroundings and landscape setting.

Any planning permissions granted pursuant to this policy will be subject to a condition removing permitted development rights for future alterations, extensions and other developments.

Policy RA6 – Rural economy

Employment generating proposals which help diversify the rural economy such as knowledge based creative industries, environmental technologies, business diversification projects and home working will be supported. A range of economic activities will be supported, including proposals which:

- support and strengthen local food and drink production;
- support and/or protect the vitality and viability of commercial facilities of an appropriate type and scale in rural areas, such as village shops, petrol filling stations, garden centres and public houses;
- involve the small scale extension of existing businesses;
- promote sustainable tourism proposals of an appropriate scale in accordance with Policy E4 - Tourism;
- promote the sustainable use of the natural and historic environment as an asset which is valued, conserved and enhanced:
- support the retention of existing military sites;
- support the retention and/ or diversification of existing agricultural businesses;

Planning applications which are submitted in order to diversify the rural economy will be permitted where they;

- ensure that the development is of a scale which would be commensurate with its location and setting;
- do not cause unacceptable adverse impacts to the amenity of nearby residents by virtue of design and mass, noise and dust, lighting and smell;
- do not generate traffic movements that cannot safely be accommodated within the local road network and
- do not undermine the achievement of water quality targets in accordance with Policies SD3 and SD4.

Policy E1 – Employment provision

The focus for new employment provision in Herefordshire is to provide a range of locations, types and sizes of employment buildings, land and offices to meet the needs of the local economy. Larger employment proposals will be directed to the strategic employment sites of Hereford, the market towns and rural industrial estates where appropriate.

Development proposals which enhance employment provision and help diversify

the economy of Herefordshire will be encouraged where:

- the proposal is appropriate in terms of its connectivity, scale, design and size;
- the proposal makes better use of previously developed land or buildings;
- the proposal is an appropriate extension to strengthen or diversify an existing business operation;
- the proposal provides for opportunities for new office development in appropriate locations.

The provision of viable live/work units as part of mixed use developments will also be encouraged.

POLICY E15 – SUPPORTING EXISTING LOCAL EMPLOYMENT

Existing sources of local employment will be protected. Development that would lead to the expansion or improvement of existing business premises will be permitted when it:

- (a) Is suitable in terms of size, layout, access, parking, design and landscaping
- (b) The amenity of nearby occupiers is not impacted detrimentally
- (c) The character, appearance or environment of the site and its surroundings are not degraded
- (d) Has adequate access, or potential access, by a choice of transport modes
- (e) Retains and enhances any built and natural features/areas that contribute to the amenity or biodiversity of the area; and

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy RA5 – Re-use of rural buildings

The sustainable re-use of individual and groups of redundant or disused buildings, including farmsteads in rural areas, which will make a positive contribution to rural businesses and enterprise and support the local economy (including live work units) or which otherwise contributes to residential development, or is essential to the social well-being of the countryside, will be permitted where:

- design proposals respect the character and significance of any redundant or disused building and demonstrate that it represents the most viable option for the long term conservation and enhancement of any heritage asset affected, together with its setting;
- 2. design proposals make adequate provision for protected and priority

(f) Includes mechanisms to improve environmental performance to that of current best practice standards.

Redevelopment or change of use of existing employment premises will only be permitted when:

- (g) Equivalent or better provision is made elsewhere within the parish to replace the proposed loss of local employment space
- (h) The employment premises have been empty for a significant period of time (6 months or more) and during that time actively marketed without securing a viable alternative employment use.

Active marketing should be undertaken by a specialist agent and include relevant web-based, newspaper and local advertising.

- species and associated habitats;
- 3. the proposal is compatible with neighbouring uses, including any continued agricultural operations and does not cause undue environmental impacts and:
- 4. the buildings are of permanent and substantial construction capable of conversion without major or complete reconstruction; and 5. the building is capable of accommodating the proposed new use without the need for substantial alteration or extension, ancillary buildings, areas of hard standing or development which individually or taken together would adversely affect the character or appearance of the building or have a detrimental impact on its surroundings and landscape setting.

Any planning permissions granted pursuant to this policy will be subject to a condition removing permitted development rights for future alterations, extensions and other developments.

Policy RA6 – Rural economy

Employment generating proposals which help diversify the rural economy such as knowledge based creative industries, environmental technologies, business diversification projects and home working will be supported. A range of economic activities will be supported, including proposals which:

- support and strengthen local food and drink production;
- support and/or protect the vitality and viability of commercial facilities of an appropriate type and scale in rural areas, such as village shops, petrol filling stations, garden centres and public houses;
- involve the small scale extension of existing businesses;
- promote sustainable tourism proposals of an appropriate scale in accordance with Policy E4 - Tourism;
- promote the sustainable use of the natural and historic environment as an asset which is valued, conserved and enhanced;
- support the retention of existing military sites;
- support the retention and/ or diversification of existing agricultural businesses;

Planning applications which are submitted in order to diversify the rural economy will be permitted where they;

- ensure that the development is of a scale which would be commensurate with its location and setting:
- do not cause unacceptable adverse impacts to the amenity of nearby residents by virtue of design and mass, noise and dust, lighting and smell;
- do not generate traffic movements that cannot safely be accommodated within the local road network and
- do not undermine the achievement of water quality targets in accordance with Policies SD3 and SD4.

Policy E1 – Employment provision

The focus for new employment provision in Herefordshire is to provide a range of locations, types and sizes of employment buildings, land and offices to meet the needs of the local economy. Larger employment proposals will be directed to the strategic employment sites of Hereford, the market towns and rural industrial estates where appropriate.

Development proposals which enhance employment provision and help diversify the economy of Herefordshire will be encouraged where:

- the proposal is appropriate in terms of its connectivity, scale, design and size;
- the proposal makes better use of previously developed land or buildings;
- the proposal is an appropriate extension to strengthen or diversify an existing business operation;
- the proposal provides for opportunities for new office development in appropriate locations.

The provision of viable live/work units as part of mixed use developments will also be encouraged.

POLICY E16 – NEW LOCAL EMPLOYMENT OPPORTUNITIES

In addition to the criteria within Policy E13 above, new employment opportunities will be considered where the development is of a scale which will be commensurate with its location and setting. A range of economic activities will be supported, including proposals which:

- strengthen local food and drink production;
- support and/or protect the vitality and viability of commerce such as village shops and public houses;
- involve the small scale extension of existing businesses;
- promote sustainable tourism proposals in accordance with Policy E17;
- promote the sustainable use of the natural and historic environment as an asset which is valued, conserved and enhanced; and
- support the retention and/ or diversification of existing agricultural businesses.

Businesses, including home-based work, that comply with the other policies of this plan will also be encouraged.

New employment proposals will be permitted providing that they:

(a) Do not have a detrimental impact on

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Policy RA5 – Re-use of rural buildings

The sustainable re-use of individual and groups of redundant or disused buildings, including farmsteads in rural areas, which will make a positive contribution to rural businesses and enterprise and support the local economy (including live work units) or which otherwise contributes to residential development, or is essential to the social well-being of the countryside, will be permitted where:

- design proposals respect the character and significance of any redundant or disused building and demonstrate that it represents the most viable option for the long term conservation and enhancement of any heritage asset affected, together with its setting;
- design proposals make adequate provision for protected and priority species and associated habitats;
- 3. the proposal is compatible with neighbouring uses, including any continued agricultural operations and does not cause undue environmental impacts and:
- 4. the buildings are of permanent and substantial construction capable of conversion without major or complete reconstruction; and 5. the building is capable of accommodating the proposed new use without the need for substantial alteration or extension, ancillary buildings, areas of hard standing or development which individually or taken together would adversely affect the character or appearance of the building or have a detrimental impact on its surroundings and landscape setting.

surrounding residential amenity

- (b) Do not lead to loss of open space or green infrastructure
- (c) Do not have an unacceptable impact on traffic; and
- (d) Are in accordance with the design policies of this Neighbourhood Development Plan.

Any planning permissions granted pursuant to this policy will be subject to a condition removing permitted development rights for future alterations, extensions and other developments.

Policy RA6 – Rural economy

Employment generating proposals which help diversify the rural economy such as knowledge based creative industries, environmental technologies, business diversification projects and home working will be supported. A range of economic activities will be supported, including proposals which:

- support and strengthen local food and drink production;
- support and/or protect the vitality and viability of commercial facilities of an appropriate type and scale in rural areas, such as village shops, petrol filling stations, garden centres and public houses;
- involve the small scale extension of existing businesses;
- promote sustainable tourism proposals of an appropriate scale in accordance with Policy E4 - Tourism;
- promote the sustainable use of the natural and historic environment as an asset which is valued, conserved and enhanced;
- support the retention of existing military sites;
- support the retention and/ or diversification of existing agricultural businesses;

Planning applications which are submitted in order to diversify the rural economy will be permitted where they;

- ensure that the development is of a scale which would be commensurate with its location and setting;
- do not cause unacceptable adverse impacts to the amenity of nearby residents by virtue of design and mass, noise and dust, lighting and smell;
- do not generate traffic movements that cannot safely be accommodated within the local road network and
- do not undermine the achievement of water quality targets in accordance

with Policies SD3 and SD4.

Policy E1 – Employment provision

The focus for new employment provision in Herefordshire is to provide a range of locations, types and sizes of employment buildings, land and offices to meet the needs of the local economy. Larger employment proposals will be directed to the strategic employment sites of Hereford, the market towns and rural industrial estates where appropriate.

Development proposals which enhance employment provision and help diversify the economy of Herefordshire will be encouraged where:

- the proposal is appropriate in terms of its connectivity, scale, design and size:
- the proposal makes better use of previously developed land or buildings;
- the proposal is an appropriate extension to strengthen or diversify an existing business operation;
- the proposal provides for opportunities for new office development in appropriate locations.

The provision of viable live/work units as part of mixed use developments will also be encouraged.

POLICY E17 – SUPPORTING TOURISM AND LOCAL BUSINESS DEVELOPMENT

Development that improves the quality and diversity of existing, or creates new, tourist facilities, attractions, accommodation and infrastructure and small scale local enterprise will be permitted where there is:

(a) No detrimental effect on the distinct character of the rural landscape and settlements and promotes tranquility and the quiet enjoyment of

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Policy RA5 – Re-use of rural buildings

The sustainable re-use of individual and groups of redundant or disused buildings, including farmsteads in rural areas, which will make a positive

the countryside

- (b) No adverse effect on the surrounding infrastructure, particularly local road networks and water supply and sewerage
- (c) Benefits the local community, through for instance, provision of local employment opportunities and improvements to local service provision, and is proportionate to the size of settlement in which it located; and
- (d) Where feasible involves the re-use of existing buildings or is part of farm diversification.

contribution to rural businesses and enterprise and support the local economy (including live work units) or which otherwise contributes to residential development, or is essential to the social well-being of the countryside, will be permitted where:

- design proposals respect the character and significance of any redundant or disused building and demonstrate that it represents the most viable option for the long term conservation and enhancement of any heritage asset affected, together with its setting;
- 2. design proposals make adequate provision for protected and priority species and associated habitats:
- 3. the proposal is compatible with neighbouring uses, including any continued agricultural operations and does not cause undue environmental impacts and:
- 4. the buildings are of permanent and substantial construction capable of conversion without major or complete reconstruction; and 5. the building is capable of accommodating the proposed new use without the need for substantial alteration or extension, ancillary buildings, areas of hard standing or development which individually or taken together would adversely affect the character or appearance of the building or have a detrimental impact on its surroundings and landscape setting.

Any planning permissions granted pursuant to this policy will be subject to a condition removing permitted development rights for future alterations, extensions and other developments.

Policy RA6 – Rural economy

Employment generating proposals which help diversify the rural economy such as knowledge based creative industries, environmental technologies, business diversification projects and home working will be supported. A range of economic activities will be supported, including proposals which:

- support and strengthen local food and drink production;
- support and/or protect the vitality and viability of commercial facilities of

- an appropriate type and scale in rural areas, such as village shops, petrol filling stations, garden centres and public houses;
- involve the small scale extension of existing businesses;
- promote sustainable tourism proposals of an appropriate scale in accordance with Policy E4 - Tourism;
- promote the sustainable use of the natural and historic environment as an asset which is valued, conserved and enhanced;
- support the retention of existing military sites;
- support the retention and/ or diversification of existing agricultural businesses:

Planning applications which are submitted in order to diversify the rural economy will be permitted where they;

- ensure that the development is of a scale which would be commensurate with its location and setting;
- do not cause unacceptable adverse impacts to the amenity of nearby residents by virtue of design and mass, noise and dust, lighting and smell:
- do not generate traffic movements that cannot safely be accommodated within the local road network and
- do not undermine the achievement of water quality targets in accordance with Policies SD3 and SD4.

Policy E1 – Employment provision

The focus for new employment provision in Herefordshire is to provide a range of locations, types and sizes of employment buildings, land and offices to meet the needs of the local economy. Larger employment proposals will be directed to the strategic employment sites of Hereford, the market towns and rural industrial estates where appropriate.

Development proposals which enhance employment provision and help diversify the economy of Herefordshire will be encouraged where:

•	the proposal is appropriate in terms of its connectivity, scale, design and
	size;

- the proposal makes better use of previously developed land or buildings;
- the proposal is an appropriate extension to strengthen or diversify an existing business operation;
- the proposal provides for opportunities for new office development in appropriate locations.

The provision of viable live/work units as part of mixed use developments will also be encouraged.

POLICY E18 – COMMUNITY FACILITIES AND PUBLIC FUNDS

Developers will be required to support proposals for improvement to and maintenance of community facilities and infrastructure in the parish, through S106 and Community Infrastructure Levy, as deemed appropriate by the Parish Council in consultation with Herefordshire Council.

Policy SS1 – Presumption in favour of sustainable development

When considering development proposals Herefordshire Council will take a positive approach that reflects the presumption in favour of sustainable development contained within national policy. It will always work proactively to find solutions which mean that proposals can be approved wherever possible and to secure development that improves the social, economic and environmental conditions in Herefordshire.

Policy ID1 - Infrastructure Delivery

Provision for new and/or the enhancement of existing infrastructure, services and facilities to support development and sustainable communities, will be achieved through a co-ordinated approach.

Where necessary, in addition to planning conditions for essential on-site design requirements and critical infrastructure, developer contributions towards strategic infrastructure through s106 agreements and/or a future Community Infrastructure Levy (C.I.L), will be secured in accordance with national planning policies and other relevant legislation.

A Planning Obligations Supplementary Planning Document (SPD) will provide details of the type and scale of obligations that may apply.

Be Compatible with EU Obligations

The Submission Neighbourhood Plan is fully compatible with EU Obligations.

The Neighbourhood Plan has been subjected to an SEA Screening Assessment undertaken by Herefordshire Council.

The Submission Neighbourhood Plan is fully compatible with the European Convention on Human Rights. It has been prepared with full regard to national statutory regulation and policy guidance, which are both compatible with the Convention. The Plan has been produced in full consultation with the local community. The Plan does not contain policies or proposals that would infringe the human rights of residents or other stakeholders over and above the existing strategic policies at national and district-levels, as demonstrated below. The Human Rights Act 1998 incorporated into UK law the European Convention on Human Rights ("The Convention"). The Convention includes provision in the form of Articles, the aim of which is to protect the rights of the individual.

Section 6 of the Act prohibits public bodies from acting in a manner, which is incompatible with the Convention. Various rights outlined in the Convention and its First Protocol are to be considered in the process of making and considering planning decisions, namely:

Article 1 of the First Protocol protects the right of everyone to the peaceful enjoyment of possessions. No one can be deprived of possessions except in the public interest and subject to the conditions provided by law and by the general principles of international law. The Submission Neighbourhood Plan is fully compatible with the rights outlined in this Article. Although the Submission Plan includes policies that would restrict development rights to some extent, this does not have a greater impact than the general restrictions on development rights provided for in national law, namely the Planning and Compulsory Purchase Act 2004 and the Localism Act 2011. The restriction of development rights inherent in the UK's statutory planning system is demonstrably in the public interest by ensuring that land is used in the most sustainable way, avoiding or mitigating adverse impacts on the environment, community and economy.

Article 6 protects the right to a fair and public hearing before an independent tribunal in determination of an individual's rights and obligations. The process for Neighbourhood Plan production is fully compatible with this Article, allowing for extensive consultation on its proposals at various stages, and an independent examination process to consider representations received.

Article 14 provides that "The enjoyment of the rights and freedoms set forth in ... [the] ... European Convention on Human Rights shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status." The Parish Council has developed the policies and proposals within the Plan in full consultation with the community and wider stakeholders to produce as inclusive a document as possible. In general, the policies and proposals will not have a discriminatory impact on any particular group of individuals.