



# EQUALITY IMPACT ASSESSMENT

<b>Service</b>	Corporate Policy
<b>Policy, practice, function or project assessed</b>	Hartley Wintney Submission Neighbourhood Plan
<b>Lead Officer</b>	Katie Bailey
<b>Team</b>	N/A
<b>Start date of assessment</b>	21/1/19
<b>Completion of assessment</b>	29/1/19

<b>Is this an initial EqlA?</b>	Yes
<b>Is this a full EqlA?</b>	No

## **A. POLICY, PRACTICE, FUNCTION OR PROJECT TO BE ASSESSED**

### **A1. Please describe what are the main aims, objectives, purpose and intended outcomes of the policy or function?**

The Hartley Wintney Neighbourhood Plan sets out a Vision and land use policies to use in the determination of planning applications within Hartley Wintney Parish up until 2032.

The preparation of the Neighbourhood Plan follows a legal process set out in the Neighbourhood Planning Regulations 2012 (as amended). This process includes extensive engagement and consultation with the local community.

### **A2. Is this policy or function associated with any other Council policy or priority?**

The Neighbourhood Plan must be in general conformity with the strategic Policies in the Hart Development Plan. These Policies can be viewed at <https://www.hart.gov.uk/neighbourhood-planning>

### **A3. Who are the intended beneficiaries/stakeholders of the policy or function? How many people are affected and from what sections of the community?**

The Plan will impact on those who live, work in or visit Hartley Wintney.

### **A4. Is the policy/function corporate and far-reaching?**

The Plan is corporate in that it will be adopted by the Council prior to it forming part of the Hart Development Plan and carrying full weight in the determination of planning applications.

### **A5. Are you expecting to make any significant change to the policy or service in the near future? If so, please give details.**

The Submission Neighbourhood Plan could be subject to change until it is adopted. The Plan will be subject to further consultation and then consideration by an independent Examiner who may require modifications to the Plan. However, whilst the District Council can comment on the Plan it is not able to directly amend it.

### **A6. Is this a new or existing policy or function?**

The ability of local communities to prepare neighbourhood plans was introduced in 2011. This is the first Neighbourhood plan that has been prepared for Hartley Wintney.

## **B. EVIDENCE/ DATA and CONSULTATION**

It is important to consider all information that is available in determining the likely impact of the policy or function. Please attach examples of monitoring information, research or consultation reports. If you do not have equality information about people with particular protected characteristics, consider whether you need to fill information gaps.

### **B1. What monitoring or other information do you have about relevant target groups, which helps you to assess the likely impact of the policy or function?**

The Neighbourhood Plan has been prepared in the context of the Hart Local Plan which has been through extensive monitoring and in itself has been subject to an EQIA. The Neighbourhood Plan has been subject to extensive community engagement and based on the summary of consultation submitted to the Council alongside the Plan, no adverse effects on protected groups have been raised.

**B2. Have you compared the data you have with the equality profile of the local population? What does it show? For example, are certain protected characteristics under-represented**

In order to examine the effect of the Local Plan on the protected groups in the District a wide range of evidence based studies were undertaken including demographic reviews of information in order to identify the key issues and needs of the protected groups.

In preparing the neighbourhood plan the Qualifying Body (Parish Council) has considered the profile of the District and a summary of this is included in the Neighbourhood Plan. This shows a number of characteristics that reflect those across the District as set out in the Equalities profile of the Local Plan EQIA. The most significant changes are in a higher proportion of older people in the Parish compared to District level, a higher proportion of one person pensioner households and a higher proportion of those who consider their day to day activities are limited due to a health problem or disability that has lasted or is expected to last more than 12 months.

**B3. Have you identified any improvements or other changes that could be made from monitoring the data?**

No changes have arisen through the consultation processes undertaken to date. The Policies must be in conformity with parent policies in the Local Plan. The Local Plan EQIA identified that there was wide ranging and on-going engagement with arrange of groups.

**B4. Have you consulted or involved external stakeholders about the policy or function? If so, what has been learnt from them?**

The neighbourhood plan has been subject to statutory consultation in line with the relevant Regulations. A number of amendments to the Plan have been made through this consultation process.

**B5. Have you undertaken any consultation with staff to assess their perception of any impacts of the policy or function? If so, what has been learnt from them?**

Relevant internal staff including Development Control, Housing and Leisure and Countryside have been consulted on a draft of the Neighbourhood Plan and will have the opportunity to comment on the Submission Version.

**B6. Please provide information about any other consultation, research, or involvement undertaken in relation to this impact assessment.**

The Local Plan which sets the framework for the Neighbourhood Plan is supported by numerous research studies which have provided the evidence for the policies which can be viewed at <https://www.hart.gov.uk/Evidence-base>. Preparation of the Neighbourhood Plan included gathering evidence about the characteristics of Hartley Wintney Parish as well as other evidence supporting the Policies.

**CI. IMPACT OF THE POLICY OR FUNCTION**

Assess the potential impact on each of the equality strands/groups. The impact could be negative, positive or neutral. If you assess a negative impact for any of the groups then you will need to assess whether that impact is low, medium or high. Refer to the evidence you use.

DESCRIPTION OF IMPACT	Nature of Impact (Positive, Neutral, Negative)	Extent of Impact if Negative (Low, Medium, High)

<b>SEX:</b> Identify the potential impact of the policy or function on men and women		
Policies in the Neighbourhood Plan may have an impact upon everyone who lives in, works in or visits Hartley Wintney. This is expected to impact on different genders equally. No negative impacts have been identified resulting from the Objectives or proposed policies.	Neutral	
<b>RACE:</b> A group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.		
The Neighbourhood Plan seeks to provide high quality and affordable homes meeting the needs of local people. No specifically negative impacts upon any racial group has been identified.	Neutral	
<b>DISABILITY:</b> A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.		
There are no specific policies regarding accessible housing or inclusive design, although Policies refer to the need for a mix of housing types and the need to improve accessibility. However issues of providing accessibility and designing for accessible environments are covered in the Local Plan and would therefore cover any development proposals within the Parish.	Neutral	
<b>AGE:</b> Identify the potential impact of the policy or function on different age groups		
The Housing Objective and Policies including HW5 seek to provide a mix of dwellings to meet local needs. The Objectives include providing for supported living accommodation and improving community transport.	Positive	
<b>SEXUAL ORIENTATION:</b> Identify the potential impact of the policy on lesbian, gay, bisexual or heterosexual people		
The policies in the Neighbourhood Plan have an impact on all those who live in, work in or visits the Parish. There is no evidence that there will be a negative impact on lesbian, gay, bisexual or heterosexual people.	Neutral	
<b>RELIGION OR BELIEF:</b> Identify the potential impact of the policy on people with different religions or beliefs		
The policies in the neighbourhood Plan have an impact on all those who live in, work in or visits the Parish. Objective 19 is to Maintain and enhance or expand community facilities.	Neutral	
<b>GENDER REASSIGNMENT:</b> The process of transitioning from one gender to another.		
The policies in the neighbourhood Plan have an impact on all those who live in, work in or visits the Parish. No specific impacts have been identified relating to people transitioning from one gender to another.	Neutral	
<b>MARRIAGE AND CIVIL PARTNERSHIP</b>		
The policies in the neighbourhood Plan have an impact on all those who live in, work in or visits the Parish. There is no evidence that there will be a differential impact based on marriage and civil partnership reassignment.	Neutral	
<b>PREGNANCY AND MATERNITY</b> Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.		

The policies in the Neighbourhood Plan have an impact on all those who live in, work in or visits the Parish. There is no evidence that there will be a differential impact based on Pregnancy and Maternity.	Neutral	
<b>OTHER – E.g. Carers, Rurality</b>		
N/A		

**If you have identified ANY potential negative impact, please complete C2, 3 and 4 below. If the proposal is considered to be discriminatory to the extent that it is unlawful it must be rejected or substantially modified. If no potential negative impacts have been identified, please go to C5.**

<p><b>C2. Could you minimise or remove any potential adverse impact that is high, medium or low significance?</b>  Yes <input type="checkbox"/> (see C3)  No <input type="checkbox"/> (see C4)</p>
<p><b>C3. Describe in detail the actions you will take to minimise or remove any potential adverse impact (the resulting modified policy or function must be re-assessed to confirm its impact as per C1)</b></p>
<p><b>C4. Where negative impacts cannot be removed or minimised any further, clearly state your justification for continuing with this proposal.</b></p>

<p><b>C5. What actions could be taken to further improve the impact of the policy or function on equalities (enhance positive impacts or make neutral impacts into positive impacts)?</b></p> <p>Taken collectively with the implementation of Local Plan policies the neutral impacts may be positive.</p>
<p><b>C6. Does the policy or function actively promote equal opportunities and good community relations? Or could changes be made so that it does so?</b></p> <p>Within the range of policies proposed, the neighbourhood plan aims to act for the good of all those who live in, visit or work in the Parish. It has been prepared in conjunction with the local community and will be subject to referendum whereby the local community can decide if they are in favour of the Plan being adopted.</p>
<p><b>C7. Please provide any further information, qualitative or quantitative that does not fit into the questions but you feel has a likely impact on this assessment.</b></p> <p>N/A</p>

<b>D. CONCLUSIONS</b>			
<b>D1. Was there sufficient data to complete the assessment?</b>	Yes?	Y	<b>If “NO”, what arrangements are in place for evidence gathering and continuing with the assessment?</b>
	No?	<input type="checkbox"/>	
	No?	<input type="checkbox"/>	
<b>D2. Do you have any other conclusions/outcomes from the assessment?</b>			
There is no evidence to suggest that any equality group will be disadvantaged by the Neighbourhood Plan.			

**ACTION PLAN to minimise or remove potential adverse impacts, or enhance positive impacts**

<b>Action</b>	<b>Planned Milestone</b>	<b>Officer Responsible</b>
Joint working with the Parish Council to monitor implementation of the Neighbourhood Plan.	Annual	Katie Bailey, Corporate Strategy and Policy Development Manager.

**RESOURCES - Does the above action plan require any additional resources?**

Will be carried out within existing resources.

**ARRANGEMENTS FOR MONITORING**

<p><b>a) How will implementation of this policy or function be monitored, how frequently and by whom?</b></p> <p>Implementation of the Plan will be monitored annually by the Parish Council and will be reported in the Authorities Annual Monitoring Report.</p>
<p><b>b) How will the results of the monitoring be used to develop it in the future?</b></p> <p>Should it be necessary the Plan could be subject to a review process.</p>
<p><b>c) What is the timescale for reviewing the impact of this policy or function?</b></p> <p>The Plan will be monitored annually with a commitment to review every 5 years.</p>

<b>Signature of Lead Officer</b>	<i>K. Bailey</i>	<b>Date: 29/1/19</b>
<b>Signature of Corporate Manager or Chief Officer:</b>		<b>Date:</b>

**Potential Equality Impacts: Issues to Consider**

The following provides a prompt for the types of impacts that it may be possible to have on different equality groups. The issues identified are not intended to provide a comprehensive or exhaustive list of issues, but should help in the identification of specific actions that need to be taken. Whilst a particular section of the community will have common interests and concerns, they are not one and the same. For example, women will have differing needs and concerns depending on age, ethnic origin, disability etc. You should also consider that equality impacts do not just apply to minority groups – for example, young working class men currently achieve lower academic qualifications than many other groups. You should therefore think about the impact of your actions on all groups, not just minority groups.

**Ethnicity/Race and culture: You may like to consider:**

<ul style="list-style-type: none"> <li>• Access to jobs and training</li> </ul>	<ul style="list-style-type: none"> <li>• Access to information translation interpretation</li> </ul>	<ul style="list-style-type: none"> <li>• Access to appropriate services</li> </ul>
<ul style="list-style-type: none"> <li>• Culture</li> </ul>	<ul style="list-style-type: none"> <li>• Religion, faith or belief</li> </ul>	<ul style="list-style-type: none"> <li>• Racial harassment and violence</li> </ul>
<ul style="list-style-type: none"> <li>• Participation in public life</li> </ul>	<ul style="list-style-type: none"> <li>• Resources for voluntary / community groups</li> </ul>	<ul style="list-style-type: none"> <li>• Support for business development</li> </ul>
<ul style="list-style-type: none"> <li>• Exclusion from social groups/events</li> </ul>	<ul style="list-style-type: none"> <li>• Stereotyping</li> </ul>	

**Gender: Issues for women include: -**

<ul style="list-style-type: none"> <li>• Concern about personal security and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Sexual harassment and attacks</li> </ul>	<ul style="list-style-type: none"> <li>• Employment and training opportunities</li> </ul>
<ul style="list-style-type: none"> <li>• Mobility and transport</li> </ul>	<ul style="list-style-type: none"> <li>• Health and social services</li> </ul>	<ul style="list-style-type: none"> <li>• Leisure and recreation facilities</li> </ul>
<ul style="list-style-type: none"> <li>• Caring for dependents</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in public life</li> </ul>	<ul style="list-style-type: none"> <li>• Access to education</li> </ul>

**Gender: Issues for men may include: -**

<ul style="list-style-type: none"> <li>• stereotyping</li> </ul>	<ul style="list-style-type: none"> <li>• School exclusion</li> </ul>	<ul style="list-style-type: none"> <li>• recognition of caring responsibilities</li> </ul>
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• educational attainment	• low take up of health services	• lack of access to flexible working
• personal security and safety		

**Gender: Issues for transsexuals may include:**

• Bullying / Harassment	• Time off for Medical Treatment	• Dress Codes
• Right to Privacy	• Support during transition stage	• Use of single sex facilities
• Support for family / family breakdown	• Low levels of awareness amongst employees	• Home / residential support for older people

**Disability: Issues for disabled people include: -**

• Social isolation	• Health and community care	• Access to education / leisure opportunities
• Mobility and transport	• Access to information (alternative formats)	• Accessibility of buildings / services
• Safety and security	• Participation in public life	• Low incomes / reduced employment
• Access to advocacy		

**Religion Faith or Belief: Issues for people who follow a particular religion may include:**

• Dietary requirements / Fasting	• Arrangements for Birth / Bereavement	• Leave for religious observance
• Religious Observance / Prayer and Daily rituals	• Dress / Jewellery	• Personal Care e.g. Washing / Bathing
• Gender differences and physical contact	• Rites of passage / religious initiation	• Greetings
• Stereotyping and racism		

**Age - Older People: Issues for older people may include: -**



<ul style="list-style-type: none"> <li>• Living in a safe community</li> </ul>	<ul style="list-style-type: none"> <li>• Being able to live in their own home</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced income</li> </ul>
<ul style="list-style-type: none"> <li>• Loneliness and isolation</li> </ul>	<ul style="list-style-type: none"> <li>• Being in control / having choice over care</li> </ul>	<ul style="list-style-type: none"> <li>• Affordable, accessible transport</li> </ul>
<ul style="list-style-type: none"> <li>• Bereavement</li> </ul>	<ul style="list-style-type: none"> <li>• Access to local facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Caring for a partner, child or grandchild</li> </ul>
<ul style="list-style-type: none"> <li>• General health issues</li> </ul>	<ul style="list-style-type: none"> <li>• Mental health issues, often associated with social isolation</li> </ul>	

**Age - Young People: Issues for younger people may include: -**

<ul style="list-style-type: none"> <li>• Bullying / Peer Pressure</li> </ul>	<ul style="list-style-type: none"> <li>• Education / Training / Employment Options</li> </ul>	<ul style="list-style-type: none"> <li>• Income / budget management</li> </ul>
<ul style="list-style-type: none"> <li>• Access to leisure activities</li> </ul>	<ul style="list-style-type: none"> <li>• Personal Development / Relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Transport</li> </ul>
<ul style="list-style-type: none"> <li>• Having a say in decisions which affect them</li> </ul>	<ul style="list-style-type: none"> <li>• Caring for a sibling or a parent</li> </ul>	<ul style="list-style-type: none"> <li>• Accommodation</li> </ul>
<ul style="list-style-type: none"> <li>• Stereotyping: many older people see young people as threatening</li> </ul>	<ul style="list-style-type: none"> <li>• Some groups of young people may feel excluded e.g. BME groups</li> </ul>	

**Sexual Orientation: Issues for gay, lesbian, or bisexual people may include:**

<ul style="list-style-type: none"> <li>• Bullying / hate crime</li> </ul>	<ul style="list-style-type: none"> <li>• Intrusive questions / right to privacy</li> </ul>	<ul style="list-style-type: none"> <li>• Depression / self harming</li> </ul>
<ul style="list-style-type: none"> <li>• Rejection by family</li> </ul>	<ul style="list-style-type: none"> <li>• Stereotyping</li> </ul>	<ul style="list-style-type: none"> <li>• Safe environment to come out in</li> </ul>
<ul style="list-style-type: none"> <li>• Attainment /staying on at school</li> </ul>	<ul style="list-style-type: none"> <li>• Workplace benefits for partners e.g. pensions</li> </ul>	<ul style="list-style-type: none"> <li>• Family life including adoption and fostering</li> </ul>
<ul style="list-style-type: none"> <li>• 'Heterosexism' (lesbian, gay and bisexual people often cannot see their lifestyle reflected in any social 'norms' or values)</li> </ul>		

**Deprivation and rural isolation: issues may include:**

<ul style="list-style-type: none"> <li>• Ability to read/understand complex forms and documents</li> </ul>	<ul style="list-style-type: none"> <li>• Access to employment/education/training opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Access to leisure activities</li> </ul>
<ul style="list-style-type: none"> <li>• Economic status - ability to pay for services or support or travel to services</li> </ul>	<ul style="list-style-type: none"> <li>• Access to benefits</li> </ul>	<ul style="list-style-type: none"> <li>• Ability/knowledge to lead healthy lifestyles</li> </ul>
<ul style="list-style-type: none"> <li>• Ability and opportunity to travel to access services (e.g. consider whether people in rural areas could access your service by public transport)</li> </ul>	<ul style="list-style-type: none"> <li>• Income/budget management</li> </ul>	<ul style="list-style-type: none"> <li>• Accommodation</li> </ul>