

Wollaston Neighbourhood Plan Equality Impact Assessment



Contents

1.0	Introduction.....	2
2.0	The Wollaston Neighbourhood Plan (the Plan)	3
3.0	The Profile of Wollaston	4
	Age profile.....	4
	Gender	4
	Disability.....	4
	Ethnic Group	5
	Faith	5
	Sexual orientation and civil partnership	5
4.0	Community involvement	6
5.0	Screening of the Plan Policies.....	6
6.0	Conclusion.....	6
	Appendix 1: Potential impacts of the policies in the Submission Plan.....	8

1.0 Introduction

- 1.1 The Localism Act 2011 introduced Neighbourhood Planning into the hierarchy of plan making in England, giving communities a right to shape the future development of their local area; to exert more control over where development takes place; to influence the type and quality of development; and to ensure that proposals meet local objectives. The Wollaston Neighbourhood Plan (the Plan) sets out a vision for Wollaston over the period to 2031 and will act as a major influence on the future development of the Neighbourhood Area.
- 1.2 Under section 149 of the Equality Act 2010 all public bodies have a duty (referred to as the Equality Duty), in the exercise of their functions, to have due regard to the need to eliminate conduct that is prohibited by the Act. The Equality Duty requires public bodies to consider how the decisions that they make affect people who share the following '**protected characteristics**':
- Age
 - Disability
 - Gender Reassignment
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race
 - Religion or belief
 - Gender
 - Sexual Orientation
- 1.3 Embedding equality into the policies of the Plan is important in ensuring that all people are treated fairly. As part of any effective policy development process, it is important to consider any potential risks to those who will be affected by the policy's aims or by its implementation and to consider opportunities that a policy presents to actively promote equality.
- 1.4 This Equality Impact Assessment (EqIA) has been prepared by the Wollaston Neighbourhood Plan Steering Group (the Steering Group) on behalf of Wollaston Parish Council. It assesses the policies of the Submission Plan to ensure that the Parish Council is satisfying its statutory duty to eliminate unlawful discrimination in carrying out functions and promote equality of opportunity. The EqIA:
- Provides a written record of the equality considerations that have been taken into account in the preparation of the Plan and thereby ensures that the decision making process is more transparent;
 - Ensures that decision-making is based on evidence and includes a consideration of actions that would help to avoid or mitigate any negative impacts arising from the implementation of the policies in the Plan on people who share protected characteristics (also referred to in this document as equality target groups); and
 - Provides an opportunity to identify any potential benefits for equality target groups arising from the implementation of the policies.

2.0 The Wollaston Neighbourhood Plan (the Plan)

- 2.1 The Plan will provide a framework of policies and proposals to support the provision of sustainable development in Wollaston during the period 2011 to 2031. At its heart lies the following vision:

The Vision

In 2031 Wollaston will be a sustainable, prosperous and overwhelmingly rural Parish. At its heart the settlement of Wollaston will be a vibrant village.

- 2.2 Achieving the vision depends upon the successful delivery of a number of objectives. These are outlined in the following table together with the policies and proposals of the Plan which will contribute towards the achievement of each objective.

Plan objectives	Policies and proposals
Objective one Build housing within the village confines, where possible.	Village Boundary (see Proposals Map), H1, H5
Objective two Provide for village housing needs, including affordable housing and accommodation to meet the needs of the elderly.	H1, H2, H3, H4, H5, HA1, HA2, HA3
Objective three Promote opportunities for new businesses in Wollaston.	CF3, T4, HA1, E1
Objective four Retain and promote opportunities for new shops, services and facilities.	CF1, CF3.
Objective five Provide facilities for young people.	HA1.
Objective six Protect important areas of open space and important views.	Env2, Village Boundary (see Proposals Map)
Objective seven Address parking and traffic concerns and encourage greater use of public transport, cycling and walking.	T1, T2, T3, HA1, E1
Objective eight Create new opportunities for nature conservation.	HA1.
Objective nine Conserve and improve the best buildings and their settings.	Env1, Env2, Env3.
Objective ten Ensure that new development is supported by the timely delivery of local infrastructure made necessary by the development.	CF2, DC1, HA1, E1

3.0 The Profile of Wollaston

3.1 In preparing the EqIA, 2011 Census data has been examined to compile a brief profile of each equality grouping. Data for Wollaston Parish is available for the following protected characteristics: age, disability, race, religious belief, sex and, in part, sexual orientation. However, data relating to gender reassignment and pregnancy and maternity is unavailable at Parish level.

Age profile

3.2 In 2011 the population of Wollaston Parish was 3,491. The following table indicates that the percentage of the population aged 20-29 is significantly lower in Wollaston than in either the Borough or England. Conversely, the proportion of the population in the 30-44, 45-59, 60-64 and 65-74 groups is higher in Wollaston.

Age profile				
	Wollaston		Borough	England
Age	Number	%	%	%
0-4	205	5.9	6.7	6.3
5-15	483	13.8	13.3	12.6
16-19	156	4.5	4.6	5.1
20-29	298	8.5	11.5	13.7
30-44	797	22.8	20.9	20.6
45-59	724	20.7	20.0	19.4
60-64	252	7.2	6.7	6.0
65-74	334	9.6	9.0	8.6
75+	242	6.9	7.3	7.8

Gender

3.3 49.3% of the population is male and 50.7% is female. These figures are similar to those for the Borough and for England.

Gender		
	Male %	Female %
Wollaston	49.3	50.7
Borough	49.2	50.8
England	49.2	50.8

Disability

3.4 Within Wollaston Parish 14.9% of the population has a health problem or disability that has lasted, or was expected to last, at least 12 months and limits daily activity either a lot or a little. The proportion of the population affected is lower than for the Borough (17.8%) or England (17.6%).

Population with a long term health problem or disability that limits daily activity				
	Wollaston	%	Borough %	England%
Daily activity limited a lot	216	6.2	7.9	8.3
Daily activity limited a little	303	8.7	9.9	9.3
Daily activity not limited	2,972	85.1	82.1	82.4

Ethnic Group

- 3.5 The majority of the population of Wollaston Parish is white. The percentage of the population that is non-white is significantly lower than in both the Borough and across England as a whole.

Broad ethnic group (%)			
	White British	Other white	Non-white
Wollaston	96.0	1.8	2.2
Borough	81.3	6.0	12.7
England	79.8	5.7	14.5

Faith

- 3.6 The dominant faith group within Wollaston Parish and across England as a whole is Christian. Only 1% of the population of Wollaston follow a different religion whereas the equivalent figure for England is 8.2%.

Religion (%)								
	Christian	Hindu	Muslim	Sikh	Budhist	Other	No Religion	Not stated
Wollaston	63.3	0.3	0.0	0.3	0.1	0.3	29.3	6.4
Borough	57.7	3.6	1.6	0.2	0.3	0.5	29.2	6.7
England	59.4	1.5	5.0	0.8	0.5	0.4	24.7	7.2

Sexual orientation and civil partnership

- 3.7 There is very limited data relating to the sexual orientation of the population. However, the Census indicates that 10 people in Wollaston (0.4% of people aged 16 and above) were living in a household as part of a same-sex couple. This compares with a figure of 0.7% for the Borough and 0.9% for England as a whole.
- 3.8 In summary Wollaston when compared to England has a:
- Significantly lower proportion of young adults (18 to 29) but a higher percentage of the population in the 30-64 age range;
 - Lower percentage of the population with a health problem or disability that has lasted, or was expected to last, at least 12 months and limits daily activity either a lot or a little;

- Similar percentage of males and females;
- Significantly lower proportion of non-white persons;
- Significantly lower percentage of people who follow a religion other than Christianity; and
- Lower proportion of the population living in a household as part of a same-sex couple.

4.0 Community involvement

- 4.1 The Plan is relevant to the whole of the Neighbourhood Area and communities of interest could therefore include individuals, groups or organisations that live, work or operate within Wollaston. The National Planning Policy Framework (NPPF), which sets out Government planning policy, indicates that the planning system should play an important role in facilitating social interaction and creating inclusive communities. It highlights the need to create a shared vision with communities of the residential environment and facilities they wish to see. This should be through the involvement of all sections of the community in the development of plans and the need to plan for a mix of housing to meet the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes)
- 4.2 The Plan has been developed through continued community involvement as outlined in the Consultation Statement which accompanies the Submission Plan. A review of consultation responses has taken place as part of this EqIA, identifying any comments or issues relevant to the equality target groups. In particular, consultation has taken place with young people in the form of a targeted questionnaire and with local groups of older people through attendance at meetings. In addition, consultation targeted at the wider community can indirectly benefit a particular equality group.

5.0 Screening of the Plan Policies

- 5.1 Appendix 1 (Potential impacts of the policies of the Submission Plan) lists the policies of the Submission Plan; identifies the outcomes that the successful application of the policies are expected to achieve; and assesses the potential for the policies of the Plan to have an impact on each of the equality target groups.

6.0 Conclusion

- 6.1 The assessment in Appendix 1 has indicated that none of the policies in the Plan are likely to have a negative impact on any of the equality target groups. Consequently, a need to change or give further consideration to any of the policies in order to ensure that the Parish Council meets its duties under the Equalities Act has not been identified. However, the analysis has identified several positive impacts on equality

target groups that are likely to occur as a result of the implementation of the policies in the Plan; most notably the Plan will promote:

- Housing sizes, types and tenures that will contribute towards meeting the needs of the young, the elderly and the disabled; and
- Local facilities which will be of particular benefit to groups less likely to have access to a car including the young, the elderly and the disabled.

In addition, the analysis suggests that many of the policies are inclusive and are likely to benefit the wider community rather than a specific equality target group. These policies therefore have the potential for a positive impact on equalities issues.

Appendix 1: Potential impacts of the policies in the Submission Plan

The key below identifies the symbols used in the assessment to summaries the impact on each of the equality target groups.

Symbol	Likely impact
+	Positive
0	Neutral/negligible
-	Negative
?	Uncertain

Policy	Expected outcome	Equality Target Groups										Comments
		Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy /maternity	Race	Religion /belief	sex	Sexual orientation		
Env1. Gateways and focal points	Enhancement of the public realm.	0	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups.
Env2. Local Green Space	The retention of designated areas of local green space	+	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups. However, the designation of play areas as Local Green Space will be of particular benefit to children and young people and young adults (18-29) are more likely than other age groups to participate in the sports activities offered at the recreation ground which is also designated as Local Green Space.

Policy	Expected outcome	Equality Target Groups									Comments
		Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy /maternity	Race	Religion /belief	sex	Sexual orientation	
Env3. Local Heritage Assets	The conservation and, where possible, enhancement of local heritage assets	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups.
CF1. Existing community facilities	The retention of an adequate level and range of facilities in Wollaston.	+	+	0	0	0	0	0	?	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups. However, they may be of particular value to groups who are less likely to have a car and are therefore more reliant on local provision of services and facilities. This will include the young, the elderly and the disabled. In addition, there is some evidence nationally that women are less likely to have access to a car.
CF2. Primary school provision	Adequate provision of places to meet the needs of existing and future residents	+	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups. However, the policy is expected to have a positive impact on children of primary school age.

Policy	Expected outcome	Equality Target Groups									Comments
		Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy /maternity	Race	Religion /belief	sex	Sexual orientation	
CF3. New community facilities	Opportunities to diversify/enhance the range of community facilities.	+	+	0	0	0	0	0	?	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups. However, they may be of particular value to groups who are less likely to have a car and are therefore more reliant on local provision of services and facilities. This will include the young, the elderly and the disabled. In addition, there is some evidence nationally that women are less likely to have access to a car.
T1. Existing parking provision	Prevent the loss of parking in areas where there is an existing shortfall of spaces.	0	0	0	0	0	0	0	0	0	The policies are considered to be inclusive and unlikely to have a negative impact on any of the equality target groups.
T2. Residential parking in new developments.	A high quality environment which is safe and not dominated by cars.	0	0	0	0	0	0	0	0	0	

Policy	Expected outcome	Equality Target Groups									Comments	
		Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy /maternity	Race	Religion /belief	sex	Sexual orientation		
T3. Improvements to pedestrian and cycle facilities.	The implementation of measures to encourage more people to walk or cycle when undertaking short journeys.	+	0	0	0	0	0	0	0	0	0	Whilst the policy is considered to be inclusive and unlikely to have a negative impact on equalities issues, it may impact positively on groups who are less likely to have access to a car but are sufficiently mobile to benefit from the provision of improvements to facilities. This will include the young and some elderly people.
T4. Superfast broadband.	Infrastructure to enable the delivery of fibre optic broadband to the premises.	0	+	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on any of the equality target groups. It may, however, be of particular benefit to disabled people largely confined to the home.
H1. Number of new homes.	An increase in housing provision.	0	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on any of the equality target groups.
H2. Housing mix	Housing that meet a range of local needs.	+	+	0	0	0	0	0	0	0	0	Young adults and the disabled in particular are likely to benefit from affordable housing whilst specialist accommodation will help to meet the needs of an ageing population.

Policy	Expected outcome	Equality Target Groups									Comments
		Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy /maternity	Race	Religion /belief	sex	Sexual orientation	
H3. Affordable housing	Housing for people with a local connection whose needs are not met by the market.	+	+	0	0	0	0	0	+	0	The policies are expected to have a positive benefit for those on low incomes and in need of affordable housing. This is most likely to include young adults, the disabled and single parents.
H4. Rural exception sites		+	+	0	0	0	0	0	+	0	
H5. Small sites	Housing within the Village Boundary	0	0	0	0	0	0	0	0	0	The policy is considered to be inclusive and unlikely to have a negative impact on equality target groups.
HA1. Land East of Hookhams Path	An increase in housing and recreational provision.	+	+	0	0	0	0	0	+	0	The policy is considered to be inclusive and unlikely to have a negative impact on the equality target groups. Development will include affordable housing (see Policy H3) and a play area for children.
HA2. 196 Hinwick Rd	An increase in housing	0	0	0	0	0	0	0	0	0	The policies are considered to be inclusive and unlikely to have a negative impact on any of the equality target groups.
HA3. 190 Hinwick Rd		0	0	0	0	0	0	0	0	0	
E1. Land adjacent /rear of the Recycling Centre, Doddington Rd	Small development that provides employment opportunities.	0	0	0	0	0	0	0	0	0	

Policy	Expected outcome	Equality Target Groups									Comments
		Age	Disability	Gender reassignment	Marriage/civil partnership	Pregnancy /maternity	Race	Religion /belief	sex	Sexual orientation	
DC1. Developer contributions	Enhanced provision of facilities and the public realm.	+	0	0	0	0	0	0	0	0	The policies are considered to be inclusive. However, young people and young adults are more likely than other age groups to benefit from the facilities listed in the policy, which are intended to meet their needs, including additional sports provision.

