

EQUALITY IMPACT ASSESSMENT FOR THE OLD BASING & LYCHPIT NEIGHBOURHOOD PLAN.

Neighbourhood Plans fall within the remit of the Equality Act 2010. This legislation seeks to ensure that no groups or individuals are disadvantaged as a result of decisions being made, which fail to take account of their requirements and that policies and decision making do not discriminate either accidentally or deliberately.

The reason for carrying out this Equality Impact Assessment (EIA) is to ensure that decisions made by Old Basing & Lychpit Parish Council on the Neighbourhood Plan are based on sound evidence and will not discriminate against anyone with any of the 9 protected characteristics shown below.

PROTECTED CHARACTERISTICS

Age: Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability: 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.

Gender Reassignment: The process of transitioning from one gender to another.

Marriage and Civil Partnership: Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and Maternity: 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 unfavorably because she is breastfeeding.

Race: Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: Man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

EQUALITY IMPACT ASSESSMENTS AND NEIGHBOURHOOD PLANS.

Whilst it is unlikely that a Neighbourhood Plan would have a significant impact on a group with protected characteristics; the possibility still exists and therefore there is a requirement to screen the presumed outcomes of policies.

It is also important to note that the Old Basing & Lychpit Neighbourhood Plan has been drafted following significant consultation with the resident community as set out in the consultation statement which is an appendix to the Plan.

ASSESSING THE PLAN POLICIES

This EIA has been produced to assess the implications of policies included in the Regulation 14 or consultation draft of the Old Basing & Lychpit Neighbourhood Plan. This has been produced utilising guidance on the Equality and Human Rights Commission and Department of Communities and Local Government websites.

The following Tables assess the Plan's policies for their likely impact on the protected characteristics; positive, neutral or negative impacts are noted.

Where an impact is positive or neutral, no change will be made to the policy. Where a negative impact is noted, a grading is assigned; 'high' means that mitigation is unlikely to overcome the issue; 'medium' means that future or existing mitigation could overcome the issue; 'low' means that the issue is judged insignificant.

The results of this assessment may lead to final changes prior to submission or inform suggested changes at a later stage by the examiner.

Policy OB&L1 Movement Routes	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary:	This Policy is specifically aimed at ensuring future developments have safe accessibility to the Parish and to Basingstoke Parish				
Mitigation	None required.				

Policy OB&L2 Developer Contribution	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			

Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility to the Parish and to Basingstoke Parish				
Mitigation	None required.				

Policy OB&L3 Settlement Policy Boundary	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary					
Mitigation	None				

Policy OB&L4 Protection of Iconic Views	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic		X			
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required.				

Policy OB&L5 Protection and enhancement of Local Green Spaces	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required.				

Policy OB&L6 Protection of Historic Environment	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to preserve and enhance the existing assets in the Parish to the benefit of the whole community				
Mitigation	None required.				

Policy OB&L7 Appearance of Development	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to enhance the existing assets in the Parish to the benefit of the whole community				
Mitigation	None required.				

Policy OB&L8 Housing Mix	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish				
Mitigation	None required				

BASELINE DATA

Data for Old Basing & Lychpit is available for the following protected characteristics: age, disability, race, religious belief and gender.

The Data in the tables below comes from the below comes from the 2011 Census.

In 2011 there were 7,308 people living in Old Basing & Lychpit. Of these, 49.15% were male and 50.85% were female.

Age	Volume	%
0-4	429	5.87
5.-17	1090	14.92
18-64	4543	62.16
65-84	1065	14.57
85+	181	2.48

Ethnicity	Volume	%
White British/Welsh/Scottish/N Irish	6627	86.13
White Other	295	3.84
Asian/Asian British	428	5.56
Mixed/multiple ethnicity	234	3.04
Other (including Black/Black British)	110	1.43

Marital Status (aged 16 and over)	Volume	%
Married	3508	58.87
Single	1377	23.11
Separated or divorced	631	10.59
Widowed/surviving partner	423	7.1
Civil Partnership	20	0.34

Religious Belief	Volume	%
Christians	4741	64.87
Buddhist	16	0.22
Hindu	57	0.78
Jewish	5	0.07
Muslim	23	0.31
Sikh	29	0.40
Other Religion	14	0.19
No Religion	1879	25.71
Religion not stated	544	7.44

Limitation of Day-to-Day Activities	Volume	%
Day-to-Day Activities Not Limited	6324	86.54
Day-to-Day Activities Limited a Little	605	8.28
Day-to-Day Activities Limited a Lot	379	5.18