

# OVERTON NEIGHBOURHOOD DEVELOPMENT PLAN

## EQUALITIES IMPACT ASSESSMENT

### INTRODUCTION

The Equality Act 2010 places a duty on all public authorities in the exercise of their functions to have regard to the need to eliminate discrimination, to advance equality of opportunity and to foster good relations between persons who have a “protected characteristic” and those who do not.

“Protected characteristics” are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This report assesses the Submission Overton Neighbourhood Plan to ensure that Overton Parish Council is satisfying its statutory duties in this regard. Equality Impact Assessment (EIA) is a systematic analysis of a policy or policies, in order to explore the potential for an adverse impact on a particular group or community. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups. If a policy results in unfairness or discrimination then changes to eliminate or lessen the impact should be considered.

#### **Aims of the Equality Analysis**

The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision-making and to place a more proactive approach to the promotion of equality and fairness at the heart of public policy. The processes involved in conducting the analysis should not be looked on as an end in themselves. Instead, it should be borne in mind that the aim is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. In undertaking the EIA we were clear about why the Overton Neighbourhood Plan is needed, what the intended outcomes are, and how it will be ensured that the policies will work as intended.

### METHODOLOGY

An assessment has been made on whether the Overton Neighbourhood Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available).

### BASELINE DATA

Data for the Parish of Overton are available for the following protected characteristics: age, sex, disability, race and religious belief.

No data is available for the following protected characteristics: gender reassignment, pregnancy and maternity and sexual orientation.

The data source is the 2011 census, Parish of Overton.

**AGE**

All usual residents	4315
Age 0-4	272
Age 5-9	218
Age 10-14	215
Age 15-64	2614
Age 65 and over	956
Age 80 and over	469

Overton has a higher proportion of people over 45, and particularly over 75, than borough and national averages.

**SEX.**

All usual residents	4315
Males	2144
Females	2171

**MAIN LANGUAGE**

All usual residents (aged 3 or over)	4156	
English	4070	(97.9%)

**COUNTRY OF BIRTH**

All usual residents	4315	
UK	4010	(92.9%)
EU countries	101	( 2.3%)
Other	204	( 4.7%)

**ETHNIC GROUP**

All usual residents	4315	
White	4211	(97.6%)

**RELIGION**

All usual residents	4315
Christian	2874
No religion	1080
Buddhist	12
Muslim	5
Jewish	3
Not stated	326

**HEALTH**

All usual residents	4315
Daily activities limited a lot	266
Daily activities limited a little	416

**PROVISION OF UNPAID CARE**

All usual residents	4315
Provides unpaid care	436

## LIVING IN COMMUNAL ESTABLISHMENT

All usual residents	4315
Living in CE	50

### THE PROCESS OF COMMUNITY CONSULTATION: 'HARD-TO REACH' GROUPS.

All written communications were in English and it was not considered necessary to translate them into any other language.

In the initial consultation, there were two events specifically for children of primary and secondary school age and five events involving very elderly people most likely to have difficulties with mobility.

The questionnaire (July 2014) included a question for those with restricted mobility and what would help them to get around more easily.

### IMPACT ON GROUPS WITH PROTECTED CHARACTERISTICS

The Vision for Overton includes the words, *'In 2030 we want Overton to continue to be a place where people of all ages and abilities can thrive, feel safe and be healthy, with opportunities to learn, work, be part of our community, take exercise, enjoy our rural landscape and heritage and lead fulfilling lives.'* This is an inclusive statement.

The vision, objectives and policies in the Plan have been carefully reviewed. It is concluded that none of them would have a negative impact on any group with protected characteristics and the great majority are neutral. The positive impacts are as follows.

**Policy LBE1(3) Applicants demonstrate that their proposals meet the 12 Design Council CABE 'Building for Life' standards and the emerging Building Research Establishment (BRE) Home Quality Mark standards.** The standards stress the importance of easy access to amenities, homes for downsizers, safety and ease of finding the way around which benefit the elderly and people living with disabilities in particular.

**Policy H1(3) There is provision for 'Lifetime Homes' standards unless the applicant can demonstrate by 'open book assessment' that this would render the development non-viable.** This policy will benefit the elderly and people living with disabilities.

**Policy H1(5) Developments.... conform to the guidelines set out in 'Secured by Design' (ACPO).** This policy aims to reduce crime and the fear of crime including hate crime.

**Policy L1: Developments that increase the number of nursery school places in line with demand will be supported, providing that applicants demonstrate by a suitable assessment that noise nuisance from playgrounds can be mitigated where necessary.**

**Policy L2: Developer contributions will be allocated for**

- 1. Overton Primary School to accommodate pupils in line with demand from within the Parish in negotiation with Hampshire County Council.**

These policies will benefit parents and young children.

**Policy T1: Developments of 10 more dwellings will provide multi-use paths\* linking the development to existing routes to amenities, public transport routes and existing footpaths.**

\*Paths should be well signed and useable by walkers, cyclists and those with mobility scooters, wheel chairs, prams and those with disabilities. Dropped kerbs will be provided on multi-use paths at crossing points.

This policy will benefit parents, young children, the elderly and those living with disabilities.

**Policy T2: Developer contributions will be allocated where possible for the creation of parking opportunities throughout the village and upgrading community parking assets.** Overton village amenities lie in a valley. New housing is inevitably placed on the hillsides. The elderly and those living with disabilities may be able to walk down the hill to amenities but have difficulty climbing the hill, especially with heavy shopping. There is a shortage of parking places near the centre. This policy will assist both these groups.

**Policy E1: Developer contributions will be allocated to increase the quality and range of existing social, sporting and recreational facilities and public green spaces in the parish.**

This policy allows for improving access and facilities for children, the elderly and those living with disabilities.

## CONCLUSION

The Overton Neighbourhood Development Plan provides a strategy for the development of the parish and a range of policies and proposals which will result in positive benefits for those with protected characteristics: older people, young people and young children, disabled people and those with limited mobility, pregnant women and the parents of young children.

Whilst not explicitly addressing the needs of racial or religious groups, transgender, homosexual groups or women, the Overton Neighbourhood Plan advocates a wide range of housing, and improvements to social, community and leisure facilities, which will benefit these groups equally. It also seeks to provide a safer environment, particularly a safer public realm, where people with protected characteristics will be less liable to be subject to hate crime.