



Bramshott and Liphook Neighbourhood Development Plan 2020 to 2040

Equalities Impact Assessment

**Prepared by the Neighbourhood Development Plan Steering
Group on behalf of Bramshott and Liphook Parish Council**



Contents

1. Introduction	3
2. Baseline data	4
Age profile	4
Gender	4
Disability	4
Race	4
Religion or belief	5
Sexual orientation.....	5
In summary	5
3. Community involvement.....	7
4. Likely impact on groups with protected characteristics	8
5. Conclusion	18

1. Introduction

- 1.1. The Equalities Act places a duty on 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.
- 1.2. There are nine 'protected characteristics', which are:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race
 - religion or belief
 - sex
 - sexual orientation
- 1.3. It is important to consider, when writing planning policies, how those policies might impact those with protected characteristics. This will help to ensure that the policies are carefully thought through, with a view to increasing participation and inclusion, changing the culture of public decision-making, and placing a more proactive approach to the promotion of equality and fairness at the heart of public policy.
- 1.4. An Equalities Impact Assessment (EqIA) is tool used to systematically assess a policy or policies, to explore whether there might be an adverse impact on a one or more of the groups with protected characteristics. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from the different groups. This helps to identify any unintended consequences that a policy might have. If a policy is found to result in unfairness or discrimination, then changes to eliminate or lessen the impact should be considered.
- 1.5. This document presents the EqIA that has been prepared to accompany the Submission version of the Bramshott and Liphook Neighbourhood Development Plan (the BLNDP). It presents the baseline data on the parish and then assesses the objectives and policies of the BLNDP to ensure that Bramshott and Liphook Parish Council (as the qualifying body responsible for preparing the BLNDP) is satisfying its statutory duties in this regard.

2. Baseline data

- 2.1. In preparing the EqIA, 2021 Census data has been examined to compile a brief profile of each equality grouping. Data for the Parish is available for the following protected characteristics: age, disability, race, religious belief, sex, and, in part, sexual orientation. Data relating to gender reassignment and pregnancy/maternity is unavailable at Parish level. Parish level data has been compared to data for East Hampshire and England.

Age profile

- 2.2. In 2021 the population of Bramshott and Liphook (B&L) Parish was 9,776 people. The following table indicates that the age profiles of those living in the Parish largely mirror those of the District and England as a whole. There was a very slightly higher than average number of children and teenagers living the Parish at the time of census, when compared to broader district.

	B&L	East Hants	England
Aged 15 or less	19%	17%	19%
Aged 16 to 64	58%	59%	63%
Aged 65 +	23%	23%	18%

Gender

- 2.3. The figures mirror those of the wider population. Other gender categories are not available at the parish level at this time.

	B&L	East Hants	England
Female	52%	51%	51%
Male	48%	49%	49%

Disability

- 2.4. The number of residents with a disability that limits activity is lower in the Parish than across the district and country.

	B&L	East Hants	England
Day-to-day activities limited a lot	5.51%	5.63%	7.33%
Day-to-day activities limited a little	9.87%	9.94%	9.97%
Day-to-day activities not limited	84.62%	84.43%	82.70%

Race

- 2.5. The majority of residents in the Parish identify themselves as white, mirroring the district figure. Other ethnicities are significantly lower than across the country as a whole.

	B&L	East Hants	England
White	95.06%	95.43%	81.05%
Mixed	2.16%	1.65%	2.96%
Asian	1.95%	1.88%	9.61%
Black	0.45%	0.52%	4.22%
Other	0.38%	0.51%	2.18%

Religion or belief

2.6. The dominant faith group across England as a whole is Christian. 1.36% of the population of the Parish follow a different religion, compared to the 10.99% across the country. Approximately 40% of those living in the Parish do not have a religion.

	B&L	East Hants	England
Christian	51.36%	51.05%	46.32%
Buddhist	0.23%	0.32%	0.46%
Hindu	0.27%	0.29%	1.81%
Jewish	0.14%	0.17%	0.48%
Muslim	0.46%	0.60%	6.73%
Sikh	0.02%	0.07%	0.92%
Other religion	0.25%	0.47%	0.59%
No religion	40.95%	40.95%	36.67%
Religion not stated	6.33%	6.09%	6.02%

Sexual orientation

2.7. Data from the 2021 census at the parish or ward levels relating to the sexual orientation of the population is not yet available. Data for the district and the country is shown below.

	East Hants	England
Straight or Heterosexual	91.44%	89.37%
Lesbian, Gay, Bisexual, or Other (LGB+)	2.25%	3.17%
Not answered	6.31%	7.46%

2.8. Data is available relating to married or cohabiting same-sex couples, as shown below.

	B&L	East Hants	England
Married same sex couple	0.37%	0.34%	0.33%
Cohabiting same sex couple	0.56%	0.43%	0.67%

In summary

2.9. In summary, Bramshott and Liphook Parish has a:

- slightly higher percentage of children and teenagers than at the district level;
- slightly higher percentage of older people, aged 65+, than nationally, but in line with the district;

- similar percentage of males and females;
- 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;
- significantly lower proportion of non-white persons;
- significantly lower percentage of people who follow a religion other than Christianity; and
- a slightly higher percentage of the population are living in a household as part of a same-sex partnership than at the district level.

3. Community involvement

- 3.1. The National Planning Policy Framework (NPPF), which sets out Government planning policy, states 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).
- 3.2. Throughout the plan preparation process, the Neighbourhood Development Plan Steering Group has sought to ensure that residents, their representatives, local businesses, interest groups and wider interested parties, including statutory and regulatory bodies, have been actively consulted and their views sought. The overarching principles of the stakeholder engagement process has been to engage in a manner that is extensive, effective, inclusive, fair, transparent, and proportionate.
- 3.3. A full description of the community involvement is contained in the Consultation Statement which accompanies the Submission Plan. In summary:
 - All written communications were in English, and it was not considered necessary to translate them into any other language.
 - Agendas, key reports, and updates have been regularly provided online on the [Neighbourhood Plan website](#).
 - A series of events and workshops on various topics relating to the BLNDP have taken place throughout the process, including a visioning event, development exhibitions and themed workshops.
 - A questionnaire was delivered to all households.
 - A Housing Needs Survey was undertaken to understand local housing needs.
 - Design guidance work was commissioned for the Parish.
 - Meetings with developers have taken place.
 - Screening for SEA / HRA purposes was undertaken by East Hants District Council, including consultation with the statutory consultees.
- 3.4. Other means of communication for sharing information on the BLNDP have included the use of noticeboards around the parish, displays, presentations and Q&A sessions at local meetings, articles and updates published in local newsletters.
- 3.5. Consideration has been given to all comments and responses made in the preparation of the BLNDP. In particular, the responses to the visioning event and survey in the early stages of the plan-making process were used to shape the vision and ambitions for the BLNDP.

4. Likely impact on groups with protected characteristics

- 4.1. In consultation with the community, a vision and ambitions for the Parish to 2040 were developed and agreed:



- **Sustainable development and housing:** There are well designed affordable community focused homes of the right size and tenure. They allow growth and adaptation to serve all phases of life, promoting health & wellbeing. The architecture uses passive energy and low carbon building materials and there is increased biodiversity and reduced carbon emissions for existing and proposed development.
- **Biodiverse environment and green spaces:** Natural environments, open spaces, biodiversity and wildlife are restored, enhanced, protected and accessible for all, where appropriate. There is a network of ecological corridors that connect through the villages and to the wider countryside. Space for a wide range of active and passive recreation, for all ages. Air & water quality is good, it is quieter with dark skies and tranquillity.
- **Safe and active travel:** A place where walking and cycling are the first choice for local journeys. There is the infrastructure to support electric cars with fewer miles travelled by vehicle. Safe routes to access amenities and the station. Welcoming streets where people connect on their journey.
- **Preserved heritage:** The parish's unique historic buildings are protected and enhanced. They are appreciated alongside contemporary architecture as part of our daily activities.
- **Connected and supported communities:** There are facilities for all needs – for health, social and wellbeing, local food produce, education, culture, retail, sport and recreation. They are inclusive spaces that connect and bring people together linked to active travel and green spaces, carparking and electric vehicle charging.
- **Enhanced & circular local economy:** Established local businesses are doing well and new businesses emerging. There is an increase in tourism and with more people working closer to or at home, using the local facilities and networks. The local economy is circular and thriving.

- 4.2. The vision is expected to have a positive likely impact on those with protected characteristics. It recognises and supports access for the whole community to local social, employment, leisure, and environmental amenities. It also supports improvements to housing choice and provision and sustainable transport options.
- 4.3. The six ambitions that set out how the Parish Council proposes to deliver its vision for the Parish to 2040. Delivery of the objectives will be through a combination of planning policies, projects, and community actions. *Table 1* reviews each ambition to assess its likely impact on groups with protected characteristics within the Parish:

Table 1: Review of likely impact of the BLNDP ambitions

Ambition	Likely impact	Commentary
Sustainable development and housing	Positive	This ambition seeks to ensure that any new homes in the Parish meet the needs of local people, including in terms of accessibility, design and to be adaptable over people's lives. It seeks to ensure that development is designed in a way that mitigates the impacts of climate change.
Biodiverse environment and green spaces	Positive	This is an important ambition and will benefit all residents in terms of preserving the rural and tranquil nature of the Parish. Access to green space is important for physical and mental wellbeing and therefore the ambition is considered to have a positive impact on groups with protected characteristics.
Safe and active travel	Positive	A fundamental aspect of the BLNDP is to support the concept of '20-minute neighbourhoods'. This will help to focus development to the most sustainable and accessible locations of the Parish, while supporting a range of transport modes to reach those destinations. It will be particularly beneficial to older residents and those who are less mobile over longer distances.
Preserved heritage	Neutral	This ambition seeks to celebrate and safeguard the important heritage of the Parish. This objective will have a neutral impact.
Connected and supported communities	Positive	The objective supports several initiatives that are likely to have a positive impact, including the provision of community, cultural and sporting facilities, as well as the safeguarding of land used for health and educational purpose. This will have a positive impact on a number of those with protected characteristics in addition to the wider population. For instance, the policy will help to tackle social isolation.
Enhanced & circular local economy	Positive	The ambition seeks to promote opportunities for locally based work, including homeworking, which

		could have a positive impact on a number of those with protected characteristics in addition to the wider population.
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- 4.4. All the BLNDP ambitions are considered to have either a positive or neutral likely impact on those with protected characteristics.
- 4.5. *Table 2* lists the policies of the Submission version BLNDP. It 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 with protected characteristics. There are no individual policies that are considered likely to have a negative impact.

Key to *Table 2*:

Symbol	Likely impact
+	Positive
0	Neutral
-	Negative
?	Uncertain

Table 2: Review of likely impact of the BLNDP policies

Policy	Expected outcome	Equality Target Groups with protected characteristics									Comments
		Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	
POLICY BL1: LOCATION OF DEVELOPMENTS	The policy will ensure that new development is directed to the most sustainable locations, accessible to key facilities.	+	+	0	0	0	0	0	0	0	The policy is considered inclusive and will positively benefit the community by ensuring that development proposals are well-integrated to the existing settlements and not isolated.
POLICY BL2: MEETING LOCAL HOUSING NEEDS	Housing delivered that meets the particular needs identified at the community level	+	+	0	0	0	0	0	0	0	The policy is inclusive and brings positive benefits by targeting particular community needs, as evidenced in the local surveys.
POLICY BL3: CHARACTER AND DESIGN OF DEVELOPMENT	Developments that are of a high quality, based on the guidelines of the Bramshott and Liphook Design Guidance and Codes	+	+	0	0	0	0	0	0	0	The policy is inclusive and is not anticipated to have a positive impact on a number of groups.
POLICY BL4:	Developments will be designed to incorporate	0	0	0	0	0	0	0	0	0	The policy is considered inclusive and will not

Bramshott and Liphook Neighbourhood Development Plan
Equalities Impact Assessment

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CLIMATE CHANGE AND DESIGN	features that contribute to mitigating impacts of climate change.										negatively impact those groups with protected characteristics.
POLICY BL5: GREEN AND BLUE INFRASTRUCTURE AND DELIVERING BIODIVERSITY NET GAIN	The green and blue infrastructure network will be safeguarded and where possible better connected and enhanced. Opportunities for biodiversity net gain will be sought locally.	0	0	0	0	0	0	0	0	0	The policy is considered inclusive and will not negatively impact those groups with protected characteristics.
POLICY BL6: LANDSCAPE AND ENVIRONMENT	Existing landscape features typical of the parish will be retained and development will be encouraged to incorporate such features in new build	0	0	0	0	0	0	0	0	0	The policy will not negatively impact those groups with protected characteristics.
POLICY BL7: LOCAL GREEN	Protection of green spaces in the parish that are demonstrably special to	+	0	0	0	0	0	0	0	0	The policy is considered inclusive and will not negatively impact those

Bramshott and Liphook Neighbourhood Development Plan
Equalities Impact Assessment

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SPACES	the community from inappropriate development										groups with protected characteristics. There will be likely benefits, including for health, wellbeing and recreation, to those in a range of age groups by protecting valued green spaces.
POLICY BL8: PROTECTION OF LOCALLY SIGNIFICANT VIEWS	Safeguarding views and viewpoints that are significant in the parish	0	0	0	0	0	0	0	0	0	The policy is considered inclusive and will not negatively impact those groups with protected characteristics.
POLICY BL9: DARK SKIES	Light pollution mitigated in new developments	0	0	0	0	0	0	0	0	0	The policy will not negatively impact those groups with protected characteristics.
POLICY BL10: IMPROVING WALKING, CYCLING AND	Developments will be within walking distance of the village centre and key facilities.	+	+	0	0	+	0	0	0	0	The policy is considered inclusive and will have a positive on those particularly

Bramshott and Liphook Neighbourhood Development Plan
Equalities Impact Assessment

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EQUESTRIAN OPPORTUNITIES											with mobility issues or with young children.
POLICY BL11: MITIGATING VEHICULAR IMPACTS AND JUNCTIONS AND PINCHPOINTS	Traffic impacts at locations considered challenging on the route network will be mitigated as part of new developments.	+	+	0	0	0	0	0	0	0	The policy is considered inclusive and will positively benefit those with mobility issues and by contributing to a safer environment for other road users, including pedestrians and cyclists.
POLICY BL12: PUBLICLY AVAILABLE ELECTRIC VEHICLE CHARGING	Additional EV charging points available in publicly accessible locations.	0	0	0	0	0	0	0	0	0	The policy is inclusive and will bring potential health and wellbeing benefits to some of the groups. It is not anticipated to negatively impact the groups with protected characteristics.
POLICY BL13: CONSERVING THE HERITAGE OF THE	Important heritage assets conserved for future generations.	0	0	0	0	0	0	0	0	0	The policy is inclusive and will bring potential health and wellbeing benefits to some of the groups. It is not anticipated to negatively

Bramshott and Liphook Neighbourhood Development Plan
Equalities Impact Assessment

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		Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	
PARISH											impact the groups with protected characteristics.
POLICY BL14: SUNKEN LANES	The safeguarding of sunken lanes in the parish, reinforcing local character and contributing to the green infrastructure network	0	0	0	0	0	0	0	0	0	The policy is inclusive and will bring potential health and wellbeing benefits to some of the groups. It is not anticipated to negatively impact the groups with protected characteristics.
POLICY BL15: ENHANCING LIPHOOK'S SHOP FRONTAGE AND DESIGNS	A more coherently designed village centre, which will positively contribute to local character	0	0	0	0	0	0	0	0	0	The policy is inclusive and will bring potential health and wellbeing benefits to some of the groups. It is not anticipated to negatively impact the groups with protected characteristics.
POLICY BL16: ALLOTMENTS AND COMMUNITY	Safeguarding existing allotment space and provision of new space for the community	+	0	0	0	0	0	0	0	0	The policy is inclusive and will bring potential health and wellbeing benefits to some of the groups. It is not anticipated to negatively

Bramshott and Liphook Neighbourhood Development Plan
Equalities Impact Assessment

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GROWING SPACES											impact the groups with protected characteristics.
POLICY BL17: ENHANCING COMMUNITY, CULTURAL, SPORTING AND RECREATIONAL FACILITIES	The provision of new/ upgraded community facilities.	+	+	0	0	+	0	0	0	0	The policy is considered inclusive and will positively benefit a number of groups with protected characteristics, for instance in terms of age and mobility.
POLICY BL18: PROVIDING ADEQUATE HEALTH AND EDUCATION FACILITIES	Supports the safeguarding or medical and educational facilities in the village and encourages new/expanded facilities where there is a need	+	+	0	0	+	0	0	0	0	This is an inclusive policy and will benefit a number of the equality target groups through the provision of access to local health care and education.
POLICY BL19: ENHANCE OPPORTUNITIES	Safeguarding of existing employment land and supporting additional use	0	+	0	0	0	0	0	0	0	The policy is inclusive and will enable continued local employment opportunities. There are not anticipated to

Bramshott and Liphook Neighbourhood Development Plan
Equalities Impact Assessment

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		Age	Disability	Gender reassignment	Marriage/ civil partnership	Pregnancy/ maternity	Race	Religion/ belief	Sex	Sexual orientation	
FOR LOCAL EMPLOYMENT											be negative impacts on equality target groups. It could impact positively on certain groups who are less able to travel, for instance by supporting opportunities for home-working.
POLICY BL20: ENHANCING THE ROLE AND SETTING OF LIPHOOK VILLAGE CENTRE	Retaining a village centre that offers a range of uses for the local community and those living in the rural surrounds.	+	+	0	0	0	0	0	0	0	The policy is considered inclusive and will positively benefit certain groups by retaining local services which are accessible.
POLICY BL21: PROMOTING SUSTAINABLE RURAL TOURISM	Contributing positively to the local visitor economy	0	0	0	0	0	0	0	0	0	The policy is considered inclusive and will not negatively impact on any of the protected characteristic groups.

5. Conclusion

- 5.1. The BLNDP provides a suite of objectives and policies to respond to the vision for the benefit of the local community, including those with protected characteristics. None of the policies within the BLNDP are anticipated to have negative impacts on those with protected characteristics. In many cases, they will bring additional benefits to certain equality target groups.
- 5.2. In preparing the BLNDP, Bramshott and Liphook Parish Council and the Neighbourhood Plan Steering Group have sought to engage widely with the local community. They have gone beyond minimum consultation requirements to gather the views of the community.
- 5.3. In conclusion, the assessment finds the BLNDP to be appropriate and that the duty of care prescribed by the Equalities Act (2010) is met.