



**Cliddesden Neighbourhood Plan  
Equalities Impact Assessment  
October 2023**

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## 1.0 Introduction

- 1.1. 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.
- 1.2. ‘Protected characteristics’ are age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 1.3. This report assesses the Submission version of the Cliddesden Neighbourhood Plan (CNP) to ensure that Cliddesden Parish Council (as the qualifying body responsible for preparing the CNP) is satisfying its statutory duties in this regard. Equality Impact Assessment (EqIA) 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.
- 1.4. 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 EqIA, it is important to keep in mind why the CNP is needed, what the intended outcomes are, and how it will be ensured that the policies will work as intended.
- 1.5. Basingstoke and Deane Borough Council is required to undertake EqIA of its policies, plans and strategies to ensure that they do not discriminate against any group or individual in the community. The duty to undertake EqIA arises from the Race Relations (Amendment) Act 2000. Following the referendum of the CNP, Basingstoke and Deane Borough Council will formally ‘make’ or adopt the plan as part of the Council’s Local Development Plan. As such, the policies within the CNP must be subject to an EQIA.

## 2.0 Methodology

- 2.1. An assessment has been made on whether the CNP has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). The vision and objectives of the NP have been assessed, and individual policies are highlighted where they are considered likely to have a negative impact.

## 3.0 Baseline data

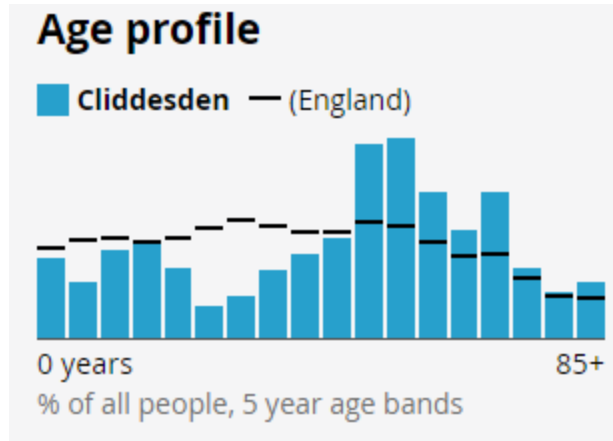
- 3.1. Data for the Parish of Cliddesden is available from the 2021 Census for the following protected characteristics: age, sex, disability, legal partnership status, ethnic group and religious belief.
- 3.2. No data is available for the following protected characteristics: gender reassignment, pregnancy and maternity and sexual orientation.

**Cliddesden Neighbourhood Area - Population Characteristics**

**Total Population: 520**

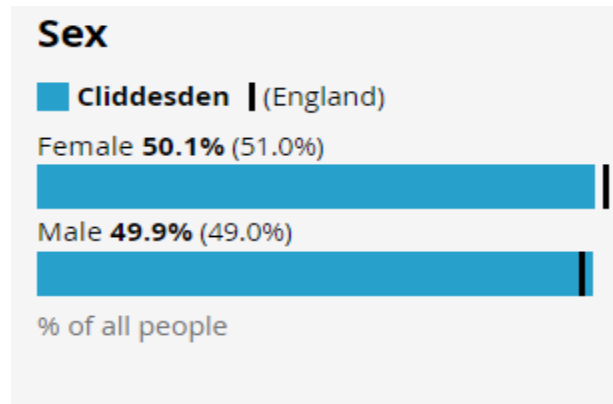
**Age:**

Aged 0 to 4	4.8%	Aged 45 to 49	6%
Aged 5 to 9	3.3%	Aged 50 to 54	11.6%
Aged 10 to 14	5.2%	Aged 55 to 59	11.9%
Aged 15 to 19	5.6%	Aged 60 to 64	8.7%
Aged 20 to 24	4.2%	Aged 65 to 69	6.4%
Aged 25 to 29	1.9%	Aged 70 to 74	8.7%
Aged 30 to 34	2.5%	Aged 75 to 79	4.2%
Aged 35 to 39	4%	Aged 80 to 84	2.7%
Aged 40 to 44	5%	Aged 85 and over	3.3%



**Sex:**

Female	50.1%
Male	49.9%



**Main language:** English is the main language for all residents in 99.2% of households

**Country of birth:** 93.3% of residents were born in the UK; 6.7% were born outside the UK.

**Ethnic group:** 95% of residents are White; 2.1% of residents are Asian, Asian British; 0.6% are Black, Black British, Caribbean or African; 1% are mixed or multiple ethnic groups; 1.3% are other ethnic groups.

### Ethnic group

■ Cliddesden | (England)

Asian, Asian British or Asian Welsh  
**2.1%** (9.6%)

Black, Black British, Black Welsh,  
Caribbean or African **0.6%** (4.2%)

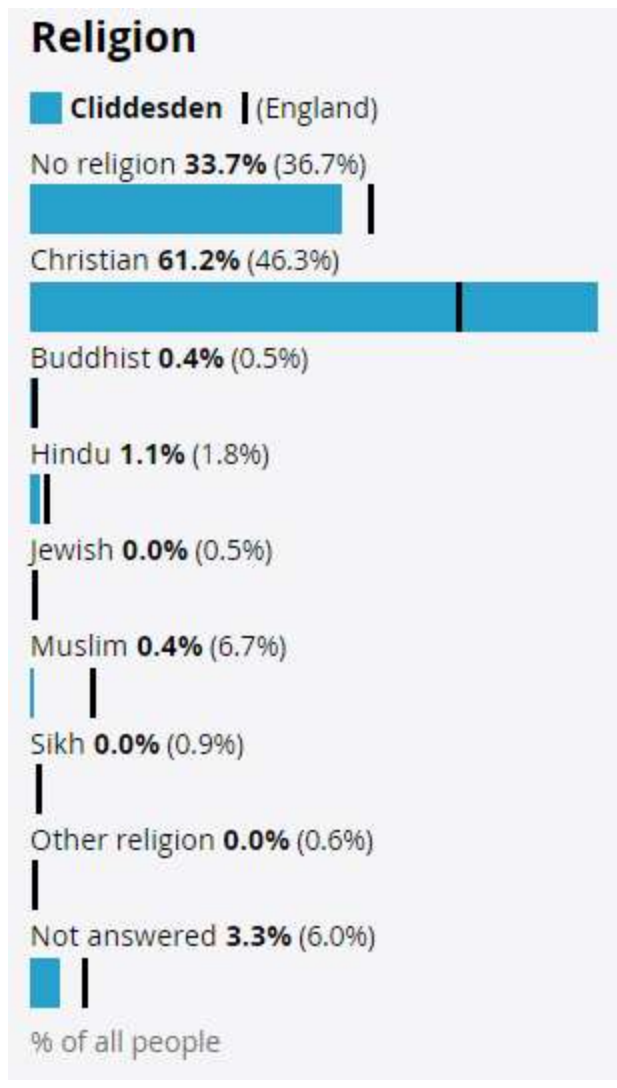
Mixed or Multiple ethnic groups  
**1.0%** (3.0%)

White **95.0%** (81.0%)

Other ethnic group **1.3%** (2.2%)

% of all people

**Religion:** 61.2% of residents are Christian;  
 33.7% of residents do not have a religion;  
 1.1% of residents are Hindu; 0.4% are Muslim 3.3%  
 of residents did not state their religion in the 2021 Census.



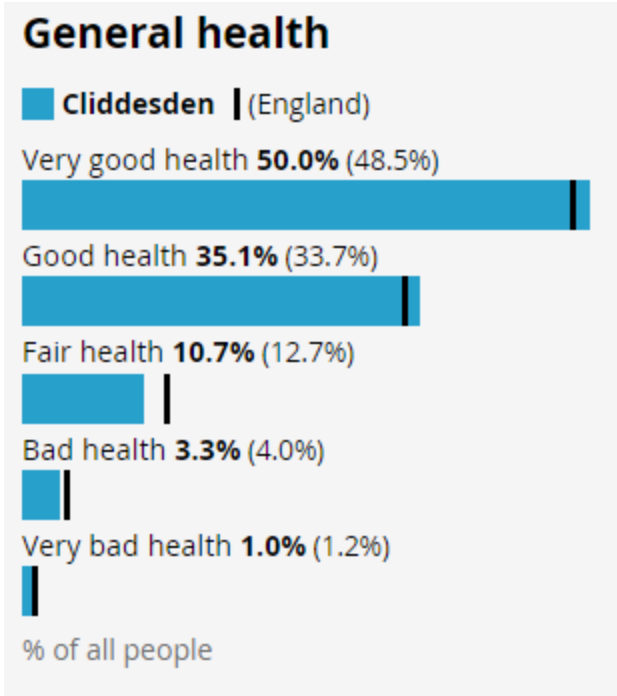
**Legal Partnership Status:**

63.8% of residents are Married or in a registered civil partnership; 21% of residents have never married and never registered a civil partnership; 8.7% are divorced or their civil partnership has been dissolved; 5.4% of residents are widowed or a surviving civil partnership partner; 1.1% are separated, but still legally married or still legally in a civil partnership

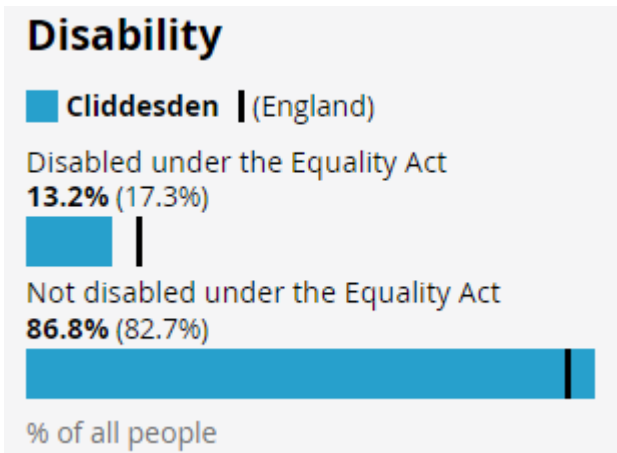
**Legal partnership status**



**Health:** The local community is generally healthy, with 85.1% reporting 'Very good' or 'Good' health at the time of the 2021 Census. 10.1% reported their health to be 'fair' 3.3.% reported their health status as 'bad' and 1% as very bad



**Disability** 86.8% of the residents in the parish are not disabled under the equality act; 13.2% are disabled under the equalities act



## 4.0 Process of Community Consultation

- 4.1. All written communications were in English, and it was not considered necessary to translate them into any other language given that 99.2% of households spoke English as their main language.
- 4.2 Throughout the plan preparation process, the Neighbourhood Plan Working Group has sought to ensure that local residents, their representatives, local businesses, interest groups and wider interested parties, including statutory and regulatory bodies, have been actively consulted and their views sought.
- 4.3 Agendas, key reports and updates have been regularly provided online on the Cliddesden Neighbourhood Plan website.
- 4.4 The overarching principles of the stakeholder engagement process has been to engage in a manner that is extensive, effective, inclusive, fair, transparent and proportionate.
- 4.5 Widespread consultation was carried out during the preparation of the Neighbourhood Plan and the Working Group made every effort, using a variety of methods, to reach all of the local community.
- 4.6 A considerable number of community consultation exercises, including questionnaires and public meetings, were carried out between 2018 and 2022, when the CNP was progressing.
- 4.7 The process of community engagement began with a review of existing evidence and other local documentation to establish an understanding of the key issues which faced Cliddesden. This process would assist in the development of a draft vision and objectives for the CNP. The steering groups carried out a thorough review of available material to develop a good understanding of local issues and aspirations.
- 4.8 A series of non-statutory consultations took place in the development of the CNP leading up to the formal regulation 14 consultation. The first formal public consultation event was the Neighbourhood Plan open day which was held from 11.00 to 15.00 on the 24th of November 2018 in the Cliddesden Village Hall. Residents and visitors were invited to attend this inaugural event which set out to engage as wide an audience as possible in the development of the CNP. The event was advertised to the wider community and open to all.
- 4.9 Following the successful Open Day, the CNP Steering group wanted to maintain the momentum and interest in Neighbourhood Plan development. Through a series of Steering Group meetings, the group concluded that the most effective next step would be to carry out a community wide questionnaire. Four copies of the questionnaires were distributed by hand to each household and one copy to each business with a covering letter outlining the purpose of the questionnaire. Paper copies of the questionnaire could be returned by freepost, or the survey completed on-line and links to the questionnaire on SurveyMonkey were also given on the Cliddesden Neighbourhood Plan website, and Facebook page. The intention of circulating multiple questionnaires was to encourage responses from younger people, as the group understood they would be less likely to engage.
- 4.10 To ensure all sectors of the community had a chance to influence the development of the CNP the steering group prepared an interested parties' questionnaire. The questionnaire was circulated to a range of organisations, businesses and landowners within the Neighbourhood Plan Area the end of February 2020. Whilst these groups and organisations would not

necessarily include individuals with protected characteristics, we were aware that some organisations would be working with or supporting individuals with protected characteristics, and it was important to reach out to those individuals through this exercise

- 4.11 Following the interested parties' questionnaire the CNP team launched the issues and options consultation. The consultation was originally envisaged as an open day format, however due to Covid 19 restrictions, the CNP team decided to deliver the consultation in a questionnaire format, making the questionnaire available both online and via paper copies. The CNP team was initially concerned about being unable to run a face-to-face consultation, as they felt this would be more open and encourage more engagement from a wider audience. However, the volume of responses and both volume and content of comments on the consultation indicates that the format was very successful.
- 4.12 The final stage in the consultation process was the preparation and publication of the Pre-Submission Plan and supporting evidence base. These materials were published on Tuesday 15th February 2022 for a period of 6 weeks to Wednesday 30th March 2022. The Pre-Submission consultation has been advertised widely and we have encouraged all sectors of our community to respond and engage. There were 124 responses from a wide range of people across the age ranges and representing people from across the parish.

## 5.0 Likely Impacts on Groups with Protected Characteristics

- 5.1 This EIA has been produced to assess the implications of policies included in the Regulation 14 or consultation draft of the Cliddesden Neighbourhood Plan. This has been produced using guidance on the Equality and Human Rights Commission and Department of Communities and Local Government websites.
- 5.2 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 H1: Heritage Assets	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability			x		
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy is focused on protecting and where possible enhancing the Cliddesden Conservation				

	Area and Heritage Assets. By placing further policy measures on these areas and buildings it could be considered that this will have a negative impact on those with disabilities. However, the policy does not seek to discriminate those with disabilities and appropriate measures to enable accessible homes could be considered acceptable under this policy
Mitigation	None

POLICY HD1: New Housing to meet the requirement of Local Plan Policy SS5	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy is focused on supporting the Borough Council to identify a site(s) to meet the housing requirement set for the Parish. The provision of new homes will offer opportunities for young people to remain in the village through the provision of more affordable homes, which is considered to be positive.				
Mitigation	None				

POLICY HD2: Housing Mix	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy is focused on ensuring an appropriate mix of housing type and size to meet the needs of the community. This will have a neutral effect on most protected characteristics, but we anticipate a positive effect on age, as it will offer opportunities for older people to downsize and young people to				

	access smaller homes and homes with a variety of tenure.
Mitigation	None

POLICY HD3: Extensions and Annexes to dwellings	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability	x				
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy is focused on allowing the appropriate extension of existing homes or the provision of annexes. It is anticipated that this policy will have a positive effect on age and disability protected characteristics. Allowing the modification of homes will enable those with disabilities to modernise and adapt their home, avoiding the need to move home. It will also allow different age groups to modernise and adapt their homes to accommodate different lifestyle changes, whether due to older age or expanding families.				
Mitigation	None				

POLICY HD 4: Replacement of Dwellings	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability	x				
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy is focused on allowing for the appropriate replacement of existing dwellings. It is anticipated that this policy will have a positive effect on age and disability protected characteristics. Allowing the modification and reconfiguration of homes will enable those with disabilities to modernise and adapt their home, avoiding the need to move home. It will also allow different age groups to modernise				

	and adapt their homes to accommodate different lifestyle changes, whether due to older age or expanding families.
Mitigation	None

POLICY DD1: Design Code	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to ensure appropriate and high quality design as set out in the design code. It is anticipated that it will have a neutral effect on all protected characteristics				
Mitigation	None				

POLICY DD2: Design and Development	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to ensure development contributes positively to the character of Cliddesden. It is anticipated that it will have a neutral effect on all protected characteristics				
Mitigation	None				

POLICY DD3: Linear Character	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			

Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to ensure development proposals reflect the predominately linear character of the area. It is anticipated that it will have a neutral effect on all protected characteristics				
Mitigation	None				

POLICY DD4 – Sustainability and Climate Change	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to support the provision of domestic energy-generating infrastructure using renewable sources. It is anticipated that it will have a neutral effect on all protected characteristics				
Mitigation	None				

POLICY DD5: Flood Risk	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy requires development of sites of 10 or more houses to be accompanied by a Drainage Strategy and to ensure future development does not exacerbate flooding issues in the parish. It is anticipated that it will have a neutral effect on all protected characteristics				
Mitigation	None				

POLICY LW1 – Current Valued Community Facilities	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability	x				
Gender reassignment	x				
Marriage & civil partnership	x				
Pregnancy and maternity	x				
Race	x				
Religion or belief	x				
Sex	x				
Sexual orientation	x				
Commentary	This policy seeks to protect the valued community facilities in the parish. It is anticipated that the policy will have a positive effect for all protected characteristics as it will ensure the provision of essential community facilities in the Parish.				
Mitigation	None				

POLICY LW2 – Additional Community Facilities	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability	x				
Gender reassignment	x				
Marriage & civil partnership	x				
Pregnancy and maternity	x				
Race	x				
Religion or belief	x				
Sex	x				
Sexual orientation	x				
Commentary	This policy seeks to encourage the provision of new community facilities in the parish. It is anticipated that the policy will have a positive effect for all protected characteristics as it will provide facilities which support local residents and visitors to enjoy a high quality of life.				
Mitigation	None				

POLICY TM1 - Increased access points and traffic	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability	x				
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity	x				
Race		x			
Religion or belief		x			

Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to ensure adequate measures are taken where a development proposal is likely to increase traffic generation. The policy also seeks to ensure cyclist and pedestrian safety and not further exacerbate parking problems in the village. The conclusion of the assessment is that the policy will have a neutral impact on those with protected characteristics. However, it could be that the policy could result in positive outcomes for all protected characteristic groups, in particular for age maternity and pregnancy and disability through the provision of appropriate access routes and appropriate parking provision.				
Mitigation	None				

POLICY TM2 - Improving Footpath and Cycle Networks	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age	x				
Disability		x			
Gender reassignment	x				
Marriage & civil partnership	x				
Pregnancy and maternity	x				
Race	x				
Religion or belief	x				
Sex	x				
Sexual orientation	x				
Commentary	This policy seeks to protect the existing network of active travel routes in the parish, and where possible to enhance this network. The policy should encourage the provision of more active travel opportunities which will benefit everyone in the parish and beyond and will have a positive impact on those with protected characteristics. There is the potential for new routes or connection to existing routes to not allow for accessible connections which could be considered to have a negative impact on those with physical disabilities. However, the Parish Council would seek to ensure any new provision or upgrade of existing will allow for access for all.				
Mitigation	None				

POLICY ENV1 Local Gap Policy	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to prevent coalescence between Cliddesden and Basingstoke and to protect the important gap which exists between the two settlements and the many ecosystem services it provides. In particular this policy will retain the individual identity of Cliddesden Village. In assessing this policy, it seems clear that the gap will provide benefit to all those who live in the village, or travel to the village from Basingstoke, enjoying the clear separation that exists from urban to rural countryside. However, the assessment concludes that the affect of the policy is essentially neutral for those with protected characteristics as it will not pose a negative or adverse impact on those with protected characteristics				
Mitigation	None				

POLICY ENV2. Protection and enhancement of the natural environment and Local Green Spaces	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to protect important green spaces in and around the village. Whilst the protection of important Local Green Spaces is a positive for all those who live, work and visit the parish it will not have an adverse or negative impact on those with protected characteristics and will provide benefit to				

	those with protected characteristics as it will to the wider community.
Mitigation	None

POLICY ENV3 Protection and Enhancement of the Natural Environment	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to conserve and enhance the important biodiversity and wildlife features of the parish, which play a crucial role in the wider countryside and provide a range of ecosystem services. As with the other Environmental Policies, this policy is likely to have a neutral effect on those with protected characteristics.				
Mitigation	None				

POLICY ENV4. Preserving Important Views in the Parish of Cliddesden	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to protect the important views within the parish. These views play a key role in people's enjoyment of the local area, making it an attractive place for people to visit, which has benefits for the local economy as well as health and wellbeing. As with the other Environmental Policies, this policy is likely to have a neutral effect on those with protected characteristics.				
Mitigation	None				

POLICY ENV5 Valued Landscape Policy	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to conserve and enhance the character of the landscape in the parish As with the other Environmental Policies, this policy is likely to have a neutral effect on those with protected characteristics.				
Mitigation	None				

Policy ENV6: Dark skies, light pollution and external lighting	Positive	Neutral	Neg. L	Neg. M	Neg. H
Protected Characteristics					
Age		x			
Disability		x			
Gender reassignment		x			
Marriage & civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief		x			
Sex		x			
Sexual orientation		x			
Commentary	This policy seeks to conserve the parishes valued dark night skies. Whilst the policy will encourage new development to minimise lighting, this will not change the current dark skies of the parish. In conclusion, and as with the other Environmental Policies, this policy is likely to have a neutral effect on those with protected characteristics.				
Mitigation	None				

## 6.0 Conclusions

- 6.1 The Cliddesden Neighbourhood Plan provides a suite of objectives and policies to respond to the vision for the benefit of the local community as a whole including those with protected characteristics.

- 6.2. In preparing the Cliddesden Neighbourhood Plan, Cliddesden Parish Council and the CNP team have sought to engage widely with all of the local community. They have gone beyond minimum consultation requirements to gather the views of the community.
- 6.3. In conclusion, the assessment finds the Cliddesden Neighbourhood Plan to be appropriate and that the duty of care prescribed by the Equalities Act (2010) is met.