

## SILCHESTER NEIGHBOURHOOD PLAN EQUALITY IMPACT ASSESSMENT (EqIA)

Under the Equality Act 2010, public bodies must have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Act; and
- Advance equality of opportunity and foster good relations across all protected characteristics (with the exception of marriage and civil partnership).

They also need to publish information showing how they are complying with this duty. The Act defines nine protected characteristics. These are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex (Gender)
- Sexual Orientation

### Part 1

<p>What is it about?          What is the proposal?          What outcomes/benefits are you hoping to achieve?</p>	<p>The Silchester Neighbourhood Plan (SNP) sets out the local planning policy framework for Silchester until 2040 providing planning policy which will form part of the development plan for the area and will be used to determine planning applications.</p>
<p>What is it for?</p>	<p>Developers, planning agents, architects, landscape architects, drainage engineers, highway engineers, the general public, the Parish Council, statutory undertakers, statutory consultees, resident interest groups, Basingstoke and Deane BC development management officers, highways, master planning and design, planning policy officers, members of the planning committee and other stakeholders.          The above reflects all parties that may be involved or have an interest in promoting and securing development in Silchester.</p>

## Part 2

<p>How will this proposal meet the equality duties?</p>	<p>The Submission Neighbourhood Plan details the principles established by the Basingstoke and Deane Borough Council Local Plan for the development of the district. These plans have been subject to equalities assessment.</p> <p>The policies put forward in the Neighbourhood Plan are in general conformity with the Local Plan. In addition, the policies have been prepared so as to be inclusive of all aspects of the community.</p> <p>Throughout the preparation of the SNP, the Steering Group has been working with a range of stakeholders and delivery partners to ensure broad support and to identify any particular bias through earlier engagement.</p>
<p>How can you involve your customers in developing the proposal?</p>	<p>Stakeholders and delivery partners should find the information in the Silchester Neighbourhood Plan (SNP) easy to understand. There are some principles and concepts which may seem more remote to members of the public however the Neighbourhood Plan document must meet the Regulations laid out in law so must meet certain tests.</p> <p>Details of the engagement with the local community may be found within the Consultation Statement that accompanies this submission.</p>
<p>Who is missing? Do you need to fill any gaps in your data?</p>	<p>The approach detailed seeks to the Consultation Statement illustrates how the whole community has been included and encouraged to participate in the process. There are no gaps evident in the data.</p>

## PART 3 – IMPACT

Refer to dimensions of equality and equality groups. Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation and if appropriate: financial economic status, homelessness, political view. Using the information in Parts 1 & 2:

<p>a) Does the plan create an adverse impact which may affect some groups or individuals? Is it clear what this is? How can this be mitigated or justified?</p>	<p>The objectives within the Policies in the Silchester Neighbourhood Plan seeks to conserve and enhance existing assets valued by the community. The NP positively supports retention of existing facilities and the delivery of additional housing and community facilities in conjunction with the safeguarding of existing employment opportunities which together will encourage greater social inclusion and community cohesion. Good design will support delivery of a built environment which is safe and secure, so reducing the fear of crime and enhance community safety.</p> <p>On balance, the SNP should not have an adverse impact on equality groups or individuals.</p>
<p>What can be done to change this impact?</p>	<p>No impact identified.</p>
<p>b) Does the proposal create benefit for a particular group? Is it clear? What this is? Can you maximise the benefits for other groups? Does the activity have potential to make a positive contribution to equalities?</p>	<p>The planning system and national/local planning policies exist to ensure that planning is carried out in a consistent, fair and transparent manner. Consultation is a statutory requirement and as part of the plan making process as is the Duty to Cooperate with other bodies, allowing everyone the opportunity to comment. Consultation with all groups with a perceived interest has been undertaken as part of this process – refer to consultation statement.</p> <p>The SNP is designed by the community for the community and as such seeks to provide holistic benefits to the parish as a whole. The approach detailed seeks to ensure the community has and will continue to have access to a range of services and facilities that are consistent with the parish character as well as helping to provide excellent public spaces and facilities accessible to all. Policies in the Silchester Neighbourhood Plan seek to retain and enhance the existing facilities and infrastructure as well as promote further opportunities for improvement.</p>
<p>Does further consultation need to be done? How will assumptions made in this analysis be tested?</p>	<p>None has been identified.</p>

**PART 4 – SO WHAT?**

<p>What changes have you made in the course of this EqIA?</p>	<p>None</p>
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What will you do now and what will be included in future planning?	Consultation on the Regulation 15(1) submission of the SNP Plan will take place by the local planning authority, Basingstoke and Deane Borough Council, in line with their Statement of Community Involvement (SCI) and as per The Neighbourhood Planning (General) Regulations 2012 (as amended). The SCI sets out the requirements for consultation on planning documents to ensure continuous community involvement with statutory and other stakeholders in the preparation of planning documents.
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#### DEFINITIONS OF PROTECTED CHARACTERISTICS UNDER THE EQUALITY ACT 2010

Age	A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds)
Disability	A person has a disability if she or 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 no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of Race. It refers to a group defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex	A man or a woman.
Sexual Orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equality and Human Rights Commission website: [www.equalityhumanrights.com](http://www.equalityhumanrights.com) Date of Assessment: March 2021