

# LUBENHAM NEIGHBOURHOOD PLAN

## EQUALITIES IMPACT ASSESSMENT



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## 1. INTRODUCTION

1.1. The Equality Act 2010 (the Act) 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. Equality Impact Assessment is the systematic analysis of a policy or policies, in order to identify the potential for an adverse impact on a particular group or community, in particularly those with a protected characteristic. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups so that if a policy results in unfairness or discrimination then changes to eliminate or lessen the impact be considered.

*“Protected characteristics” are defined in the Act as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.*

1.3. This document forms part of the assessment of the Lubenham Neighbourhood Plan to ensure that the Neighbourhood Plan does not have any equalities impacts and that it conforms to the requirements of the Basic Conditions for Neighbourhood Plans.

## 2. AIMS OF THE EQUALITY ANALYSIS

2.1. The aim in conducting the analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern.

2.2. The sections below consider the goals and objectives of the Neighbourhood Plan and then assess the impact of policies and proposals on groups with protected characteristics.

## 3. METHODOLOGY

3.1. For each policy an assessment has been made on whether the Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data

is available). A brief justification and explanation of the policies and proposals in the Neighbourhood Plan are provided below.

- 3.2. Negative and positive impacts are weighted according to their significance
- High impact - a significant potential impact or beneficial outcome.
  - Medium impact - some potential impact exists, some mitigating measures may be necessary or limited benefits accrue
  - Low impact - almost no relevance to the process, e.g. an area that is very much legislation-led or extremely low benefits.

## 4. BASELINE DATA

- 4.1. Data for Lubenham is available for the following protected characteristics: age, disability, race, religious belief, and sex. Data is not readily available for the following protected characteristics: gender reassignment, pregnancy and maternity and sexual orientation.
- 4.2. Much of the available data includes figures for inmates at Gartree Prison who by virtue of the confines of their living conditions will be unlikely to be able to benefit from or be affected by policies that relate to the geographical area covered by Lubenham Neighbourhood Plan. This makes it difficult to provide accurate figures for the settlement although a close comparison can be made in some data between the whole Parish and the main village settlement.
- 4.3. Data for relevant groups with protected characteristics are shown below. Where data is available for both Lubenham Settlement and Parish these data are shown in the appropriate tables.

<b>Population</b>	<b>Lubenham Parish</b>		<b>Lubenham Settlement</b>	
Males	1,185	68.3%	385	49.3%
Females	550	31.7%	395	50.7%

Comparable figures for England were 49.2% male and 50.8% female.

<b>Age</b>	<b>Lubenham Settlement</b>		<b>Lubenham Parish</b>	
Aged 0 -15	130	16.6%	185	10.5%
Working age	500	64%	1,350	77.7%
Aged 65+	150	19.3%	205	19.3%

Comparable figures for England were Aged 0 – 15 18.9% working age 64.7% aged 65+ 16.3%

<b>Ethnicity</b>	<b>Lubenham Parish</b>		<b>Lubenham Settlement</b>	
White British	1,490	85.8%	750	96.0%
White (Non British)	85	4.9%	20	2.4%
Non-white	160	9.3%	10	1.5%
Mixed	30	1.8%	05	0.5%
Asian	55	3.2%	05	0.5%
Black	60	3.3%	00	0.0%
Arab	05	0.2%	00	0.0%
Other ethnic group	15	0.9%	00	0.0%

<b>Religion</b>	<b>Lubenham Parish</b>
Christian	58.8%
Buddhist	1.4%
Hindu	0.5%
Jewish	0.1%
Muslim	3.1%
Sikh	0.8%
Other religion	0.8%
No Religion	28.9%
Religion not stated	5.6%

Comparable figures for England - Christian 59.4% Muslim 5.00% and 24.7% have no religion

<b>Health</b>	<b>Lubenham Parish</b>	
Very good health	39.3%	680
Good health	38.5%	669
Fair health	16.6%	289
Bad health	4.00%	70
Very bad health	1.6%	27

<b>Disability/incapacity</b>	<b>Lubenham Parish</b>	<b>Lubenham Settlement</b>
Limiting long term illness (all ages)	17.5%	17%
Limiting long term illness 0- 64	16%	13.4%
Attendance allowance claims people over 65	11.8%	8.6%
Disability Living allowance	2.3%	2.8%
Incapacity benefits claimants	2.6%	3.8%

Comparable figures for England - limiting long term illness (all ages) 17.6% (0 – 64) 12.8% attendance allowance 16.7% disability living allowance 5.1% Incapacity benefits claimants 6.1%

4.4. These figures indicate that Lubenham has a predominantly healthy white British population with religious beliefs weighted towards Christianity. Comparing figures for Lubenham Settlement to Lubenham Parish, a larger proportion of non white residents live outside the main settlement and possibly some of those may be resident in HMP Gartree.

4.5. Gender reassignment and sexual orientation are generally invisible characteristics for which little reliable data exists at local level.

## **5. VISION AND OBJECTIVES FOR LUBENHAM NEIGHBOURHOOD PLAN**

5.1. The Lubenham Neighbourhood Plan provides a framework of policies and proposals for the development of the village to 2031.

- 5.2. Harborough District Council is currently preparing a new Local Plan and is consulting on a number of growth options setting out alternative ways of meeting Harborough District's housing needs to 2031 (9500 dwellings). The options under consideration include proposals which might result in either a higher or lower target for new homes than the Core Strategy currently requires (72). The range extends from 23 at the lower end to 95 at the higher end. This is in addition to the hundreds of houses that HDC resolved to approve as part of the Strategic Development Area (SDA) on the edge of Market Harborough but within Lubenham Parish.
- 5.3. The housing needs survey carried out for the Neighbourhood Plan identified that residents felt that development within the village should be kept to a minimum based on the needs of local people for starter homes, and smaller properties more suited to the ageing population and in particular bungalows.
- 5.4. The Lubenham Neighbourhood Plan Vision sets out the requirement for all cultures and ages to get on well together while helping the community to thrive.

*We want our community to be a rural village where neighbours are encouraged to know one another, to celebrate together and join in making decisions about the future of the community. Where people value safety and welcome residents of all ages, cultures and incomes. Where business can thrive and residents and visitors have access to a range of services. Where people feel safe and comfortable walking, driving and cycling. Where people value heritage, architectural excellence and the natural environment, so everyone can enjoy the natural and historic character of the neighbourhood while embracing new initiatives and technology.*

- 5.5. All of the objectives of the plan attempt to improve the conditions for all of the population and achieve benefits for all members of the community.
- 5.6. In each case they aim to create an environment which would also benefit persons with protected characteristics by providing, a friendly rural environment with good community spirit where homes are well designed to suit the needs of the community.
- 5.7. Minimising the harmful effects of speeding traffic and flooding and maintaining or enhancing infrastructure and services will not only improve conditions for those with protected characteristics but for all who live work or visit the Parish.
- 5.8. The Lubenham Neighbourhood Plan aims to identify the challenges and changes that face all parts and people of the Parish, for whilst the community embraces new initiatives and welcomes innovation, it is fiercely protective of its unique culture and heritage and the community spirit that it generates.
- 5.9. These objectives can be summarised into the following main themes;
- Protect and retain the rural character, community spirit, culture and heritage of the Parish and keep it separate from Market Harborough.
  - Protect Lubenham open spaces, natural environment biodiversity and access to the countryside.
  - Minimise the impact on the Parish of negative influences including high volumes of traffic, speeding traffic, parking, flooding and over-development.
  - Maintain existing and where possible enhance local facilities, infrastructure and services especially access to these from outlying parts of the settlement.

- e) Ensure that development retains a mix of housing and employment opportunities to suit the needs of a range of people by age, gender, ethnicity, disability, religion and sexual orientation and that all development is of the highest standards.

## **6. IMPACT OF POLICIES AND PROPOSALS ON GROUPS WITH PROTECTED CHARACTERISTICS**

- 6.1. This section considers each of the Neighbourhood Plan policies and the likely impact on the groups with protected characteristics.
- 6.2. Policy LNP 01 identifies a separation area that helps to maintain the rural identity of the Parish. This can have a positive effect for people who value the rural identity of the Parish with opportunity for country views it will provide open space and may provide for recreational opportunities for all, although some protected groups may find this area less easy to access. This policy is therefore deemed to have a neutral effect on protected groups.
- 6.3. LNP02 Improves access to open space or provides additional open space with enhancements to footpaths and footways. This could also assist with provision for access by mobility scooters of the type used by elderly and disabled people. This can have a positive effect for people from the protected groups especially the disabled and elderly giving opportunity to access areas that have long been valued in the community. The positive effect is likely to be high.
- 6.4. LNP03 Promotes good design and respect for the character of the architecture of Lubenham. Whilst this policy promotes good design that can be enjoyed by all it does not specifically make provision for any protected groups. This policy is therefore deemed to have a neutral effect on the protected groups.
- 6.5. LNP04 Protects biodiversity and natural habitats. Whilst this policy is likely to promote a general feeling of wellbeing for many it is deemed to have a neutral impact for most of the protected groups.
- 6.6. LNP05 seeks to provide well designed developments with a range of properties, including affordable homes that either provide on site open space or contributions to be made towards areas of open space within the village particularly for the upkeep and enhancement of current village open spaces and play areas which already provide some fitness equipment and play equipment that is suitable for use by those with disabilities as well as young people and the elderly. The need for bungalows is highlighted which could be more suitable for people with limited mobility. The Neighbourhood Plan recognises the need to provide and protect Open Spaces and play facilities for all when new development is being considered. Target design speeds and safe links to footpaths can add to the safety for the less mobile, young and elderly; the availability of car parking on site will enable occupation by less mobile residents and measures to mitigate the potential increased traffic on village roads is also believed to have a positive impact. The availability of a variety of range of properties including affordable homes may provide homes for young families and therefore benefit pregnant women and those with young families. This policy is believed to have a high positive impact for the groups with protected characteristics.
- 6.7. Policy LNP06 builds upon Policy LNP05 and provides a site for additional homes if needed to provide for a shortfall identified by the failure of other sites to come forward. As far as can be ascertained from available data, this therefore would have no negative effect on the protected groups and as it is likely to provide more opportunities for housing the impact is deemed to be positive.

- 6.8. Policy LNP 07 relates to the potential for development in the Gartree settlement where currently there are no designated Open Spaces that are available for children's play or for community Open Space. This Policy makes a positive contribution to enhancing available facilities and improved lifestyles for all, including the protected groups.
- 6.9. Policy LNP08 seeks to ensure that affordable homes that are built will firstly be made available for local residents. This is likely to enable young people starting out on family life or older people wanting to move to smaller properties, the opportunity to occupy suitable homes within their own Parish. This policy is therefore positive for both young and older members of the community who belong to the protected groups.
- 6.10. Policy LNP 09 This Policy seeks to ensure that traffic accessing new developments will travel at reasonable speeds to ensure the safety of pedestrians, cyclists and other road users. This policy will be very positive for both young and old (both of whom are in the protected groups) who may access the properties. It will also ensure that elderly people who may use mobility vehicles will have safe access.
- 6.11. Policy LNP10 provides for safe access to school and to community facilities which will be included in the design of the SDA. Community facilities will be accessible to all protected groups and may provide not only for the young and older groups but will also provide access for religious groups and others from the protected groups.
- 6.12. Policy LNP11 provides for measures to be incorporated that will mitigate any adverse impacts from projected increased traffic levels on the A 4304 that arise from new developments, and particularly those arising from development of the SDA. In particular mention is made of a fully controlled pedestrian crossing that will enable safer crossing of the busy A 4304. This in particular will enable less agile people to cross the road safely in order to access the facilities that are on either side of the road, such as the Village Green, Playing Field, school and Church. This will have a positive impact that could be classed as a highly positive impact for many of the protected groups.
- 6.13. Policy LNP12 requires travel plans to be provided for new developments; such plans will be required to consider access by all groups, including the protected groups, where relevant. This policy will therefore have a positive impact for many of the protected groups. The positive impact is considered to be high.
- 6.14. Policy LNP13 provides for electric charging points to be provided at suitable places. This policy will benefit all who have electric vehicles which may include a number of the target groups in particular it is envisaged that older people may have electric vehicles. This policy will therefore have a positive impact for these users; it may however be seen to be a low impact as it will be dependent on other factors.
- 6.15. Policy LNP 14 relates to enhancements to the natural environment including biodiversity and access to multifunctional greenspace, providing for recreation and innovative areas for greenspace. This policy allows some flexibility for innovation which along with requirements for recreational areas offers positive opportunities to support the protected groups. The effect is therefore considered to be positive for the groups with protected characteristics.
- 6.16. Policy LNP15 requires the protection of countryside views when development takes place. Whilst this may generally contribute to an overall feeling of wellbeing the impact on the target groups could only be identified to be neutral.

- 6.17. Policy LNP 16 proposes standards for the design of new business developments that will be suitable for all; the inclusion of links to walking, cycling networks will improve access for all, including the protected groups. The addition of travel plans will provide another opportunity for the protected groups to be considered and impacts to be positive for the groups with protected characteristics.
- 6.18. Policy LNP17 provides opportunities for business developments in the rural parts of the Parish. Providing employment opportunities without the need to travel long distances will be of benefit to those who find travel to work difficult. This may help young people and those with young families and the potential for live/work units which would be of particular benefit for disabled persons with limited mobility. The policy is believed to have a high positive impact for the groups with protected characteristics.
- 6.19. Policy LNP18 provides protection for community buildings from change of use for development purposes. The availability of community buildings for a diverse range of activities is particularly important in rural communities. In particular community buildings in the Parish are available to all including the target groups; of particular importance is the Church which will be important for religious groups while a variety of cultural activities take place in other community buildings and on other sites. The policy is considered to be of high positive impact for the protected groups.
- 6.20. Policy LNP19 provides opportunities for employment or business development on acceptable sites at Gartree. In a similar way to policy LNP17 this provides opportunities for business and employment in the countryside and for live/work units. The policy can help to steer developments that provide local employment opportunities for people in the Parish. This will give opportunities for the less mobile and for young people without transport to find work and therefore is considered to have a positive impact for the protected groups.
- 6.21. Policy LNP20 will limit further development at Bramfield unless it can contribute to greater connectivity with the services in the rest of the Parish. This is considered to have a neutral impact for the target groups although if safe connectivity could be achieved this would have a positive impact.
- 6.22. Policy LNP21 seeks to protect the well established Gypsy and Traveller site at Greenacres where there is provision that suits this particular cultural group. The close links by footway to Market Harborough enables the residents to access services that are provided there. The protection of this site for its current use is considered to have a positive effect for this particular protected cultural group.
- 6.23. Policy LNP22 relates to the showground site which has already been granted planning permission – the policy identifies the need for further application for uses other than those for an agricultural showground already granted. Any future plans would need to make provision for the protected groups in any activity proposed, since the uses are uncertain at the present time, the policy is deemed to have a neutral impact for the protected groups.
- 6.24. Policy LNP23 relates to the provision of broadband and telecommunications enhancements. The internet can be used by most of the protected groups and is likely to be used more in the future; this policy is therefore considered to be positive for young and old, those with disabilities and mobility problems and in fact is positive for all of the protected groups so has a high positive impact.



6.25. Policy LNP24 promotes sustainability measures in new residential developments and designs that incorporate energy and water saving. These initiatives would be available to all and will help make the best use of our resources. These will have no particular detrimental effect on the protected group and can therefore be deemed to be of a low positive impact to the groups.

## 7. CONCLUSION

7.1. The Lubenham Neighbourhood Plan provides a suite of policies to respond to the vision for the benefit of the local community as a whole including protected characteristics but perhaps most particularly older people, young people, young families, disabled people and those with limited mobility.

7.2. The Neighbourhood Plan does not explicitly address the needs of racial or religious groups, or transgender, gay or lesbian groups, or inequalities of sex. However, the vision outlines a community where people get on well together. The Neighbourhood Plan seeks affordable housing and a range of housing types, and seeks improvements in facilities and services which will benefit these groups equally. It also seeks to provide a strong community where people with protected characteristics will be less liable to be subject to hate crime.

7.3. Lubenham Parish Council does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the Neighbourhood Plan or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998. These rights are defined as;

- Right to Life
- Freedom from torture and inhuman or degrading treatment
- Right to liberty and security
- Right from slavery and forced labour
- Right to a fair trial
- No punishment with law
- Respect for you private and family life, home and correspondence
- Freedom of thought, belief and religion
- Freedom of expression
- Freedom of assembly and association
- Right to marry and start a family
- Protection from discrimination in respect of these rights and freedoms
- Right to peaceful enjoyment of your property
- Right to education
- Right to participate in free elections

The plan either helps to reinforce these rights or is neutral in relation to them.

7.4. In conclusion, this assessment has found no negative impacts on any protected characteristic by reference to data or evidence. As a result, no recommendations are made and the assessment finds the Neighbourhood Plan to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.