

ODIHAM AND NORTH WARNBOROUGH

NEIGHBOURHOOD PLAN UPDATE 2014-2032

Equalities Impact Assessment (July 2024)





Odiham and North Warnborough Neighbourhood Plan

Equalities Impact Assessment July 2024

Odiham Parish Council

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1. Introduction

- 1.1 This document is the Equalities Impact Assessment (EqlA) that has been prepared to accompany the submission version of the Odiham and North Warnborough Neighbourhood Plan.
- 1.2 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. '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 Odiham and North Warnborough Neighbourhood Plan to ensure that Odiham Parish Council (as the qualifying body responsible for preparing the Neighbourhood Plan) is satisfying its statutory duties in this regard.
- 1.4 EqlA 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.
- 1.5 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 EqlA, it is important to keep in mind why the Odiham and North Warnborough Neighbourhood Plan is needed, what the intended outcomes are, and how it will be ensured that the policies will work as intended.
- 1.6 For this purposes of this EqlA an assessment has been made on whether the Odiham and North Warnborough Neighbourhood Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available).

2. Baseline Data

- 2.1 Data for the Odiham and North Warnborough Neighbourhood Plan area is available from the 2021 Census for the following protected characteristics: age, sex, disability, race and religious belief. These are summarised in the box below and Illustrated overleaf (Figure 1).
- 2.2 No data is available for the following protected characteristics: gender reassignment, pregnancy and maternity and sexual orientation.

Odiham and North Warnborough Neighbourhood Area – Population Characteristics

Total Population: 5,600

Age: 23% of the population are aged 19 or less, 58.2% are in the working age groups (ages 20-64), with 19.5% in the older age groups (over 64).

Sex: 2,867 (51.2%) males; 2,733 (48.8%) females.

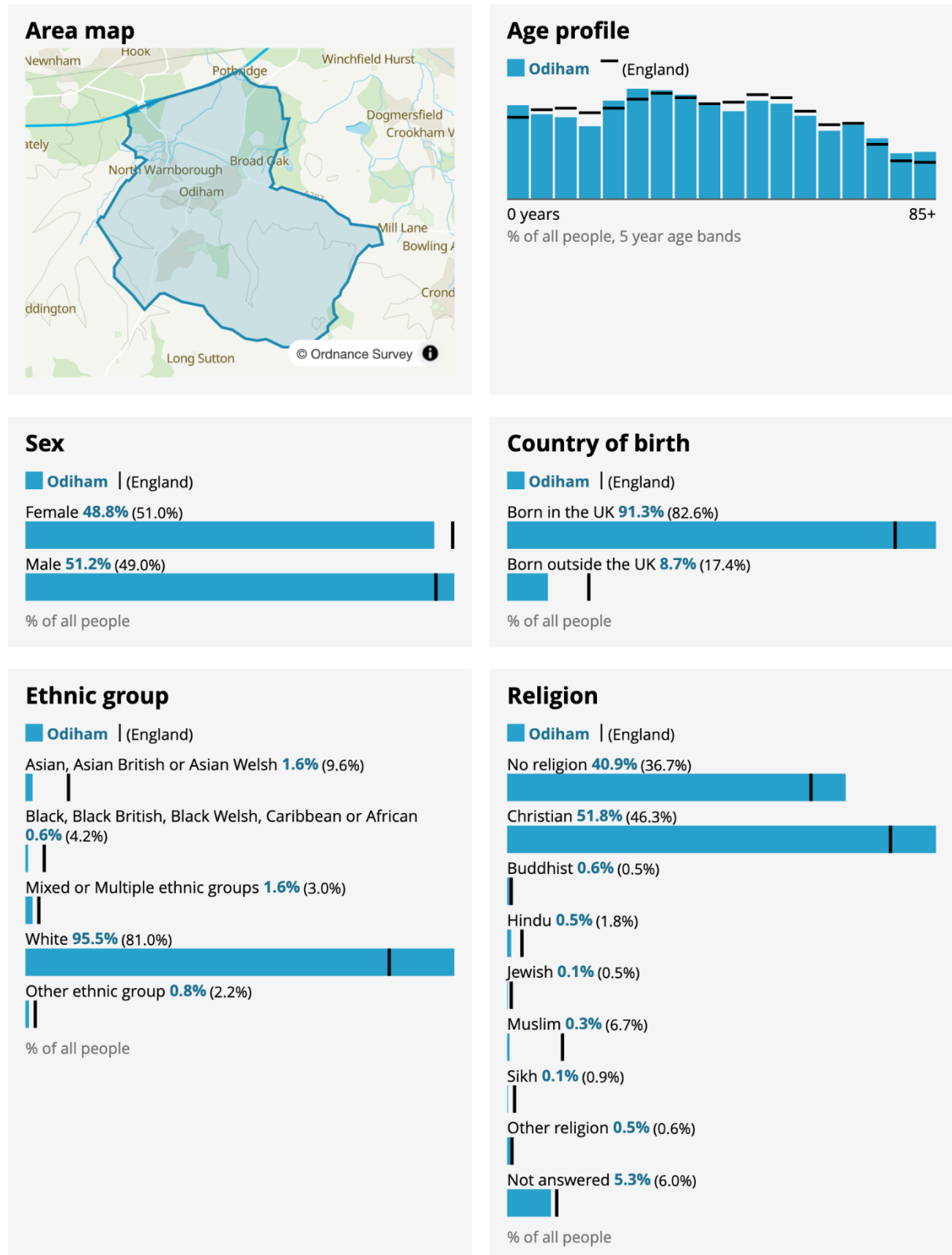
Country of Birth: 91.3% of residents were born in the UK; 8.7% were born in other countries.

Ethnic group: 95.5% of residents are White; 1.6% of residents are Mixed/multiple ethnic groups; 1.6% are Asian/Asian British; 0.6% are Black, African, Caribbean or Black British; and 0.8% are of another ethnic group.

Religion: 51.8% of residents are Christian; 40.9% of residents do not have a religion; 2% of residents are either Buddhist, Hindu, Jewish, Muslim, Sikh or of another religious affiliation (the balance, 5.3%, did not answer this question on the Census).

Source: ONS – 2021 Census

Odiham



Source: Office for National Statistics - Census 2021

Figure 1: Odiham and North Warnborough Neighbourhood Area – Population Characteristics

3. Process of Community Consultation

- 3.1 All written communications were in English. It was not considered necessary to translate them into any other language.
- 3.2 Throughout the Plan preparation process the Neighbourhood Plan Steering 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.
- 3.3 Agendas, key reports and updates have been regularly provided online on the Odiham Parish Council Neighbourhood Plan website.
- 3.4 The overarching principles of the stakeholder engagement process has been to engage in a manner that is extensive, effective, inclusive, fair, transparent and proportionate. Various communication channels have been used to keep residents informed, invite participation and share views. These included:
- Updates on the Neighbourhood Planning page of the Parish Council website, including notes of meetings, progress updates, information, documents and contact details.
 - Production of posters and flyers distributed in advance of consultation activities and events.
 - Regular updates included in the Parish Council Newsletter.
 - Updates in the All Saints Church Magazine.
 - Updates posted to the Odiham Parish Council Facebook page.
 - Presentations and updates at Parish Meetings.
- 3.5 Widespread consultation was carried out during the preparation of the Neighbourhood Plan and the Parish Council made every effort, using a variety of methods, to reach all the local community. This included the following:
- At the Annual Parish Assembly on the 14th March 2023, residents could attend and ask questions about the Neighborhood Plan Update.
 - Contact with several e-networks such as the RAF network, The Odiham Society, local sports clubs, local churches, and other local groups.
 - Ongoing liaison with Hart District Council took place during production of the Plan to seek input and advice.

- Statutory authorities and relevant landowners were also notified about the NP Review and consultation.
- A Regulation 14 (Pre Submission) consultation was held for an initial six-week period (22nd January 2024 – 7th March 2024 followed by an extended consultation period

3.6 More on the above can be found in the Consultation Statement prepared and submitted alongside the Neighbourhood Plan. Information is also available online via the Odiham Parish Council website (Neighbourhood Plan page).

3.7 Consideration has been given to all comments and responses made in the preparation of the Neighbourhood Plan.

4. Likely Impact on Groups with Protected Characteristics

4.1 The Odiham and North Warnborough Neighbourhood Plan Vision states that:

“Odiham and North Warnborough will remain special historic Hampshire villages but each with their own distinctive character. The villages will remain separated by attractive green spaces that will be more accessible for recreational use.

Both villages will grow and ensure their communities continue to have access to the housing and services required. This will include housing that is as affordable as possible for younger families, local people and downsizers and suitable accommodation for the elderly. The quality of design will be high and be in keeping with the established character of the area.

A key consideration in managing development will be to secure the preservation of the many special and significant views both within, from and towards the settlements and consequently retaining the essentially rural nature of the villages’ location and surrounding landscape.

The character and vitality of Odiham’s village centre will be maintained or enhanced, providing an attractive and interesting place for people to meet. Existing and new businesses and services will be encouraged, whilst retaining the special historic and rural character of the area but with traffic and car parking managed more effectively.

The Parish will have improved footpaths and cycleways that connect settlements, amenities, green space and historic attractions in an environmentally sustainable way. The Parish will flourish as a place for both residents and visitors.

Recreational facilities will be sustained with green space preserved both within and adjoining the settlement areas and enhanced for everyone to enjoy. Particular attention will be paid to increasing biodiversity in public open spaces and encouraging management of privately owned spaces to do the same.

The schools of the villages will continue to thrive and expand to provide excellent educational facilities but without compromising the historic and rural character of the area.

An effective and close community partnership with RAF Odiham will continue, with local residents able to make use of available RAF sporting facilities and with military personnel and their dependants encouraged to continue to utilise the many services and facilities available within the Parish”.

- 4.2 The vision of the Neighbourhood Plan is expected to have a positive likely impact on groups with protected characteristics. It recognises and supports the communities housing needs including access to affordable homes and homes for the elderly, young families, local people and downsizers.
- 4.3 The Neighbourhood Plan establishes four overarching goals, which frame a series of sub-objectives. These set out how the Parish Council proposes to deliver its vision for the Parish up to 2032. Delivery of the goals will be through a combination of planning policies, projects and community actions. Each goal has been reviewed (in the table below) to assess whether it is likely to have an impact on groups within the Parish with protected characteristics:

Overarching 'Goals' of the NDP	Likely Impact	Commentary
Goal 1: To support future growth, whilst retaining the distinctive historic character of the respective villages, together with respecting the rural setting and views.	Positive	Goal 1 seeks to support the growth of Odiham and North Warnborough whilst retaining historic character and rural setting of the villages. The sub-objectives in this Goal refer to delivering / allocating a site or sites for housing; ensuring there are sufficient pre-school places; and provide a residential care home. There is clear impact on residents with "age" as a protected characteristics.
Goal 2: To ensure new housing is of high quality design, in keeping with the established character of the area and that meets the needs of the community.	Positive	The purpose of Goal 2 is to ensure housing is of high quality and meets the needs of the community. The sub-objectives of this goal support housing developments in accordance with the Local Plan policies but require them to be proportionate to the local scale, responsive to the needs of the parish, as well as making provision for the kind of housing that is needed within the Parish. This goal and sub-objectives are not specifically focused on the needs of residents with protected characteristics but, through provision of development that responds to the needs of the

		community as a whole, will have a positive impact on those with protected characteristics.
Goal 3: To maintain and enhance the character and vitality of Odiham High Street, and the Parish's ability to attract visitors.	Positive	This Goal seeks to strengthen the role and function of Odiham High Street. The sub-objectives of this goal aim to continue to provide economic activity, provide an attractive environment and traffic which is calmed. This goal and sub-objectives are not specifically focused on the needs of residents with protected characteristics but, through provision of attractive, inclusive, accessible and safe environments, they do therefore benefit all and thus do have a positive impact on people with protected characteristics.
Goal 4: To maintain and ideally improve recreational and sporting facilities and other community amenities including footpaths and cycleways.	Positive	The purpose of Goal 4 is to ensure recreational, sport and community facilities are maintained and improved. The sub-objectives refer to creating safe walking and cycle routes, which link to key amenities including improving access for those with limited mobility. Given 'disability' is protected characteristic, there is clear positive impact on protected groups.

- 4.4 All of the Odiham and North Warnborough Neighbourhood Plan goals are considered to have a **positive** on those with protected characteristics. There are no individual goals that are considered likely to have a negative impact.

5. Conclusion

- 5.1 The Odiham and North Warnborough Neighbourhood Plan provides a suite of goals and supporting sub-objectives, and policies, that respond to the vision for the benefit of the local community as a whole including those with protected characteristics.
- 5.2 In preparing the Odiham and North Warnborough Neighbourhood Plan, Odiham Parish Council and the Neighbourhood Plan Steering Group 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.
- 5.3 In conclusion, the assessment finds the Odiham and North Warnborough Neighbourhood Plan to be appropriate and that the duty of care prescribed by the Equalities Act (2010) is met.

Odiham Parish Council

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Plan**

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