

Equality Impact Assessment

Draft Test Valley Local Plan 2040 Regulation 18 Stage 2

January 2024

1. Introduction

- 1.1 This report sets out the Equality Impact Assessment (EqIA) on the draft Test Valley Borough Local Plan 2040 (Regulation 18 Stage 2) document.
- 1.2 The draft Local Plan 2040 sets out a strategic approach to development across Test Valley Borough, following the 'Issues and Options', 'Revised Issues and Options' and Regulation 18 (Stage 1) Local Plan consultations. The plan will be published for public consultation early in 2024. As part of the local plan public consultation this document shall be made available and comments are welcome on its contents.
- 1.3 As a public sector organisation, the Council has a duty under the Equality Act 2010 and associated Public Sector Equality Duty (PSED) to ensure that the objectives and policies within the draft Test Valley Local Plan 2040:
 - Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Act;
 - Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 1.4 The EqIA report seeks to identify and make suggestions to diminish any possible negative impacts on equalities that may result from the draft Test Valley Local Plan 2040 (Regulation 18 Stage 2) as well as recognising positive impacts. It is presented in 6 parts:
 - Sections 1-3 set out the purpose of the document and its relationship to the draft local plan;
 - Section 4 presents the baseline information with regard to the population of the Borough including but not limited to the differences in age, gender and race of residents.
 - Section 5 assesses the proposed draft vision, objectives, strategic policies, development management policies and site allocations against equalities matters; and
 - Section 6 provides a summary and any conclusions and recommendations resulting from the assessment.

2. Purpose of an Equality Impact Assessment

- 2.1 Test Valley Borough Council is required to undertake an Equality Impact Assessment (EqIA) of its policies, plans and strategies to ensure that they do not discriminate against any group or individual in the community.
- 2.2 EqIAs are required by law to include a range of equalities issues. To incorporate EqIAs into the plan-making process we also need to take into account some of the wider issues of social inequality, including deprivation and rural isolation.
- 2.3 Therefore, the following equality areas are used in a matrix to determine whether the draft Local Plan 2040 has potential implications in relation to the protected characteristics:
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
- 2.4 The matrix as set out in Appendix 1 identifies where the draft policies and objectives are compatible with, and/or where there might be potential conflict, or barriers, that may have a negative impact on the identified protected characteristic groups and equality areas.

3. The draft Local Plan 2040

- 3.1 The draft Local Plan Regulation 18, Stage 2 has been prepared for the period to 2040. The Plan has been presented in two stages for consultation with Stage 1 published for consultation in January 2022.
- 3.2 The draft Local Plan 2040 Regulation 18, Stage 2 is a comprehensive Local Plan which includes all draft proposals. This includes the strategic matters set out in the draft Local Plan 2040 Regulation 18, Stage 1 document, which have been refined to reflect consultation responses and further evidence. The document also sets out the remaining draft strategic and non-strategic policies and draft site allocations, including the draft development management policies. These policies will be used to determine planning applications and

will cover topics such as the provision of specific infrastructure and the conservation and enhancement of the natural environment.

3.3 The main groups on whom the policies in the draft Local Plan 2040 will impact include:

- Residents;
- Service users;
- People wishing to move to Test Valley;
- Tourists and Visitors;
- Business owners; and
- Developers.

3.4 Following draft Local Plan 2040 Regulation 18, Stage 2, there will be a further public consultation at Regulation 19, prior to a statutory period for representations and eventual submission to the Secretary of State.

4. Baseline Information

- 4.1 Data has been gathered to create a baseline of information and evidence from which to determine how the draft Local Plan may affect people in Test Valley Borough.
- 4.2 Data is based on a range of sources, including from the Office of National Statistics (ONS)¹ and Nomis². Much of the data is based on the 2021 Census, (which took place in March 2021).

Age (and Population)

- 4.3 It is estimated that Test Valley currently has a population of 133,500 (based on 2021 Census data). The highest percentage of the population of Test Valley is in the 50-54 age group (7.5%) compared to 6.9% in England and the lowest population is in the age group aged 85 and over at 2.9 % compared to 2.4% in England. The population here increased by a greater percentage than the overall population of the South East (7.5%), and by a greater percentage than the overall population of England (up 6.6% since the 2011 Census).

Table 1: Population Data for Test Valley Borough 2021, (source: ONS)

| Category | Test Valley | England |
|------------------|-------------|----------|
| Population | 130500 | 56490000 |
| Aged 0 to 4 | 5.3% | 5.4% |
| Aged 5 to 9 | 6% | 5.9% |
| Aged 10 to 14 | 5.8% | 6% |
| Aged 15 to 19 | 4.9% | 5.7% |
| Aged 20 to 24 | 4.4% | 6% |
| Aged 25 to 29 | 5.6% | 6.6% |
| Aged 30 to 34 | 6.3% | 7% |
| Aged 35 to 39 | 6.3% | 6.7% |
| Aged 40 to 44 | 6.3% | 6.3% |
| Aged 45 to 49 | 6.8% | 6.4% |
| Aged 50 to 54 | 7.5% | 6.9% |
| Aged 55 to 59 | 7.4% | 6.7% |
| Aged 60 to 64 | 6.3% | 5.8% |
| Aged 65 to 69 | 5.3% | 4.9% |
| Aged 70 to 74 | 5.8% | 5% |
| Aged 75 to 79 | 4.4% | 3.6% |
| Aged 80 to 84 | 2.9% | 2.5% |
| Aged 85 and over | 2.9% | 2.4% |

¹ Office of National Statistics: <https://www.ons.gov.uk/>

² Nomis: <https://www.nomisweb.co.uk>

Disability

- 4.4 The Equality Act, 2010, states that a person has a disability if he or she 'has a physical or mental impairment' which has 'a substantial and long-term adverse effect on [his or her] ability to carry out normal day-to-day activities'³. In 2021, just under 1 in 10 people (9.7%) were identified as being disabled and limited a little, compared with 8.9% in 2011. The proportion of Test Valley residents who were not disabled increased from 84.5% to 84.8%.⁴

Gender Reassignment

- 4.5 The 2021 Census for the first time asked adults (16+): 'is the gender you identify with the same as your registered sex at birth?' In Test Valley, 95.02% of people aged 16 and over, have a gender identity the same as the sex registered at birth⁵.

Marriage and Civil Partnership

- 4.6 The Test Valley Borough Profile recorded that 52.7% of all people 16 and over in Test Valley were married or in a civil partnership. The same profile also recorded that 29.1% of Test Valley residents aged 16+ have never been married or registered a civil partnership.

Pregnancy and maternity

- 4.7 Test Valley had 1,260 births in 2020 (ONS, 2022). The birth rate is 9.3 per 1,000 of the population. This is lower than the South East average of 9.9, and also lower than the national average of 10.3.
- 4.8 Teenage conception rates per 1000 women, under the age of 18 (between 15 to 17 years old), at 8.6 in 2021, compared to 8.7 for Basingstoke & Deane, and 8.1 for Winchester.

Race

- 4.9 White ethnic people make up 93.1% of the population in Test Valley. This is higher than South East at 86.3%, and much higher than the national average of 81%. In Test Valley, 1.8% of the population are of mixed ethnicity, 3.3% are Asian, 1.1% are black and 0.8% are from other ethnic groups.

Religion or belief

- 4.10 According to the 2011 Census, the majority of Test Valley residents (50.5%) classified themselves as Christian, which is higher than the National average for England, of 46.3%, 40.6% have no religion. The number of people practicing Islam was 0.9%, compared to 6.7% of the English population as a

³ Equality Act 2010: <https://www.legislation.gov.uk/ukpga/2010/15/section/6>

⁴ <https://www.ons.gov.uk/visualisations/censusareachanges/E07000093/>

⁵ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

whole. Other faiths include Hindu (0.8%), Sikh (0.4%) Buddhist (0.5%) and Jewish (0.1%).

Sex

- 4.11 Male residents in Test Valley make up 61.2% of the population and female residents 60%. This differs from the South East average where males account for 62.4% and females 61.5% of the population. The England figures are 63.3% for males and 62.6% for females.

Sexual orientation

- 4.12 The percentage of people in Test Valley identifying as trans women was 0.05%, Trans men 0.05%, Non-Binary 0.05% and all other gender identities was 0.02%.

5. Draft Local Plan 2040 Policy Assessment

- 5.1 The draft Local Plan 2040 (Regulation 18, Stage 2) is being published for consultation and this EqIA assesses all the matters, proposals and policies set out in the draft Plan.
- 5.2 An iterative process has been undertaken we will assess the full draft plan again at the next stage, with the findings of the assessment continuing to feed into plan preparation.
- 5.3 Proposals and policies; including the vision, objectives, spatial strategy, strategic policies, development management policies and site allocations within the Plan are subject to assessment to identify any potential impact on different equality target groups. The potential impact could be negative, positive or neutral, or it may be considered that there will be no impact on the groups. The full assessment is provided at Table 2.
- 5.4 This section firstly provides context regarding the protected characteristics and target groups and how, in principle, they might be impacted by local plan policies. Secondly, the key elements of the plan are assessed with regard to the potential impact on the protected groups.

Age

- 5.5 How and where new development is located may affect different age groups in varying ways. The accessibility of new development may have implications for some people more than others and some age groups might be impacted more (or less) than others. For example, for older age groups, proximity of new housing and other development to services, such as health and social care, convenience shopping and community facilities may be especially important and/or the means to access these provisions safely and easily via public transport. Conversely, accessing quality jobs, training and education opportunities, as well as establishing a place on the property ladder, is more likely to be a key issue for younger people. Access to pre-school provisions, play areas and healthcare is likely to be more important to households with young families. Although all age groups are likely to be impacted, the potential exists for some age groups to be impacted by local plan policies more than others.
- 5.6 Provision of appropriate and more flexible accommodation types, in the right locations to meet needs, is important to all in the community and can be influenced by local plan policies. However, this issue tends to be magnified at either end of the age spectrum. For the older age groups, the provision and location of suitable lifetime homes, retirement, sheltered housing and/or extra care housing may be much more important than for other age groups. At the younger end of the age range, access to affordable housing can be key to enabling young people to live independently from family and in establishing their own home in the area.

Disability

- 5.7 The draft Local Plan 2040 will guide the location and shape of future development in the Borough. For disabled people, isolation from services, public transport options and/or communities as well as an undersupply of more specialist or flexible types of housing can be a barrier to living independently and to health and wellbeing. There are a wide range of needs within this category, and it is recognised that the Plan can play a role in helping to meet specific specialist needs, in providing accessible, healthy and inclusive communities, including housing, open spaces, facilities, services and a public realm, that is appropriate and accessible for all who want to use them.

Gender Reassignment

- 5.8 The Equality Act provides protection for transgender people, defined as people who propose to, has started, or completed a process to change their gender. Local Plan policies should seek to respond to the needs of all in the community, avoid discrimination and support inclusivity.

Marriage and Civil Partnership

- 5.9 Married or civil partnership couples could potentially face barriers through the size of homes, access to suitable facilities and services. A lack of local economic opportunities could potentially force longer commutes to economic opportunities outside of the Borough.

Pregnancy and maternity

- 5.10 A proportion of the population will be pregnant at any time and/or looking after babies and very young children. They may have health, socialisation and childcare requirements, including around access to pre- and post-natal care, childcare and health services. They may be more likely to be seeking affordable accommodation that is suitable for a young or growing family, with access to facilities, schools, and open spaces (including play areas). These needs have implications for how our environment, infrastructure, housing and communities are planned and are relevant to the scope and policies of the draft Local Plan.

Race and ethnicity

- 5.11 For the purposes of the Act 'race' can mean your colour, or your nationality (including your citizenship). It can also refer to your ethnic or national origins and heritage, which may not be the same as your current nationality. For example, you may have Chinese national origins and be living in Britain with a British passport.
- 5.12 Gypsies, Travellers and Travelling Showpeople are often undercounted in official censuses, due in part to their nomadic lifestyle. This ethnic minority group have particular and specialist needs in terms of spatial planning and

access to services and sites, which will be addressed through provisions in the draft Local Plan. The plan includes policies that seek to meet the needs of gypsies, travellers and travelling showpeople and these policies will be particularly relevant to the needs of these groups. The plan may not meet the specific needs of identified ethnic groups if sufficient policy provision for sites (plots/pitches) to meet gypsy and traveller and/or travelling showpeople needs is not provided for at Regulation 19 stage. The Regulation 19 Plan will need to address this uncertainty.

Religion or belief

- 5.13 People of different religions and faiths may face barriers to accessing suitable places of worship, which may have particular requirements in terms of location, space and built form/function. The Local Plan can influence the protection and location of community facilities and services and can therefore influence opportunities for religious groups to practice their religion and worship.

Sex

- 5.14 The pattern and location of development may have some impacts with regard to gender. The lives of older women are often different to those of older men. On average, women live longer and are more likely to be working later in life and have lower incomes. These factors will also impact on how the draft Local Plan can have regard to other protected characteristics (including Age and Disability).
- 5.15 Traditionally, working-age women have been more likely to have varied working patterns compared to men, with one or more part-time jobs, and may leave the labour market earlier, perhaps to care for children. Therefore, the need for access to public transport, proximity to workplaces and the avoidance of isolated locations are all considerations in planning to meet the needs of women.

Sexual orientation

- 5.16 The Act seeks to protect bisexual, gay, heterosexual and lesbian people. Known barriers for these groups may include isolation in rural areas, which can be stronger for minority groups, the effect of hate crime and a lack of good support networks, especially for older people.

Assessment of Proposals and Policies on Equality Groups and Characteristics

- 5.17 The draft policies and proposals of the draft Local Plan 2040 Regulation 18, Stage 2 are assessed in Appendix 1 to this report, with regard to any potential impact on the different equality target groups described above.
- 5.18 Where the impact is 'uncertain' at this stage, it is not possible to clarify whether the impact would be positive, negative or neutral across the equality groups; this may change as the plan progresses to Regulation 19 Stage.

- 5.19 Outcomes of the assessment have been feed into a Risk Assessment which has been completed as part of the full Council report which is included at Appendix 2.

6. Summary and Conclusions

- 6.1 This Equality Impact Assessment demonstrates that in broad terms, the local plan policies and objectives identified within the draft Local Plan 2040 Regulation 18, Stage 2 are considered to have a positive impact upon protected characteristics, as well as on the population of the Borough as a whole. In particular, there are some positive impacts identified within the matrix for certain age groups, the elderly, disabled and pregnant women. Many of the policies within the Plan will benefit the wider community in Test Valley and not specifically those with protected characteristics.
- 6.2 It should be noted that where policies are judged to have a neutral impact, this is because the policy will have a positive impact on the community as a whole, across all groups, rather than any particular group. None of the draft Local Plan 2040 policies or objectives have been found to have a negative impact on any specific characteristic or group, or to introduce barriers to the target groups. Therefore no modifications to any of the policies are required or recommended at this stage. Many of the policies will benefit the wider community across Test Valley.
- 6.3 The Equality Impact Assessment will continue to evolve as the Local Plan progresses through consultation, towards Regulation 19 stage. It is therefore vital that the EqIA continues to be undertaken alongside plan preparation to ensure that any impacts are identified and acted upon, as necessary, and incorporated within the draft Local Plan.

Appendix 1: EqlA Assessment Matrix

Draft Local Plan (Regulation 18, Stage 2) – Vision, Objectives, Strategic and Detailed Policies by theme.

Key to matrix codes:

| Code/Colour | Impact identified across equality groups |
|--------------------|---|
| Positive | Any impact is likely to be positive, to a specific group or groups |
| Neutral | There is similar or positive impact across all groups, with no differential impact identified |
| Negative | The impact on a specific group or identified groups would be negative |
| Uncertain | The impact is uncertain at this stage |

Equality Group considerations/impacts:

1. Age
2. Disability
3. Gender Reassignment
4. Race and Ethnicity
5. Religion
6. Gender
7. Sexual Orientation
8. Marriage and Civil Partnership
9. Pregnancy and Maternity

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|--|-----------------|---|---|---|---|---|---|---|---|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| Vision | | | | | | | | | | Generally a positive, broad and inclusive overarching vision for the Borough, which benefits all groups. |
| Objective – Climate Change Policy CL1: Countering Climate Change, Policy CL2: Flood Risk, Policy CL3 Sustainable Buildings and Energy Use, Policy CL4: Water Use and Management and Policy CL5: Renewable and Low Carbon Energy | | | | | | | | | | Supports the transition to a low carbon future and reflects the presumption in favour of sustainable development contained within the NPPF. The objective and policies should benefit all groups. These policies seek to support climate change mitigation and resilience. Measures such as encouraging renewable and low carbon energy, sustainable drainage, minimising energy use, flood prevention and reducing carbon emissions, while increasing our resilience to future climate change, should have neutral to positive benefits for all groups particularly through phasing out fossil fuels, supporting public transport and promoting better quality buildings. This includes seeking to reduce emissions and demand for energy (through the energy hierarchy). |
| Objective - Our Communities Policy COM1: Delivering Infrastructure; COM2: Community Services and Facilities | | | | | | | | | | The objective seeks to deliver cohesive, healthy and sustainable communities with improved access to infrastructure, facilities and services. The policies seek to ensure new development will seek to deliver the infrastructure needed to support it and to mitigate any impacts upon infrastructure. COM2 seeks to retain existing facilities and services. This includes a range of health and other provisions, education, childcare, early years provision, public open space, emergency and community provisions and others forms of social infrastructure. Supporting the health and wellbeing of residents and communities, including through access to facilities and services, is a key requirement for the plan. The COM policies should benefit all groups, but may potentially benefit those groups more that are more dependent on their immediate community and public transport for access to services and |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|---|-----------------|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| | | | | | | | | | | facilities, including the disabled, young families and the elderly. The policies may be most beneficial for those groups that rely on facilities and services more frequently, including health and social care, support services, nurseries, childcare, sport provisions, community facilities and open spaces. This may include older groups, pregnant women, children and younger families, those with disabilities or specific needs of all kinds. |
| <p>Objective – Town Centres</p> <p>Policy TC1: Main Town Centre Uses, NA1: Andover Town Centre, NA2 Delivering High Quality Development in Andover Town Centre, NA3: Andover Town Centre Uses, SA17: Stockbridge Local Centre; SA1: Romsey Town Centre; SA2: Delivering High Quality Development in Romsey Town Centre; SA3: Romsey Town Centre Uses.</p> | | | | | | | | | | <p>The objective and policies seek to deliver vibrant, attractive, viable and resilient town centres, including through regeneration and Masterplan work, to support a mix of accessible uses, services, facilities, retail and leisure provisions in our town centres, whilst also preserving and enhancing their heritage, character and distinctiveness.</p> <p>The policies also focus on delivering an accessible and legible public realm within our town centres that is served by linked green spaces, and by sustainable and active travel networks. The policies are likely to benefit all groups and may benefit those that are more dependent on walking, cycling and public transport to access a broad range of town centre services, facilities and/or employment opportunities, including the disabled, young adults, younger families, the elderly and those with restricted mobility. The policies also support key town centre uses at ground floor level and active frontages, which may also benefit all groups.</p> |
| Objective – Built, Historical and Natural Environment | | | | | | | | | | The enhancement of the natural and historic environment and the landscape of the Borough is likely to benefit all groups equally. The policies seek to ensure that the Borough’s heritage assets, landscape, local amenity and dark skies are protected. They seek to protect the amenity of residents and minimise or avoid pollution, including noise, |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|---|-----------------|---|---|---|---|---|---|---|---|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| Policy ENV1: Historic Environment; Policy ENV2: Development affecting Heritage Assets; Policy ENV3: Landscape Character; Policy ENV4: Local Gaps; Policy ENV5: Pollution; Policy ENV6: Lighting; Policy ENV7: Amenity | | | | | | | | | | odour and vibration impacts and land contamination. The policies will support the provision of high-quality design that will have numerous health and wellbeing benefits, such as preserving air quality and protecting existing landscapes and will benefit all groups. There are likely to be no equality issues. |
| Objective – Ecology and Biodiversity Policy BIO1: Conservation and Enhancement of Biodiversity and Geological Interest, Policy BIO2: International Nature Conservation Designations; Policy BIO3: Biodiversity Net Gain; Policy BIO4: Green Infrastructure; Policy BIO5: Trees and Hedgerows | | | | | | | | | | Safeguarding, protecting and enhancing biodiversity networks and the environment will benefit all groups. The Policies seek to protect and enhance areas of biodiversity and nature conservation, including green infrastructure, trees and hedgerows whilst also requiring a net gain in biodiversity to be provided on new developments. The policies will provide health and wellbeing benefits for all groups, through the protection and enhancement of green space and nature, which will have associated benefits for air quality, quality of life and amenity, and climate change. There are likely to be no equality issues. |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|---|-----------------|---|---|---|---|---|---|---|---|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| <p>Objective – Health, Wellbeing, Culture, Leisure and Recreation</p> <p>Policy HE1: Open Space and Recreation; Policy HE2: Existing Open Space; Policy HE3: Access to the Countryside</p> | | | | | | | | | | <p>This objective is concerned with delivering access to a range of open spaces, sport and play provisions, including the wider countryside and rights of way networks.</p> <p>The policies recognise that access to open spaces and green infrastructure offer important social, health, cultural, sports, recreational and wellbeing benefits. The policies should be positive for all groups but may be more important to groups that may benefit most from access to accessible sport and open space provisions, including older groups, pregnant women, children and younger families and those with disabilities.</p> |
| <p>Objective – Design</p> <p>Policy DES1: Delivery of Sustainable and High-Quality Design; Policy DES2: Design Details and Considerations; Policy DES3: Residential Areas of Special Character; Policy DES4: Public Art</p> | | | | | | | | | | <p>The Design objective is concerned with the design of all development, spaces and buildings and how they function for all in the community.</p> <p>The policies set out the Council’s expectation that places, buildings and spaces will be well designed and integrated, attractive, locally distinctive, connected, permeable, green, inclusive and accessible, thereby helping to support healthy and more active lifestyles and communities. Good design and attractive useable public realm can help to provide places where people may come together and interact. The delivery of public art is also supported by the policy. Encouraging natural surveillance and security in layout and design can lead to a reduction in the fear of crime and a potential reduction in disorder and crime, which will benefit all user groups. It more be more important to groups that may feel more vulnerable to crime, including the elderly, women and the disabled. The policies are likely to be positive for all groups but may be particularly important for certain groups by age, disability, gender and maternity or pregnancy.</p> |
| Objective – Housing | | | | | | | | | | The objective and policies within the Housing theme are concerned with providing sufficient housing land in the Borough to meet housing needs. |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|---|-----------------|---|---|---|---|---|---|---|---|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| Policy HOU1: Affordable Housing; Community Led Development Policy HOU2: Community Led Development; Policy HOU3: Rural Exception Affordable Housing; Policy HOU4: First Homes Exception Affordable Housing; Policy HOU5: Provision of Housing to Meet our Needs; Policy HOU6: Residential Space Standards; Policy HOU7: Self-build and Custom Build Housing; Policy HOU8: Meeting the Needs of Gypsies, Traveller and Travelling Showpeople; Policy HOU9: Gypsies, Traveller and Travelling Showpeople; Policy HOU10: Occupational Accommodation for Rural Workers in the Countryside; Policy HOU11: Existing | | | | | | | | | | <p>The objective and policies are likely to be positive for all groups across the matrix.</p> <p>The policies that seek the delivery of affordable homes will benefit all groups, including key age groups. Policy HOU4 should potentially benefit younger groups and families. Statistically, many people with characteristics protected by the Equality Act are likely to be concentrated among lower income households and may therefore be more positively impacted by the provision of a sufficient range and supply of affordable homes, including more specialised provisions, through policies HOU1, HOU2, HOU3. The Plan recognises that the Borough has an ageing population and seeks to deliver a range of housing types, including specific and specialised housing provisions and care homes, which will benefit specific groups, including older adults, the elderly and the disabled.</p> <p>Policy HOU6 sets minimum residential space standards, and seeks a proportion of new homes to be built to be adaptable/accessible homes. This is likely to benefit all groups and may be more beneficial to the disabled and older population, and specifically, those with mobility or space requirements. Policy HOU7 may be beneficial to any individuals within a group that may seek to self build custom build and to live in a specific type, layout and design of home. Policy HOU8 will be beneficial to individuals and groups in the gypsy, traveller or travelling showpeople groups. Policies HOU8 and 9 identify that the Council is not meeting an identified housing need, through the provision of gypsy and traveller sites within the Borough. There is a risk that the plan may not meet the specific needs of identified ethnic groups if sufficient policy provision for sites (plots/pitches) to meet gypsy and traveller and/or travelling</p> |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|--|-----------------|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| Dwellings and Ancillary Residential Development in the Countryside; Policy HOU12: Replacement Dwellings in the Countryside | | | | | | | | | | showpeople needs is not provided for at Regulation 19 stage of the Local Plan 2040. |
| Objective – Economy, Employment and Skills Policy EC1: Retention of Employment Land and Strategic Employment Sites; Policy EC2: Re-use of Buildings in the Countryside; Policy EC3: Rural Diversification and Employment Sites in the Countryside; Policy EC4: Tourism; Policy EC5: Skills and Training | | | | | | | | | | This objective seeks to support economic growth, a skilled workforce and training for all who live and/or work in the Borough. The policies support the retention of employment land and encourage employment uses at appropriate locations, including within rural areas, through diversification and also aim to be supportive to the tourism economy. Policy EC5 secures skills and training contributions on certain residential and employment developments. This should enhance the provision of, and access to work, apprenticeships and training opportunities. Delivering employment and training opportunities in the Borough may be particularly relevant to those beginning their working lives, as well as to other/all groups. |
| Objective – Transport and Movement Policy TR1: Active and Sustainable Travel; Policy TR2: Assessing | | | | | | | | | | This objective seeks to encourage and enhance safe and sustainable transport and associated infrastructure enhancements whilst also reducing the need to travel. This is likely to benefit all groups, but may be particularly important for specific groups, including those that are less mobile, including older and disabled people. Travel can enable access to services, facilities and employment, and can help to reduce social |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|---|-----------------|---|---|---|---|---|---|---|---|--|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| Transport Impacts; Policy TR3: Parking | | | | | | | | | | <p>isolation. Transport barriers can have most impact on individuals with mobility requirements and those with very young children and particularly those who may not have access to a private car for their daily needs. Improving active travel opportunities, community and public transport and accessibility in the public realm can help to reduce inequalities.</p> <p>The policies seek to ensure new development is well connected to the transport network and sustainable transport services. The requirement for secure cycle storage with new development is likely to be positive for all groups. Enhancing active travel infrastructure may be more important for specific groups, particularly those without access to a private car, including a proportion of the older population, younger adults, teenagers and the disabled.</p> |
| Spatial Strategy | | | | | | | | | | <p>The spatial strategy and settlement hierarchy work together to seek to ensure that a sufficient supply of land is available to provide for housing and employment needs in the Borough, at the most sustainable locations, over the plan period. The strategy will seek to deliver most homes and employment sites at locations that will be well served by a wider range of facilities, services, public transport options and amenities. The policy also seeks to encourage sustainable lifestyles for those living or working in the Borough. This strategy is likely to benefit all groups, and particularly the less mobile, disabled, elderly, or those with very young children, who are likely to benefit most from access to community facilities, services and amenities, play spaces, etc. The availability of a range of local cultural and community provisions can also promote social cohesion and inclusion. Access to nature and accessible open spaces, for sports, leisure, exercise, children’s play and recreation can increase opportunities for outdoor exercise and socialisation for all groups.</p> |
| Settlement Hierarchy | | | | | | | | | | |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|--|-----------------|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| | | | | | | | | | | The settlement hierarchy identifies and groups the various settlements of the Borough into a hierarchy that reflects their sustainability, The hierarchy itself has neutral implications for health. There is no differential impact identified and the policy should impact all groups equally. |
| <p>Residential Site Allocations</p> <p>Policy NA5: Land south of London Road; NA6: Land at Manor Farm; NA7: Land at Bere Hill, NA8: Land to the East of Ludgershall, NA9: Land to the South East of Ludgershall; SA4: Land South of Ganger Farm; SA5: Land South of the Bypass; SA6: Land at Velmore Farm; SA7: Land at King Edward Park</p> | | | | | | | | | | <p>The residential site allocation policies set out in the local plan provide opportunities for new residential and mixed developments at sustainable locations, adjacent to existing settlements in the north and south of the Borough, in order to meet a mix of identified housing needs, including affordable housing and specific provision for care homes</p> <p>The policies require specific supporting infrastructure to be delivered on site alongside a quantum and mix of homes. This infrastructure may include a range of public open space provisions, green infrastructure, active travel and highway networks, public art and specific community facilities and services and utilities, which will benefit all groups. On site play provisions will particularly benefit younger families and children. The site allocations are within reasonable walking distance of key services and facilities both on and off site, which may be more important to less mobile groups.</p> <p>The site allocations will deliver 40% affordable housing and a mix of housing types and sizes. The affordable provision will particularly benefits groups that are on a lower income, including the younger population. Financial contributions will also be secured through the site allocations towards off site healthcare facilities, transport infrastructure improvements and other forms of infrastructure which are often more important to specific groups, including the elderly, younger adults, young families the disabled and less mobile. Employment Skills Plans (encouraging greater access to training) and the provision of housing to</p> |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|--|-----------------|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| | | | | | | | | | | meet identified needs will be delivered through the site allocations, which may be most beneficial to younger adults and students. |
| <p>Employment Site Allocations</p> <p>NA10: South of Thruxton Aerodrome; NA11: Thruxton Aerodrome; SA8: Land at Upton Lane; SA9: Land Adjacent to Abbey Park Industrial Estate; SA10: Land South of Botley Road; SA11: Land East of Test Valley Business Park; SA12: Kennels Farm; SA13: University of Southampton Science Park; SA14: Land at Adanac Park; SA15: Nursling Estate.</p> | | | | | | | | | | <p>The employment site allocations will provide new employment land to meet identified needs in the north and south of the Borough. The site allocations will support economic development within the Borough at specific and sustainable locations, to meet identified local and sub-regional needs for employment land. This will help to support the local economy and incomes, and will help to encourage a range of employment opportunities and premises for people across all of the groups.</p> <p>The site allocation policies will require contributions to be secured towards infrastructure such as transport improvements, including active travel routes. New employment development will be designed to minimise opportunities for crime and will secure contributions towards employment and skills opportunities, which will benefit all groups and particularly younger groups. Larger sites may contribute to public art which can benefit all groups.</p> |
| <p>Green Infrastructure Site Allocation</p> <p>SA16: Forest Park.</p> | | | | | | | | | | <p>This site allocation policy seeks to support the enhancement of green infrastructure through the creation of a Forest Park of sub-regional significance in the south of the Borough. Delivery of this woodland park would promote increased access by the public, for walking, cycling, horse riding and other activities and would also help to protect and enhance biodiversity. The provision would serve the residents of the Borough and</p> |

| Policies, Objectives, and Vision | Equality Groups | | | | | | | | | Explanation, evidence, comments |
|----------------------------------|-----------------|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | |
| | | | | | | | | | | <p>wider area and would be linked to the public rights of way network outside the site allocation.</p> <p>The policy encourages access to nature and woodland, through the provision of a forest park with walking and cycling routes and other facilities. This would offer social, health, recreational and wellbeing benefits for all users and groups. The park may be more important to those groups that seek access to nature and woodland for recreational purposes, including families and young children.</p> |

Appendix 2 - Evaluation Decision

No barriers or impact identified, therefore activity or policy/proposal can proceed.

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| Service: Planning Policy & Economic Development |
| Officer(s) completing the assessment: David Bibby, Pamela Ciurtin, Timothy Goodridge, Mary Goodwin, Clare Roberts |
| Date: December 2024 |
| Name of service, strategy, policy, project or function being assessed: Test Valley Borough Council draft Local Plan Regulation 18 (Stage 2) |

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| 1. | What are the aims, objectives, outcomes, purpose of the service, strategy, policy, project or function that you are assessing? | <p>The Regulation 18 (stage 1 and stage 2) consultations mark the start of the statutory engagement stage of the Local Plan for the Borough of Test Valley and represents the first formal draft stage to decide what should be included in the Plan.</p> <p>Regulation 18 of the Town and Country Planning (Local Planning) Regulations 2012 requires that various bodies and stakeholders be notified that the council is preparing a draft plan for consultation. It invites them to comment on the content, objectives and policies set out in the draft local plan.</p> |
| 2. | Who implements or delivers the service, strategy, policy, project or function? State if this is delivered by more than one service or team, including any external partners. | The Council, as local planning authority, would implement the proposed local plan policies. |
| 3. | Who will be affected by the service, strategy, policy, project or function? | All people living and working in Test Valley as well as visitors to the Borough would be affected by the proposed local plan policies. However, these affects are intended to be positive. |
| 4. | What are the likely positive impacts for the protected groups (see above)? Are any particular groups more affected and why? | <ul style="list-style-type: none"> • Age: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified, while some will have an impact which is likely to be positive (see Appendix 1) • Disability: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified, while some will have |

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| | | <p>an impact which is likely to be positive (see Appendix 1)</p> <ul style="list-style-type: none"> • Gender reassignment: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified (see Appendix 1) • Marriage and civil partnership: There is similar or positive impact as a result of the objectives and policies, with no differential impact identified (see Appendix 1) • Pregnancy and maternity: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified, while some will have an impact which is likely to be positive (see Appendix 1) • Race: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified. The EQIA identifies that the site needs of the gypsy and traveller community may not be met through the policies set out in the local plan at this stage. The Council is proposing that policy provision will be set out at the Regulation 19 Stage of the local plan, for public consultation, to meet this need. The impact is therefore uncertain and will be assessed at Regulation 19 stage. (see Appendix 1) • Religion or belief: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified (see Appendix 1) • Gender: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified, while some will have an impact which is likely to be positive (see Appendix 1) • Sexual orientation: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified (see Appendix 1) |
| 5. | What are the likely negative impacts for the protected groups (see above)? | <ul style="list-style-type: none"> • Age: None (see Appendix 1) • Disability: None (see Appendix 1) |

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| | Are any particular groups affected more and why? | <ul style="list-style-type: none"> • Gender reassignment: None (see Appendix 1) • Marriage and civil partnership: None (see Appendix 1) • Pregnancy and maternity: None (see Appendix 1) • Race: None (see Appendix 1) • Religion or belief: None (see Appendix 1) • Gender: None (see Appendix 1) • Sexual orientation: None (see Appendix 1) |
| 6. | What consultation and engagement has taken place (or is planned) with the affected groups and other interested parties? | The public consultation will be open for all to comment, the Council will publicise the consultation in accordance with regulations and will consider how best to reach these protected groups further; enabling all the opportunity to be informed and to contribute to the plan making process. |
| 7. | What plans do you have in place, or are developing, to mitigate the likely negative impacts, i.e. how will you reduce the impact on the protected groups? | There are no negative impacts envisaged. |
| 8. | Please summarise or provide links to the information, data, research used in this assessment | See Appendix 1: EqIA Assessment Matrix |

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| What course of action does this EQIA suggest that you take? (tick one of the following options) | |
| Outcome 1: No major change required The EQIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken. | YES |
| Outcome 2: Adjust the policy to remove barriers identified by the EQIA or better promote equality. Are you satisfied that the policy adjustments will remove the barriers identified? | |
| Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You should ensure that the EQIA clearly sets out the justifications for continuing with the policy. You should consider whether there are sufficient plans to reduce negative impact and/or plans to monitor the actual impact | |
| Outcome 4: Stop and rethink the policy when the EQIA shows actual or potential unlawful discrimination | |

Summary of your proposals – copy and paste into any report for Cabinet, Council or General Purposes Committee

What are the key impacts – positive and negative?

What course of action are you advising as a result of this EQIA?

Are there any particular groups affected more than others?

The Equality Impact Assessment demonstrates that the draft local plan policies and objectives identified within the draft Local Plan 2040 Regulation 18, Stage 2 are considered to have a positive impact upon protected characteristics, as well as on the population of the Borough as a whole. In particular, there are some positive impacts identified within the matrix for certain age groups, the elderly, the disabled and pregnant women. Many of the policies within the Plan will benefit the wider community in Test Valley and not specifically those with protected characteristics. Where policies are judged to have a neutral impact, this is because the policy will have a positive impact on the community as a whole, across all groups, rather than any particular group. None of the Local Plan policies or objectives have been found to have a negative impact on any specific characteristic or group, or to introduce barriers to the target groups. However, the EQIA identifies that the housing land needs of the gypsy and traveller community may not be met within the draft Regulation 18, Stage 2 Plan. This provides some uncertainty which will need to be addressed by the Draft Plan at the Regulation 19 Stage.