

# Moreton-in-Marsh Neighbourhood Plan

2018 - 2043

Equalities Impact Assessment



**MORETON-IN-MARSH**  
NEIGHBOURHOOD PLAN

## 1. Introduction

Neighbourhood Plans fall within the remit of the Equality Act 2010. This legislation seeks to ensure that no groups or individuals are disadvantaged as a result of decisions being made, which fail to take account of their requirements and that policies and decision making do not discriminate either accidentally or deliberately.

The reason for carrying out this Equality Impact Assessment (EIA) is to ensure that decisions made by Moreton-in-Marsh Town Council on the Neighbourhood Plan are based on sound evidence and will not discriminate against anyone with any of the 9 protected characteristics shown below.

### **PROTECTED CHARACTERISTICS**

**Age:** Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

**Disability:** A person has a disability if s/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 defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

**Pregnancy and Maternity:** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. 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 of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**Religion and belief:** Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

**Sex:** Man or a woman.

**Sexual orientation:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

## 2. EQUALITY IMPACT ASSESSMENTS AND NEIGHBOURHOOD PLANS.

Whilst it is unlikely that a Neighbourhood Plan would have a significant impact on a group with protected characteristics; the possibility still exists and therefore there is a requirement to screen the presumed outcomes of policies.

It is also important to note that the Moreton-in-Marsh Neighbourhood Plan has been drafted following significant consultation with the resident community as set out in the Consultation Statement which is an appendix to the Plan.

## 3. ASSESSING THE PLAN POLICIES

This EIA has been produced to assess the implications of policies included in the Moreton-in-Marsh Neighbourhood Plan. This has been produced utilising guidance on the Equality and Human Rights Commission and Department of Communities and Local Government websites.

The following Tables assess the Plan's policies for their likely impact on the protected characteristics: positive, neutral or negative impacts are noted.

Where an impact is positive or neutral, no change will be made to the policy. Where a negative impact is noted a grading is assigned; 'high' means that mitigation is unlikely to overcome the issue; 'medium' means that future or existing mitigation could overcome the issue; 'low' means that the issue is judged insignificant.

The results of this assessment have not lead to final changes prior to submission.

<b>Policy 1 Climate Adaption &amp; Energy Efficiency in Developments</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary:	Applicable to the whole community				
Mitigation	None required.				

<b>Policy 2 Managing Flood Risk</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required.				

<b>Policy 3 Housing Mix</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish.				
Mitigation	None required.				

<b>Policy 4 Affordable Housing</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish.				
Mitigation	None required.				

<b>Policy 5 Well designed Housing and Place</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community.				
Mitigation	None required.				

<b>Policy 6 Parking Residential Developments</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			

Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility throughout the Parish.
Mitigation	None required.

<b>Policy 7 Brownfield First</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to enhance the existing assets in the Parish to the benefit of the whole community.				
Mitigation	None required.				

<b>Policy 8 Hard Infrastructure</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community.				
Mitigation	None required				

<b>Policy 9 Soft Infrastructure</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community.				

Mitigation	None required.
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<b>Policy 10 Principle Residence Housing</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility throughout the Parish.				
Mitigation	None required				

<b>Policy 11 Employment Land</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 12 Small Business Units</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			

Commentary	This Policy is specifically aimed at maximising opportunities for small/new businesses to succeed in the parish and keep the town active and vibrant.
Mitigation	None required

<b>Policy 13 Retail Provision</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring all members of the community have access to local retail facilities within the town.				
Mitigation	None required				

<b>Policy 14 Infrastructure Investment Priorities</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility to the Parish				
Mitigation	None required				

<b>Policy 15 Local Green Space</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			

Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 16 Conserving non-designated heritage assets</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to enhance the existing assets in the Parish to the benefit of the whole community.				
Mitigation	None required				

<b>Policy 17 Enhancing Biodiversity</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 18 Important Views</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			

Commentary	Applicable to the whole community
Mitigation	None required

<b>Policy 19 Development Boundary</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

<b>Policy 20 Transport &amp; Active Travel</b>	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility to the Parish and to Basingstoke Parish				
Mitigation	None required				

## 4. BASELINE DATA

Data for Moreton-in-Marsh is available for the following protected characteristics: age, ethnicity, marital status, religious belief, and disability.

The Data in the tables below comes from the below comes from the 2021 Census.

There were approximately 5,190 people living in Moreton-in-Marsh in 2021. Of these, 47.6% were male and 52.4% were female.

<b>Age</b>	<b>%</b>
0-4	5.4
5-14	10.5
15-19	4.5
20-64	53.4
65-84	22.5
85+	4.3
<b>Ethnicity</b>	<b>%</b>
Asian, Asian British or Asian Welsh	0.9
Black, Black British, Black Welsh, Caribbean or African	0.3
Mixed or Multiple ethnic groups	1.2
White	97.2
Other ethnic group	0.3
<b>Marital Status (aged 16 and over)</b>	<b>%</b>
Never married and never registered a civil partnership	29.7
Married or in a registered civil partnership	48.7
Separated, but still legally married or still legally in a civil	2.8
Divorced or civil partnership dissolved	10.7
Widowed or surviving civil partnership partner	8.1
<b>Religious Belief</b>	<b>%</b>
No religion	39.8
Christian	53.9
Buddhist	0.3
Hindu	0.1
Jewish	0.0
Muslim	0.1
Sikh	0.1
Other religion	0.3
Not answered	5.4
<b>Disability</b>	<b>%</b>
Disabled under the Equality Act	17
Not disabled under the Equality Act	83