



Equalities Impact Assessment

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 1) document.
- 1.2 The draft Local Plan 2040 sets out a strategic approach to development across Test Valley Borough, following the 'Issues and Options' and 'Revised Issues and Options' consultations. The plan will be published for public consultation early in 2022. 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 1) 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 and strategic policies, 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 1 has been prepared for the period to 2040. The Plan is currently at the Regulation 18 stage and will be presented in two stages for consultation.
- 3.2 The draft Local Plan 2040 Regulation 18, Stage 1 focuses solely on strategic matters, setting our draft policies, proposals, and future challenges. These strategic matters seek to address the strategic priorities for Test Valley firstly by setting out our draft vision and objectives which guide the Local Plan's policies and proposals. It then sets out our draft spatial strategy which is our overall strategy to guide the pattern and type of development. Following on from this, our draft strategic proposals are explained, including achieving high

quality of design, a net zero carbon future, supporting regeneration of our town centres, ensuring sufficient provision to meet our needs for housing, employment, infrastructure alongside conserving and enhancing the natural, built and historic environment.

- 3.3 The draft Local Plan 2040 Regulation 18, Stage 2 will be a comprehensive Local Plan which will include all of our draft proposals. This will include the strategic matters set out in the draft Local Plan 2040 Regulation 18, Stage 1 document which will have been further refined to reflect consultation responses and further evidence. The document will set out draft proposals on our draft site allocations and non-strategic matters including 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.
- 3.4 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.
- 3.5 Following draft Local Plan 2040 Regulation 18, Stage 1 there will be two further rounds of public consultation at Regulation 18, Stage 2 and Regulation 19 prior to 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, Nomis² and the latest Hampshire County Council Small Area Population Forecasts (SAPF)³. Much of the data is based on the 2011 Census, unless more recent publications and data is available. Results from the 2021 Census (which took place in March 2021) will be available in due course and will inform an updated EqIA at the next stage of the draft Local Plan.

Age (and Population)

- 4.3 It is estimated that Test Valley currently has a population of 133,098 (based on 2021 Hampshire County Council SAPF data). According to ONS data from 2018, the population of Test Valley is expected to age in line with national projections, with the Old Age (85+) group expected to increase by 101% and the Retirement (65-84) group by 30% by 2040. Older female workers (45-64) make up the highest proportion of the population.

Table 1: Population Data for Test Valley Borough 2018, (source: ONS)

Population (2018) (ONS)							
Group	Ages	Overall		Males		Females	
		Pop.	%	Pop.	%	Pop.	%
Children/Teens	0-19	28,929	22.8	14,749	23.8	14,180	21.8
Younger Workers	20-44	34,464	27.1	16,727	27	17,737	27.2
Older Workers	45-64	35,892	28.2	17,687	28.5	18,205	27.9
Retirement	65-84	24,037	18.9	11,353	18.3	12,684	19.4
Old Age	85+	3,841	3	1,458	2.4	2,383	3.7
Total		127,163		61,974		65,189	

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'⁴. According to disability figures taken from Nomis, in Test Valley, approximately 2.4% of the population have a disability that limits their daily activities to some extent.

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

² Nomis: <https://www.nomisweb.co.uk>

³ <https://www.hants.gov.uk/landplanningandenvironment/facts-figures/population/estimates-forecasts>

⁴ Equality Act 2010: <https://www.legislation.gov.uk/ukpga/2010/15/section/6>

Gender Reassignment

- 4.5 There are no statistics for this protected characteristic in Test Valley. The 2021 Census for the first-time asked adults (16+): 'is the gender you identify with the same as your registered sex at birth?' The outcomes should provide better evidence to assess equality for gender reassignment in Test Valley.

Marriage and Civil Partnership

- 4.6 The Test Valley Borough Profile recorded that 55.6% of all people 16 and over in Test Valley were married. The same profile also recorded that 0.1% of Test Valley residents aged 16+ were in registered civil partnership. This proportion is similar to regional and national averages.

Pregnancy and maternity

- 4.7 Test Valley had 1,185 births in 2020 (ONS, 2021). 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) are relatively high in Test Valley against the National average, at 14.2 in 2019, compared to 14.6 for Basingstoke & Deane, and 6.7 for Winchester. Test Valley ranks 15th highest out of 51 local authority districts in the South East in this measure.⁵

Race

- 4.9 White ethnic people make up 96% of the population in Test Valley. This is higher than South East at 90%, and much higher than the national average of 86%. In Test Valley, 1.3% of the population are of mixed ethnicity, 2% are Asian, 0.4% are black and 0.3% are from other ethnic groups.

Religion or belief

- 4.10 At the time of the 2011 Census, the majority of Test Valley residents (65.7%) classified themselves as Christian, which is higher than the National average for England, of 59.8%. Islam is the second largest group, at 0.6% of residents, compared to 5.0% of the English population as a whole, who identify as adhering to Islam. Other faiths include Hindu (0.4%), Sikh (0.3%) Buddhist (0.3%) and Jewish (0.1%). A further 7.1% did not state their religion.

Sex

- 4.11 Male residents in Test Valley make up 48.7% of the population and female residents 51.3%. This differs from the South East average where males account for 49.2% and females 50.8% of the population.

⁵ Source: Office for National Statistics

Sexual orientation

- 4.12 The number of people identifying as non-heterosexual is estimated to make up 2.5% of the population (Public Health England, 2017). No official data at regional or national levels currently exists. However, the 2021 Census will for the first time ask for voluntary responses to sexual orientation.

5. Draft Local Plan 2040 Policy Assessment

- 5.1 The draft Local Plan 2040 Regulation 18 Stage 1 focuses on strategic matters at this stage with a full draft plan being set out at the next stage. This EqIA assesses the proposals and policies in the draft Local Plan which have fed into the Plan.
- 5.2 Ensuring an iterative process has been undertaken we will assess the full draft plan at the next stage with the findings of the assessing continuing to feed into plan preparation.
- 5.3 Proposals and policies; including the vision, objectives, spatial strategy and strategic policies, 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 Appendix 1.
- 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 an accessible, healthy and inclusive communities, open spaces, facilities and a public realm that is appropriate and accessibly 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 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 Stage 1 plan includes a section on the needs of gypsies, travellers and travelling showpeople, and the policies and provisions set out at Stage 2 will be particularly relevant to the needs of these groups.

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 1 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 and a full Local Plan will be drafted.
- 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 1 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 Regulation 18 Stage 1 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 Stage 2. Further policies will be identified and there may be modifications made to the strategic policies prepared for consultation at this 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 2040 (Regulation 18, Stage 1) – the Vision, Objectives and Strategic Policies.

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

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
Vision	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Generally, a positive, broad and inclusive overarching vision for the Borough, which benefits all groups.
Objective – Climate Change	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Supports the transition to a low carbon future and reflects the presumption in favour of sustainable development contained within the NPPF. The objective would benefit all groups.

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
Objective - Our Communities	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This objective seeks to deliver cohesive, healthy and sustainable communities with improved access to infrastructure, facilities and services. This should benefit all groups and may potentially benefit those groups more that are more dependent on their immediate community and public transport for access to services and facilities, including the disabled, young families and the elderly.
Objective – Town Centres	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Objective seeks to deliver vibrant and resilient town centres, including through regeneration and Masterplan work, with a mix of uses at the heart of our market towns. This is likely to benefit all groups, and particularly those that are more dependent on walking, cycling and public transport to access town centre services, facilities and/or employment opportunities, including the disabled, young adults, younger families and the elderly.

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
Objective – Built, Historical and Natural Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The enhancement of the environment is likely to benefit all groups equally.
Objective – Ecology and Biodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Safeguarding, protecting and enhancing biodiversity networks and the environment will benefit all groups.
Objective – Health, Wellbeing, Culture, Leisure and Recreation	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This broad objective is concerned with delivering access to a range of social, health, cultural, sports, recreational and wellbeing infrastructure and services across our communities. It will benefit all groups. However, this objective may be of particular importance to those groups that rely on certain provisions more than others, such as health and social care, support services, nurseries and 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.

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
Objective - Design	Positive	Positive	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Positive	This objective is likely to be positive for all groups and is concerned with the design of all developments, spaces and buildings and how they function for all in the community. Accessibility, legibility, active spaces, surveillance, security and safety is shared, and private spaces falls within the scope of this objective, and this may be particularly important to certain groups by age, disability, gender and maternity or pregnancy.
Objective - Housing	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This objective is concerned with providing sufficient housing land in the Borough to meet housing needs. This is likely to be positive for all groups across the matrix. The Plan recognises the need to meet the needs of the ageing population. The need to provide for affordable homes is also highlighted. This is likely to benefit key age groups. Statistically, many people with characteristics protected by the Equality Act are likely to be concentrated among

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
										lower income households and may therefore be more positively impacted by the provision of a sufficient range and supply of affordable, including more specialised provision such as for gypsies, travellers and travelling showpeople.
Objective – Economy, Employment and Skills	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This objective seeks to support economic growth, a skilled workforce and training for all who live or work in the Borough. Delivering employment and training opportunities in the Borough may be particularly relevant to those beginning their working lives.
Objective – Transport and Movement	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This objective seeks to encourage and enhance safe and sustainable transport and associated infrastructure enhancements whilst reducing the need to travel. This is likely to benefit all groups. Access to safe and sustainable public transport (particularly local and rural bus and train services) and active travel infrastructure may be more important to specific groups, particularly those without access to

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
										a private car, including a proportion of the older population, younger adults, teenagers and the disabled.
Spatial Strategy	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The spatial strategy (supported by the spatial settlement hierarchy strategic policy) seeks to support sustainable development across the Borough, retain and enhance services, facilities and amenities to maintain sustainable communities, and encourage sustainable lifestyles. This strategy will likely benefit all groups but may be of most benefit to less mobile groups such as the disabled, older people, young families and those with healthcare needs more reliant on access to local services in order to live well and access support. Providing the opportunity and means for residents to spend time outdoors would lead to greater natural surveillance and increased social interaction; this can have wellbeing benefits and promote physical and mental health in addition to enhanced provision for community safety and reduced fear
Settlement Hierarchy	Uncertain	Uncertain	Uncertain	Uncertain	Uncertain	Uncertain	Uncertain	Uncertain	Uncertain	

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
										of crime. The settlement hierarchy identifies and groups the various settlements of the Borough into a hierarchy that reflects their sustainability. The impact of the hierarchy on groups is uncertain at this stage.
Strategic Policy – Countering climate change	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to support climate change mitigation and resilience in and throughout the Local Plan and its policies, this should benefit all groups.
Strategic Policy – Delivering healthy well-designed development	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out the Council's expectation that places, buildings and spaces will be well designed and integrated, to be attractive, green and accessible for all, to support healthy lifestyles. Those less mobile, including older and disabled people may benefit most. The policy also includes a requirement for developments to take into account safety, security and surveillance, which has benefits for all groups, including those that may feel more

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
										vulnerable to crime, which could include the elderly, women and the disabled.
Strategic Policy – Delivering development and regeneration in the Borough’s town centres	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The two town centre policies seek to promote high quality and mixed-use development, including regeneration, within town centres, whilst preserving and enhancing their heritage, character and distinctiveness. This policy will benefit all groups and particularly the less mobile groups, including older and disabled people and people with young children, by increasing accessibility to a range of services and accessibility within our town centres. Supporting sustainable, integrated and healthy living environments, can also potentially help to create safe, legible, attractive and inclusive public realm, with benefits for all groups, including the elderly, those with young children and those with restricted mobility.
Strategic Policy – Delivering high quality development in town centres	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	
Strategic Policy –	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy seeks to ensure that all development will meet the on and off-site infrastructure requirements

Policy, Objective, Vision or Chapter	Equality Groups									Explanation, evidence, comments
	Age	Disability	Gender Re-assignment	Race and Ethnicity	Religion	Gender	Sexual Orientation	Marriage and Civil Partnership	Pregnancy and Maternity	
Delivering infrastructure										that are needed to support it and mitigate its impacts. A range of services could be secure through this policy. At this stage, there is no differential impact identified and the policy should impact all groups.
Strategic Policy – Housing Provision	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This strategic policy seeks to ensure that a sufficient supply of land is available to provide for housing needs in the Borough over the plan period and to ensure that a choice of homes is available. At this stage, there is no differential impact identified and the policy should impact all groups. Policies linked to specific housing needs and requirements will be developed at stage 2 and will be the subject of further EqIA.

Appendix 2 - Evaluation Decision

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

Service: Planning Policy & Economic Development
Officer(s) completing the assessment: David Bibby, Pamela Ciurtin, Timothy Goodridge, Mary Goodwin,
Date: January 2022
Name of service, strategy, policy, project or function being assessed: Test Valley Borough Council Draft Local Plan 2040 Regulation 18 (Stage 1)

1.	What are the aims, objectives, outcomes, purpose of the service, strategy, policy, project or function that you are assessing?	<p>The Regulation 18 consultation marks 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 plan. It invites them to comment about what that plan ought to contain.</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 to varying degrees 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?	<p>The draft local plan policies and objectives identified within the assessment are considered to have either a neutral or a positive impact upon protected characteristics, as well as on the population of the Borough as a whole.</p> <p>There are specific positive impacts identified in the assessment for certain protected groups. For example, the strategic policy of delivering healthy well-designed development seeks to improve accessibility for all, legibility and permeability in development, and this is</p>

		likely to positively impact older and less able residents. The strategic infrastructure strategic policy is likely to positively impact pregnant women and/or the disabled, by securing local healthcare, services or facilities to meet their needs. The design objective seeks to improve the safety and surveillance within development, which may have a positive impact on the protected gender group.
5.	<p>What are the likely negative impacts for the protected groups (see above)?</p> <p>Are any particular groups affected more and why?</p>	<p>None identified for all groups:</p> <ul style="list-style-type: none"> • Disability • Gender reassignment • Marriage and civil partnership • Pregnancy and maternity • Race • Religion or belief • Gender • Sexual orientation
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 at this stage
8.	Please summarise or provide links to the information, data, research used in this assessment	See Equalities Impact Assessment on the Local Plan 2040 Regulation 18 Stage 1, in particular Appendix 1

What course of action does this EQIA suggest that you take? (tick one of the following options)	
<p>Outcome 1: No major change required</p> <p>The EQIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.</p>	YES
<p>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?</p>	

<p>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</p>	
<p>Outcome 4: Stop and rethink the policy when the EQIA shows actual or potential unlawful discrimination</p>	

<p>Summary of your proposals – copy and paste into any report for Cabinet, Council or General Purposes Committee</p> <p>What are the key impacts – positive and negative?</p> <p>What course of action are you advising as a result of this EQIA?</p> <p>Are there any particular groups affected more than others?</p>
<p>The Equality Impact Assessment demonstrates that the draft local plan policies and objectives identified within the draft Local Plan 2040 Regulation 18, Stage 1 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.</p>

