

Equality Impact Assessment

Test Valley Local Plan 2042

Revised Regulation 18

June 2025

1. Introduction

- 1.1 This document sets out the Equality Impact Assessment (EqIA) on the draft Test Valley Borough Local Plan 2042 (Revised Regulation 18) document.
- 1.2 The draft Local Plan Revised Regulation 18 sets out the spatial strategy for future development across Test Valley Borough and residential site allocations. This follows previous consultations on the draft Local Plan at Regulation 18 (Stages 1 and 2). The plan will be published for public consultation over the summer¹. As part of the public consultation this document will be made available and comments on its contents are welcomed.
- 1.3 The Council are having to revisit the Regulation 18 stage to respond to the revised NPPF published in December 2024. A key focus of the revised NPPF is to significantly increase the delivery of housing nationally. This means the local housing need for Test Valley, has increased by 78%. Therefore, the Revised Regulation 18 document focusses on housing needs and how the Council are seeking to meet this need through site allocations.
- 1.4 We previously consulted on a full draft Local Plan at the Regulation 18 Stage 2, in February to April 2024, and following the Revised Regulation 18 stage, a full draft Local Plan will be consulted on at Regulation 19 stage, prior to Submission of the Local Plan to Secretary of State for Examination.
- 1.5 At the Local Plan Regulation 18, Stage 1 and Stage 2, an EqIA was undertaken which assessed the full draft Local Plan. No negative equality implications were identified in assessing the content of the plan. This EqIA focusses on the content of the Revised Regulation 18 document, and at the Regulation 19 stage, the EqIA will be updated to assess the full draft.
- 1.6 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 2042:
 - Eliminate unlawful 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;
 - encourage people with protected characteristics to participate in public life and other activities; and
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.These aims should be properly considered throughout the EQIA process, and how they relate to any impacts and mitigations identified.

¹ Subject to outcomes at Council on 18th June 2025

- 1.7 The guidance issued by the UK government on the public sector equality duty explains that public authorities can advance equality of opportunity by:
- removing or minimising disadvantages suffered by people due to their relevant protected characteristics
 - taking steps to meet the different needs of people who share a relevant protected characteristic
 - encouraging participation in public life or any other activity by underrepresented groups
 - taking steps to meet the different needs of disabled persons.
- 1.8 The EqlA is an important part of demonstrating that we have fulfilled our legal duty. The EqlA 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 2042 (Revised Regulation 18) 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 Revised Regulation 18 document, against equalities matters; and
 - Section 6 provides a summary and any conclusions and recommendations resulting from the assessment. The Matrix containing the findings of the HIA is set out in the appendix.

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 2042 has potential implications in relation to the following protected characteristics:
- Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation

In addition to the statutory protected characteristics, the assessment also considers any potential implications for the following specific characteristics within the Borough of Test Valley:

- Rural Communities; Test Valley is a rural area, and this can affect access to services and some people's ability to take advantage of opportunities available
 - Armed Forces ; Test Valley is home to serving military personnel, reservists, veterans, and Armed Forces Families. The unique obligations of this community can affect their accessibility to services
- 2.4 The matrix 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 2042

- 3.1 The draft Local Plan Revised Regulation 18 covers the plan period 2025 to 2042. Previous stages of public consultation include Regulation 18 Stage 1, published for consultation in January 2022, and Regulation 18 Stage 2 published for consultation in February 2024. A revised Regulation 18 consultation is taking place in Summer 2025².
- 3.2 The draft Local Plan Revised Regulation 18 is not a full local plan document, but it sets out a revised spatial strategy and updated Boroughwide housing requirement, together with draft site allocation policies.
- 3.3 The Plan is published for consultation, prior to the preparation of a full draft Local Plan at Regulation 19 stage.
- 3.4 The draft strategic allocation policies specify where development is proposed to take place and at what scale. They set out what the proposed strategic developments will deliver for our communities, addressing a wide range of social, economic and environmental matters, such as providing for public open space, education, access arrangements, landscaping, heritage, and active travel enhancements.
- 3.5 The strategic allocation policies are supported by the general requirements set out at Appendix 3 to the Plan.
- 3.6 The Plan policies will be used to guide the determination of planning applications in the Borough.
- 3.7 The main groups on whom the policies in the draft consultation Local Plan document will impact include:
- Residents;
 - Service users;
 - People wishing to move to Test Valley;
 - Tourists and Visitors;
 - Business owners; and
 - Developers.
- 3.8 Following the Revised Regulation 18 Local Plan 2042 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

² Subject to outcomes at Council on 18th June 2025

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)³ and Nomis⁴. 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 137, 499 (based on (ONS). The highest percentage of the population of Test Valley is in the 50-64 age group (21.1%) compared to 19.4% 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)

Region	Test Valley %	England %
Age		
Aged 4 years and under	5.3	5.4
Aged 5 to 9 years	6.0	5.9
Aged 10 to 15 years	6.9	7.2
Aged 16 to 19 years	3.8	4.6
Aged 20 to 24 years	4.4	6.0
Aged 25 to 34 years	12.0	13.6
Aged 35 to 49 years	19.4	19.4
Aged 50 to 64 years	21.1	19.4
Aged 65 to 74 years	11.1	9.8
Aged 75 to 84 years	7.3	6.1
Aged 85 years and over	2.9	2.4

Disability

- 4.4 The Equality Act, 2021, 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'⁵. In 2021, a total of 15.6% of residents in Test Valley are considered disabled under the equalities act and of these 5.6% of Test Valley residents were

³ Office of National Statistics: <https://www.ons.gov.uk/>

⁴ Nomis: <https://www.nomisweb.co.uk>

⁵ Equality Act 2010: <https://www.legislation.gov.uk/ukpga/2010/15/section/6>

identified as being disabled and limited a lot. This figure decreased from 6.5% in 2011. The proportion of Test Valley residents who were not disabled increased from 84.5% to 84.8%.⁶

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 birth⁷.

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 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% of the population in Test Valley. This is higher than the national average (81.7%). 88.9% of people were born in the UK, 5.4% in the EU and 5.8% were born elsewhere. 1.8% of the population identify as being of mixed ethnicity, 3.3% are Asian, 1.1% are black and 0.8% are from other ethnic groups. These figures are based on the ONS Census data, 2021.

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

⁶ <https://www.ons.gov.uk/visualisations/censusareachanges/E07000093/>

⁷ <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021>

Sex

- 4.11 Male residents in Test Valley make up 49% of the population and female residents 51%. 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%.

Beyond legally protected characteristics. The EqIA has considered impacts across other characteristics particularly relevant to Test Valley.

Rural Communities

- 4.13 The Borough is predominantly rural with only 5%⁸ identified as 'built-up'. Around a quarter of the population (27%) in Test Valley lives in rural communities across the borough. These are made up of many separate villages and settlements.

Armed Forces

- 4.14 According to the 2021 census, there are more than 6000 veterans living in the borough. The borough has army bases in Middle Wallop and the British Army Headquarters in Andover. 4.9% of the population in Test Valley work in defence according to the 2021 census. This is higher than 3.87%, reported in 2019.

5 Draft Local Plan 2042 Assessment

- 5.1 The draft Local Plan 2042 (Revised Regulation 18) is being published for consultation and this EqIA assesses the matters, set out in this version of the draft Plan.
- 5.2 The focus of this Plan is on updating the housing requirements and how the Council is seeking to meet this through proposed site allocations. These matters are therefore 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.
- 5.3 The drafting of the Plan follows an iterative process and we will assess the full draft plan again at the next stage (Regulation 19), with the findings of the EqIA continuing to feed into plan preparation.

⁸ Test valley Borough Core Strategy and Development Management DPD (2011)

- 5.4 This section provides context regarding the protected characteristics, other relevant characteristics and target groups and considers 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 2042 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. 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

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 location and scale of new residential development and this can help to sustain or enhance community facilities and services, such as churches, community halls and other spaces where there may be 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 they 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. The location of new homes and access to facilities and services can therefore have an impact.

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.

Rural Communities

- 5.17 Test Valley is predominantly rural, with a large number of rural and potentially more isolated villages and settlements. The rural nature of these communities can affect access to facilities, services, employment, social infrastructure and the ability to take advantage of opportunities available. Social isolation may be more likely in more rural areas of the Borough. Access to public transport is an important factor for households in our more rural communities, particularly for households without access to a private car. New development in rural settlements can help to sustain rural facilities and services, contribute to affordable housing and bring infrastructure improvements, such as public open spaces, that can contribute to the sustainability of rural communities and enhance opportunities for socialisation. The location of new homes and access to facilities and services can therefore have an impact.

Armed Forces

- 5.18 Test Valley is home to serving military personnel, reservists, veterans, and Armed Forces families. The unique obligations of this community can affect their access to services and facilities. Working military personnel may be away from home, and their families, for long periods of time. Access to facilities, services and employment opportunities may be particularly important to veterans leaving the armed forces.

Assessment of Proposals and Policies on Equality Groups and Characteristics

- 5.19 The draft policies and proposals of the draft Revised Regulation 18 Local Plan are assessed in Appendix 1 to this report, with regard to any potential impact on the different equality target groups described above.

- 5.20 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.
- 5.21 Outcomes of the assessment have been fed 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 draft Revised Regulation 18 Local Plan 2042 is 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 2042 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. The policies assessed are likely to 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 EqlA 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 (Revised Regulation 18)

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
10. Armed Forces
11. Rural Communities

Policies, Objectives, and Vision	Equality Groups									Explanation, evidence, comments
	1	2	3	4	5	6	7	8	9	
Sustainable Spatial Strategy (Chapter 3, SS3, SS5 and SS6)										<p>The spatial strategy seeks 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 seeks to deliver homes, including affordable homes, that will positively benefit households in the borough.</p> <p>To support and sustain vibrant and healthy communities, the spatial strategy identifies a wider distribution of development than is set out in our current Local Plan 2016.</p> <p>For the rural area, the strategy is to continue to support vibrant and thriving communities, and the plan policies seek to deliver some growth at our more sustainable rural settlements, at Tier 3 in the settlement hierarchy, where there are services and facilities to meet daily needs. Alongside this, we have considered whether expanding rural settlements would bring benefits of supporting existing facilities and services and providing additional infrastructure to support the existing and new communities. A large-scale expansion at Weyhill is proposed. This would enhance the settlement by enabling a primary school to be provided and improve the range of services and facilities available at Weyhill. By delivering appropriate levels of growth at these settlements, it will bring additional population to help sustain existing facilities whilst also maintaining the settlements rural character.</p> <p>The strategy will seek to deliver most homes 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</p>

Policies, Objectives, and Vision	Equality Groups									Explanation, evidence, comments
	1	2	3	4	5	6	7	8	9	
										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.
Strategic Allocation Policies (Chapter 4, Policies NA4 – NA8, NA11 – NA25, SA4 – SA8, SA18 - SA27) (Policy SA7 includes C2 units extra care accommodation)										<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</p>

Policies, Objectives, and Vision	Equality Groups									Explanation, evidence, comments
	1	2	3	4	5	6	7	8	9	
										families the disabled and less mobile. Employment Skills Plans (encouraging greater access to training) and the provision of housing to meet identified needs will be delivered through the site allocations, which may be most beneficial to younger adults and students.

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, Mapenzi Ciurtin, Mary Goodwin, Clare Roberts
Date: June 2025
Name of service, strategy, policy, project or function being assessed: Test Valley Borough Council draft Local Plan Revised Regulation 18

1.	What are the aims, objectives, outcomes, purpose of the service, strategy, policy, project or function that you are assessing?	<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> <p>The draft Local Plan Revised Regulation 18 is being published to set out a revised spatial strategy and updated Boroughwide housing requirement, together with draft site allocation policies. The draft strategic allocation policies specify where development is proposed to take place and at what scale. They set out what the proposed strategic developments will deliver for our communities, addressing a wide range of social, economic and environmental matters, such as providing for public open space, education, access arrangements, landscaping, heritage, and active travel enhancements.</p>
2.	<p>Who implements or delivers the service, strategy, policy, project or function?</p> <p>State if this is delivered by more than one service or team, including any external partners.</p>	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 effects are intended to be positive.
4.	<p>What are the likely <u>positive impacts</u> for the protected groups (see above)?</p> <p>Are any particular groups more affected and why?</p>	<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 an impact which is likely to be positive (see Appendix 1) • 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. (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) <p>Rural Communities: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified (see Appendix 1)</p> <p>Armed Forces: There is similar or positive impact as a result of the plan objectives and policies, with no differential impact identified (see Appendix 1)</p>

5.	<p>What are the likely <u>negative impacts</u> for the protected groups (see above)?</p> <p>Are any particular groups affected more and why?</p>	<ul style="list-style-type: none"> • Age: None (see Appendix 1) • Disability: None (see Appendix 1) • 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) • Rural Communities: None (see Appendix 1) • Armed Forces: None (see Appendix 1)
6.	<p>What consultation and engagement has taken place (or is planned) with the affected groups and other interested parties?</p>	<p>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.</p> <p>The Council will be conducting the public consultation differently this time. In addition to collecting names and contact information, the consultation platform will ask respondents to voluntarily give more details than requested for previous local plan consultations. This approach has been used for other public consultations, such as for the corporate plan. The consultation platform will request data related to the age and gender of respondents. This will develop a fuller understanding of the audience the Local Plan is reaching. Responses will be optional and respondents will still be able to comment on the draft plan without submitting this information. The platform has been designed in such a way that the respondents are able to create an account, add as little or as much information as they desire, and delete their information at any time. This has been prepared according to the council's GDPR policy.</p>
7.	<p>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?</p>	<p>There are no negative impacts envisaged.</p>

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 identified within the draft Local Plan 2042 Revised Regulation 18 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.