

THE **RUSHMOOR**
LOCAL PLAN | SHAPING OUR
BOROUGH
UP TO 2032

Equality Impact Assessment

April 2017

RUSHMOOR
BOROUGH COUNCIL

1 Introduction

- 1.1 This report sets out the results of the Equality Impact Assessment of the *Rushmoor Local Plan*. The Equality Impact Assessment assesses the likely impact of the *Plan's* policies upon the local community and aims to eliminate discrimination and to tackle inequality.
- 1.2 This report is divided into a number of key sections. First, it introduces the *Equality Act*, the Public Sector Equality Duty and the 'protected characteristics', or groups, which are protected from discrimination by law. It then provides a contextual introduction to equality impact assessments before describing the methodology used to undertake an assessment of the *Local Plan*. Drawing upon both local and national data, the report subsequently presents a profile of the population of Rushmoor, with a particular focus upon the nine protected characteristics identified within the *Equality Act*, before outlining how the policies of the *Local Plan* have been developed in consultation with the local community and key stakeholders. It next summarises the results of the Equality Impact Assessment and explores in further detail the policies which could have a differential impact upon certain groups. The Equality Impact Assessment itself can be found in the Appendix.

2 Equality Act 2010 and the Public Sector Equality Duty

- 2.1 The *Equality Act* came into effect in October 2010. An important legal framework which incorporates more than 116 pieces of legislation, the *Act* aims to protect the rights of individuals and 'to advance equality of opportunity' for all. It identifies nine 'protected characteristics' that define and differentiate individuals and which form the basis for unlawful discrimination. These are:
- Age;
 - Disability;
 - Gender reassignment;
 - Marriage and civil partnership;
 - Pregnancy and maternity;
 - Race;
 - Religion or belief;
 - Sex; and
 - Sexual orientation.
- 2.2 The *Equality Act* places a duty upon local authorities to have 'due regard to' equality considerations when exercising their functions. In force since April 2011, the Public Sector Equality Duty replaces the Race Equality Duty 2001, the Disability Equality Duty 2006 and the Gender Equality Duty 2007 and extends coverage to include all protected characteristics. Those subject to the Duty must, in the exercise of their functions, 'have due regard to the need to':
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;

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- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.¹

2.3 The *Act* states that ‘having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard to the need to’:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- Take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.²

2.4 According to the *Act*, fostering good relations involves ‘having due regard to the need to tackle prejudice and promote understanding’ between people from different groups, and compliance with the Duty ‘may involve treating some people more favourably than others’.³ However, the second and third objectives of the Duty (to advance equality of opportunity and to foster good relations) do not apply to marriage and civil partnership.

3 Equality Impact Assessments

3.1 Complying with the Public Sector Equality Duty is a legal obligation for public authorities, and assessing the likely impact of policies and practice on equality is an important aspect for both compliance and demonstrating ‘due regard’. However, the Duty does not define a process for assessing impact that public authorities should follow.

3.2 The *Race Relations Amendment Act 2000* required public service providers to use equality impact assessments to assess the likely impact of policies and practices upon particular groups of people. An equality impact assessment is ‘an analysis of a proposed organisational policy, or change to an existing one, which assesses whether the policy has a disparate impact on persons with protected characteristics’.⁴ Though the *Equality Act* no longer requires public authorities to carry out such assessments, many public authorities continue to use them. The Equality and

¹ *Equality Act 2010*, s. 149(1).

² *Equality Act 2010*, s. 149(3).

³ *Equality Act 2010*, s. 149(5); s.149(6).

⁴ Pyper, D. (2015) *The Public Sector Equality Duty and Equality Impact Assessments*, House of Commons Library Briefing Paper, No. 06591, 22.

Human Rights Commission, for example, notes that equality impact assessments are still useful for ‘understanding the effect of activities on different people’.⁵

- 3.3 Through the use of an equality impact assessment, Rushmoor has assessed the likely impact of all the policies of the *Local Plan* on groups which share the nine protected characteristics identified within the *Equality Act*. Such an approach ensures that equality is central to the development, review and delivery of the *Plan* and allows the Council to anticipate and avoid any discriminatory or negative consequences for particular groups.

4 Methodology

- 4.1 There are two stages to Rushmoor’s Equality Impact Assessment. The first stage involves an initial screening of the *Local Plan* using the Council’s agreed template and forms part of the Preliminary Equality Impact Assessment. The Preliminary Equality Impact Assessment identifies potential impacts of the overall *Plan* on the equality groups, both positive and negative, and any gaps in knowledge and is intended to inform whether a full assessment is needed. If a negative effect is identified or if the impact upon a group cannot be determined and necessitates further investigation, a full assessment is required.

- 4.2 The initial screening of the *Local Plan* suggests that there are likely to be no negative impacts upon the nine equality groups but that individuals could experience differential positive impacts according to their age and race. However, because the *Plan* does not refer to any specific disability group, its likely impact upon disabled people cannot be certain, and a full impact assessment has been carried out. This has assessed each *Local Plan* policy in terms of its possible impact upon each of the equality groups, taking into account wider information and data, including that collected and analysed as part of the evidence gathering and consultation process for the *Plan*. The initial screening and full assessment can be found in the Appendix.

5 Profile of Rushmoor

- 5.1 The Equality Impact Assessment takes into account the needs of the nine protected groups identified within the *Equality Act*. The Local Government Association’s *Equality Framework for Local Government* highlights that ‘up-to-date and comprehensive equality data’ should be used ‘to plan and assess the impacts of decisions’.⁶ It states that local authorities should ‘know’ their communities and ‘aim to base their policies, procedures and other actions on sound evidence and research around their needs’.⁷ The following outlines the population profile of Rushmoor,

⁵ Equality and Human Rights Commission, ‘Specific Duties FAQs (England Only)’, <https://www.equalityhumanrights.com/en/advice-and-guidance-faq/specific-duties-faqs-england-only> (Accessed 21st December 2016).

⁶ Local Government Association, *Equality Framework for Local Government*, 2.

⁷ Local Government Association, ‘The Equality Framework for Local Government’, <http://www.local.gov.uk/our-support/guidance-and-resources/equality-frameworks/equality-framework-local-government> (Accessed 19th April 2017).

based upon the nine protected characteristics, using both local and national data, and forms the basis for assessing the impact of the *Local Plan* on each of the protected groups.

5.2 Population

5.3 According to the 2011 Census, the population of Rushmoor was 93,807 at the time of its completion. Updated calculations and statistics from other sources indicate that the population of the Borough has increased since 2011, however. For example, the Office for National Statistics' Mid-Year Population Estimates, based upon births, deaths and historic migration trends, observe that Rushmoor's population was 95,342 in 2015, having increased from 95,296 in 2014. Moreover, they estimate that the population density of the Borough is 2,445 people per square kilometre.⁸ In contrast, Hampshire County Council's Small Area Population Forecast (SAPF) indicates that the population of the Borough was 95,743 in 2015 and projects that it will increase to 102,069 in 2022.⁹ This estimate uses the 2011 Census as a base and incorporates dwelling completions, as well as migration data and known births and deaths.

5.4 Age

5.5 The Office for National Statistics' 2015 Mid-Year Population Estimates highlight that Rushmoor has a younger population than both Hampshire and England. They indicate that 68.9% of the population in Rushmoor is less than 50 years of age, compared to 59.4% in Hampshire and 64% in England. They also calculate that the average age of Rushmoor's population is 37.7 years, whilst the average age in Hampshire and England is 41.9 and 39.7 years respectively. Rushmoor's younger age profile is likely influenced by the army population.¹⁰

5.6 The Office for National Statistics' 2014 Sub-National Population Projections forecast an increase in the proportion of older people in Rushmoor between 2014 and 2039.¹¹ They predict that the percentage of those aged over 65 within the Borough will increase from 13.9% (13,000 people) to 22.9% (23,700 people) of the population. This reflects predicted trends within both Hampshire and England. In Hampshire, the percentage of over 65s is expected to increase from 17.6% to 29.2% of the population between 2014 and 2039, whilst it is projected to rise from 20.3% to 24%

⁸ Office for National Statistics (2016) 'Population Estimates for UK, England and Wales, Scotland and Northern Ireland',

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalescotlandandnorthernireland> (Accessed 16th January 2017).

⁹ Hampshire County Council (2016) 'Small Area Population Forecasts (SAPF)',

<http://www3.hants.gov.uk/factsandfigures/population-statistics/pop-estimates/small-area-pop-stats.htm> (Accessed 16th January 2017).

¹⁰ Rushmoor Borough Council (2016) 'Age Profile Data Sheet' (updated June 2016).

¹¹ Office for National Statistics (2016) 'Subnational Population Projections for Local Authorities in England: Table 2',

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2> (Accessed 16th January 2017).

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in England. The population projections also project a rise in the number of people over the age of 90. In Rushmoor, it is anticipated that the proportion of those in this age group will increase from 0.7% (700 people) to 2.2% (2,300 people); this is projected to rise from 1.1% to 3.1% in Hampshire and from 0.9% to 2.3% in England.¹²

- 5.7 The following table illustrates the age breakdown of Rushmoor as calculated by the Office for National Statistics' 2015 Mid-Year Population Estimates.

Age Range	Number of People	Percentage
0-4	6,754	7.1%
5-9	6,053	6.3%
10-14	5,171	5.4%
15-19	5,399	5.7%
20-24	5,805	6.1%
25-29	7,356	7.7%
30-34	7,443	7.8%
35-39	7,039	7.4%
40-44	7,347	7.7%
45-49	7,340	7.7%
50-54	6,801	7.1%
55-59	5,308	5.6%
60-64	4,316	4.5%
65-69	4,248	4.5%
70-74	3,220	3.4%
75-79	2,409	2.5%
80-84	1,615	1.7%
85+	1,718	1.8%
Total	95,342	100%

5.8 Disability

- 5.9 The *Equality Act* 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'.¹³ According to the 2011 Census, 13.3% of Rushmoor's population (12,435 people) suffers from a long-term health problem or disability which impacts upon their everyday activities. This is less than in Hampshire and England, where 15.8% and 17.6% of the respective populations live with a long-term health problem or disability.¹⁴ This is also reflected in the number of people who claim Employment Support Allowance and Incapacity Benefit in the Borough. For example, the Office for National Statistics observes that 4.3% of Rushmoor's population (2,720 people) claimed the Allowance or Benefit in

¹² Rushmoor Borough Council (2016) 'Age Profile Data Sheet' (updated June 2016).

¹³ *Equality Act 2010*, s. 6(1).

¹⁴ Office for National Statistics (2011), 'Long-Term Health Problem or Disability', <https://www.nomisweb.co.uk/census/2011/qs303ew> (Accessed 16th January 2017).

August 2016. This is comparable to the South East (4.4%) but is significantly less than Britain as a whole (6.1%).¹⁵

5.10 The Department for Work and Pensions states that 3,080 people in Rushmoor claimed Disability Living Allowance in May 2016.¹⁶ Based upon the Office for National Statistics' Mid-Year Population Estimates for the Borough in 2015, this represents 3.2% of Rushmoor's population. However, only those who are under 16 years of age or who were born after 8th April 1948 are able to claim Disability Living Allowance; those aged between 16 and 64 are able to apply for the Personal Independence Payment to help with costs caused by long-term ill-health or a disability. According to the Department for Work and Pensions, 742 people in Rushmoor, or 0.8% of the population, receive the Payment, and there were 1,798 registrations for assessment as of April 2016. The main disabling conditions for which people in the Borough receive the Payment are psychiatric disorders (251 people) and musculoskeletal disease (250 people), followed by neurological disease (80 people), malignant disease (65 people), respiratory disease (27 people) and cardiovascular disease (12 people).¹⁷

5.10 Gender Reassignment

5.11 Though the terms 'trans people' and 'transgender people' refer to 'people whose gender identity and/or gender expression differs from their birth sex', the protected characteristic of gender reassignment relates only to transsexual people.¹⁸ The *Equality Act* states that 'a person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex'.¹⁹

5.12 At present, there is no reliable local data on gender reassignment. The Office for National Statistics recognises that there is a lack of information on transgender people and has consulted on possible questions to be included in the 2021 Census. It reports that 'there is a clear need for data' in order to facilitate targeted government policy development and monitoring and to enable organisations to fulfil the requirements of the Public Sector Equality Duty.²⁰ However, the Equality and Human Rights Commission highlights that monitoring the number of transgender people is a 'very sensitive' issue. It observes that many within the transgender

¹⁵ Office for National Statistics (2016), 'Labour Market Profile – Rushmoor', <http://www.nomisweb.co.uk/reports/1/1946157308/report.pdf> (Accessed 22nd February 2017).

¹⁶ Department for Work and Pensions, http://tabulation-tool.dwp.gov.uk/100pc/dla_ent/tabtool_dla_ent.html (Accessed 12th January 2017).

¹⁷ Department for Work and Pensions, <http://dwp-stats.maps.arcgis.com/apps/Viewer/index.html?appid=4f2f5d71f682401b9b78ee5c6ea7887e> (Accessed 12th January 2017).

¹⁸ Equality and Human Rights Commission, 'Trans Inequalities Reviewed', <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed> (Accessed 16th January 2017).

¹⁹ *Equality Act 2010*, s. 7(1).

²⁰ Office for National Statistics (2016) *The 2021 Census Assessment of Initial User Requirements on Content for England and Wales: Gender Identity Topic Report*, 19.

community have been bullied, harassed and marginalised and that many fear that they could be affected negatively if they were to identify themselves as transgendered on monitoring forms and in surveys.²¹

5.13 Marriage and Civil Partnership

5.14 According to the 2011 Census, 37,034 people are married in Rushmoor; this equates to 49.5% of the Borough’s population who are aged 16 and over. The proportion of the population which is married in the Borough is less than in Hampshire (53.2%) but more than in England (46.6%). The Census also reports that 0.2% of Rushmoor’s population (145 people) is living in a registered same-sex civil partnership, an identical proportion to that in both Hampshire and England. The following table summarises the marriage and civil partnership status of Rushmoor as of the 2011 Census.²²

Marital Status	Number of People	Percentage
Single (never married or never registered a same-sex civil partnership)	24,732	33.0%
Married	37,034	49.5%
In a Registered Same-Sex Civil Partnership	145	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	2,112	2.8%
Divorced or Formerly in a Same-Sex Civil Partnership which is now Legally Dissolved	6,845	9.1%
Widowed or Surviving Partner from a Same-Sex Civil Partnership	3,986	5.3%
All Categories: Marital and Civil Partnership Status	74,854	100%

5.15 Pregnancy and Maternity

5.16 The Office for National Statistics reports that there were 1,334 registered births in Rushmoor in 2015. At 66.6%, the birth rate per 1,000 of the female population aged 15 to 44 in Rushmoor is higher than that of Hampshire (60.9%) and England (62.5%); it is also the highest of all the local authorities in Hampshire. The total fertility rate, the average number of live children that a woman is expected to bear in her lifetime, is also higher in Rushmoor when compared to Hampshire and England. In

²¹ Equality and Human Rights Commission (2012) *Collecting Information on Gender Identity*, 9.

²² Office for National Statistics (2011) ‘Marital and Civil Partnership Status’, <https://www.nomisweb.co.uk/census/2011/ks103ew> (Accessed 16th January 2017).

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Rushmoor, women are expected to give birth to 1.93 children, whilst women in Hampshire and England are expected to bear 1.89 and 1.82 children respectively. Rushmoor’s fertility rate is the sixth highest in Hampshire; in comparison, Test Valley has the highest fertility rate in Hampshire (2.06 children), followed by Hart (1.98). The following table summarises the birth and fertility rates in Hampshire and England in 2015.²³

Area	Number of Births	Birth Rate	Fertility Rate
Basingstoke and Deane	2,166	65.7%	1.96
East Hampshire	1,043	55.2%	1.83
Eastleigh	1,468	61.4%	1.83
Fareham	1,094	57.9%	1.83
Gosport	977	64.2%	1.94
Hart	1,000	62.5%	1.98
Havant	1,309	63.7%	1.96
New Forest	1,438	54.1%	1.74
Rushmoor	1,334	66.6%	1.93
Test Valley	1,333	65.4%	2.06
Winchester	1,195	53.7%	1.79
Hampshire	14,357	60.9%	1.89
England	664,399	62.5%	1.82

5.17 Race

5.18 The *Equality Act* states that the term ‘race’ includes ‘colour, nationality, and ethnic or national origins’.²⁴ According to the 2011 Census, Rushmoor is the most ethnically diverse local authority in Hampshire. It reports that 80.5% of Rushmoor’s population identify themselves as ‘White: British’; this is higher than in England (79.8%) but the same as in England and Wales. In comparison, 91.8% of Hampshire’s population indicated that they are ‘White: British’; in Basingstoke and Deane, the second most diverse area in Hampshire, the figure is 88.2%.²⁵ It should be noted that Rushmoor has become more ethnically diverse since the 2001 Census. In 2001, 92.7% of Rushmoor’s population classed themselves as ‘White: British’, which was higher than the national average of 87%. This change is partly the result of an increase in the number of Nepali people who have settled in Rushmoor since 2008.

5.19 The Nepali community has a long connection with Rushmoor and neighbouring areas through the British Army. The Queen’s Own Gurkha Logistic Regiment, part of the

²³ Office for National Statistics (2016) ‘Birth Summary Tables – England and Wales’, <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/birthsummarytables> (Accessed 16th January 2017).

²⁴ *Equality Act 2010*, s. 9(1).

²⁵ Office for National Statistics (2011) ‘Ethnic Group’, <https://www.nomisweb.co.uk/census/2011/ks201ew> (Accessed 16th January 2017).

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Royal Logistic Corps, is based at Aldershot Garrison, and the Brigade of Gurkhas is headquartered in nearby Sandhurst in Surrey Heath. The Government gave Gurkha military personnel who had retired before 1997 and their dependant families the right to live in the UK in 2008. This has resulted in an increase in the number of people migrating to the UK from Nepal and choosing to settle in Rushmoor.

- 5.20 The 2011 Census reports that there are 6,131 Nepalese people in Rushmoor, constituting 6.5% of the Borough's population. The proportion of Nepalese people in the Borough is the highest for any local authority in England and Wales and accounts for 10.2% of those who identified themselves as Nepalese in the 2011 Census.²⁶ The following table summarises the ethnic diversity of Rushmoor as of the Census.²⁷

Ethnic Group	Number of People	Percentage
White: English/Welsh/Scottish/Northern Irish/British	75,511	80.5%
White: Irish	718	0.8%
White: Gypsy or Irish Traveller	155	0.2%
White: Other White	3,136	3.3%
Mixed/Multiple Ethnic Group: White and Black Caribbean	624	0.7%
Mixed/Multiple Ethnic Group: White and Black African	342	0.4%
Mixed/Multiple Ethnic Group: White and Asian	644	0.7%
Mixed/Multiple Ethnic Group: Other Mixed	447	0.5%
Asian/Asian British: Indian	1,310	1.4%
Asian/Asian British: Pakistani	635	0.7%
Asian/Asian British: Bangladeshi	206	0.2%
Asian/Asian British: Chinese	497	0.5%
Asian/Asian British: Other Asian	7,107	7.6%
Black/African/Caribbean Black British: African	1,115	1.2%
Black/African/Caribbean/Black British: Caribbean	538	0.6%
Black/African/Caribbean/Black British: Other Black	215	0.2%
Other Ethnic Group: Arab	134	0.1%
Other Ethnic Group: Any Other Ethnic Group	473	0.5%
Total	93,807	100%

²⁶ Rushmoor Borough Council (2016) 'Ethnic Diversity and Migration Data Sheet' (updated August 2016).

²⁷ Office for National Statistics (2011) 'Ethnic Group', <https://www.nomisweb.co.uk/census/2011/ks201ew> (Accessed 16th January 2017).

5.21 In terms of residents' country of birth, the 2011 Census observes that 78.8% of Rushmoor's residents were born in England. This is less than in Hampshire (88.0%) and England (80.0%). In contrast, and highlighting that both Rushmoor and England have become more ethnically diverse since 2001, the 2001 Census indicated that 86.4% of Rushmoor's population was born in England, compared to the national average of 87.4%. Reflecting the Borough's Nepali community, the 2011 Census reports that Rushmoor has the largest proportion of residents for a local authority in England and Wales who indicated that they were born in 'Other Southern Asia'. The Borough also has the highest percentage of residents who were born in Hong Kong. The following table summarises the top ten countries of birth for residents in Rushmoor as recorded by the 2011 Census.²⁸

Country of Birth	Number of People	Percentage
England	73,940	78.8%
Other Southern Asia	4,908	5.2%
Scotland	1,697	1.8%
Germany	1,261	1.3%
Wales	1,152	1.2%
Hong Kong (Special Administrative Region of China)	999	1.1%
India	856	0.9%
Ireland	631	0.7%
Poland	671	0.7%
Northern Ireland	535	0.6%

5.22 The Office for National Statistics observes that 30.1% of births in Rushmoor in 2015 were to mothers not born in the United Kingdom. Whilst this figure is slightly above the average for England (28.4%), it is significantly higher than of Hampshire (15.7%). The percentage of births in Rushmoor to foreign-born mothers is also higher than in other Hampshire districts and when compared to the neighbouring authorities of Surrey Heath (27.2%), Guildford (26.8%), Hart (18.2%) and Waverley (17.6%).²⁹

5.23 The 2011 Census reports that English is spoken as the main language by all people aged 16 and over in 90.1% of households (32,736) in Rushmoor. This is significantly less than in Hampshire (96.2%) and slightly below England overall (90.9%). The Census also indicates that 5.5% of households (1,991) in the Borough have no residents who speak English as a main language, whilst in Hampshire and England,

²⁸ Rushmoor Borough Council (2016) 'Ethnic Diversity and Migration Data Sheet' (updated August 2016).

²⁹ Rushmoor Borough Council (2016) 'Ethnic Diversity and Migration Data Sheet' (updated August 2016); Office for National Statistics (2011) 'Parents' Country of Birth', <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/datasets/parentscountryofbirth> (Accessed 16th January 2017).

the figures are 1.6% and 4.4% respectively.³⁰ However, it should be noted that this does not mean that the people within these households cannot speak English; for example, the Office for National Statistics observes that many people identified their English proficiency as ‘good’ or ‘very good’ within these households.³¹

Category	Number of Households	Percentage
All people aged 16 and over in household have English as a main language	32,736	90.1%
At least one but not all people aged 16 and over in household have English as a main language	1,276	3.5%
No people aged 16 and over in household but at least one person aged 3 to 15 has English as a main language	341	0.9%
No people in households have English as a main language	1,991	5.5%
Total	36,344	100%

5.23 Religion or Belief

5.24 According to the 2011 Census, 57.8% of Rushmoor’s population (54,206 people) are Christian. This is less than in Hampshire and England, where Christians account for 62.4% and 59.4% of the population respectively. The Census also indicates that 26.4% of Rushmoor’s population (24,773 people) have no religion. Comparison with the 2001 Census confirms that the Borough has become more diverse religiously and that more people are choosing not to follow a particular faith. In 2001, for example, 73.0% of Rushmoor’s population were Christian and 16.8% of respondents had no religion. Moreover, the number of Buddhists and Hindus in Rushmoor has increased since 2001; Rushmoor now has the highest proportion of Buddhists in a local authority area in England and Wales. The following table compares the religious diversity of Rushmoor in 2001 and 2011.³²

³⁰ Rushmoor Borough Council (2016) ‘Ethnic Diversity and Migration Data Sheet’ (updated August 2016); Office for National Statistics (2011) ‘Household Language’, <https://www.nomisweb.co.uk/census/2011/ks206ew> (Accessed 16th January 2017).

³¹ Office for National Statistics (2012), ‘2011 Census: Key Statistics for England and Wales, March 2011’, <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/2011censuskeystatisticsforenglandandwales/2012-12-11#household-language> (Accessed 13th February 2017).

³² Rushmoor Borough Council (2016) ‘Ethnic Diversity and Migration Data Sheet’ (updated August 2016); Office for National Statistics (2011) ‘Religion’, <https://www.nomisweb.co.uk/census/2011/ks209ew> (Accessed 16th January 2017).

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Religion	Number of People (2011 Census)	Percentage (2011 Census)	Number of People (2001 Census)	Percentage (2001 Census)
Christian	54,206	57.8%	66,444	73.0%
Buddhist	3,092	3.3%	354	0.4%
Hindu	3,222	3.4%	561	0.6%
Jewish	65	0.1%	68	0.1%
Muslim	1,356	1.4%	674	0.7%
Sikh	183	0.2%	90	0.1%
Other Religion	367	0.4%	297	0.3%
No Religion	24,773	26.4%	15,265	16.8%
Religion not Stated	6,543	7.0%	7,234	8.0%
Total	93,807	100%	90,987	100%

5.25 Sex

5.26 According to the Office for National Statistics' 2015 Mid-Year Population Estimates, 50.1% of Rushmoor's population (47,719 people) is male and 49.1% (47,623) of the Borough's population is female. In contrast, a greater proportion of the population in both Hampshire and England is female. In Hampshire, 51.1% of the population is female and 48.9% is male, whilst 50.7% of England's population is female and 49.3% is male. The larger proportion of males in Rushmoor is likely due to the presence of the British Army.

5.27 Sexual Orientation

5.28 There is limited local authority data on sexual orientation. Observing that sexuality is 'multi-faceted and difficult to define', and concerned about privacy and the impact on response rates, the Office for National Statistics chose not to include a specific question on sexual identity in the 2011 Census.³³ However, as noted above, the Census reports that 0.2% of Rushmoor's population (145 people) is living in a registered same-sex civil partnership.³⁴

5.29 The Office for National Statistics' Annual Population Survey collects information on self-perceived sexual identity. However, the data is output only at the regional and national level. The 2015 Survey reports that 93.8% of the South East's population aged 16 and over is heterosexual or straight, 1.1% is gay or lesbian and 0.7% is bisexual. In England, it observes that 93.5% of the population is heterosexual or straight, 1.2% is gay or lesbian, and 0.6% is bisexual.³⁵

³³ Office for National Statistics (2006) 'Sexual Orientation and the 2011 Census – Background Information'.

³⁴ Office for National Statistics (2011) 'Marital and Civil Partnership Status', <https://www.nomisweb.co.uk/census/2011/ks103ew> (Accessed 16th January 2017).

³⁵ Office for National Statistics (2016) 'Sexual Identity Comparison, IHS and APS', <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/datasets/sexualidentitycomparisonihsandaps> (Accessed 16th January 2017).

6 Consultation

6.1 The policies of the *Local Plan* have been developed in partnership with the local community and key stakeholders through a range of consultation, engagement and participation events. For example, the Council consulted on its *Preferred Approach Local Plan* in June and July 2015. It held a number of exhibitions, where members of the public were able to speak with officers, and made the draft *Plan* available to be read publicly at the Council Offices, in local libraries and on its website. It identified a 'preferred approach' for each policy, outlined its reasons for discounting alternative options and sought comments on the options identified; it also invited suggestions for alternative options that had not been considered and comments on whether there were any issues that had not been covered. The comments received have supplemented the evidence base used to develop the policies and have informed the final draft of the *Plan*.

6.2 Rushmoor's *Statement of Community Involvement* (adopted in 2013) summarises the statutory requirements and additional methods by which the Council has involved local people and stakeholders in the preparation of the *Local Plan*.³⁶ The Council has sought to engage all members of the community in the consultation process and to ensure that all views are considered. A number of groups and organisations have been consulted. These include:

- Residents;
- Businesses;
- Local interest, community and faith groups;
- Hampshire County Council, local authorities, parish councils and public bodies;
- Voluntary organisations;
- The Rushmoor Strategic Partnership;
- Age-related groups;
- Disability-related groups;
- Gender-related groups;
- Race-related groups;
- Developers;
- Registered social landlords;
- Service providers; and
- Schools.

7 Equality Impact Assessment: Scoping of Policies

7.1 The Equality Impact Assessment of the *Local Plan* policies suggests that there are likely to be no negative impacts upon the nine equality groups. However, it has identified that the following policies could have a differential impact upon certain groups:

- SS2: Spatial Strategy;
- SP1: Aldershot Town Centre;

³⁶ Available at: <http://www.rushmoor.gov.uk/sci> (Accessed 19th April 2017).

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- SP1.4: The Galleries;
- SP1.5: Union Street East;
- SP1.6: Hippodrome House;
- SP1.8: Aldershot Railway Station and Surrounds;
- SP2: Farnborough Town Centre;
- SP2.3: Farnborough Civic Quarter;
- SP5: Wellesley;
- SP6: The Crescent;
- SP7: Meudon House/115-117 Pinehurst;
- SP8: Land at 68-70 Hawley Lane;
- SP10: Blandford House and Malta Barracks;
- IN1: Infrastructure and Community Facilities;
- LN1: Housing Mix;
- LN2: Affordable Housing;
- LN3: Gypsies, Travellers and Travelling Showpeople;
- LN4: Specialist and Supported Accommodation;
- LN5: Neighbourhood Deprivation Strategy.

7.2 Because some groups could experience impacts that are more positive relative to others, it is appropriate to examine the above policies in further detail.

7.3 Policy SS2: Spatial Strategy

7.4 Policy SS2 sets out the Council's spatial strategy for delivering sustainable growth in Rushmoor over the *Plan* period. In addition to defining the Council's strategy for supporting employment and economic growth and town centre uses, it identifies the housing need of the Borough between 2014 and 2032 and specifies the number of new homes which will be delivered in Aldershot and Farnborough to meet this need. It makes provision for at least 7,850 new dwellings within the Borough, subject to the availability of deliverable avoidance and mitigation measures in respect of the Thames Basin Heaths Special Protection Area.

7.5 The *National Planning Policy Framework (NPPF)* states that 'local planning authorities should have a clear understanding of housing needs in their area' and that they 'should positively seek opportunities to meet' this need. It requires local planning authorities to 'prepare a Strategic Housing Market Assessment to assess their full housing needs' and to work with 'neighbouring authorities where housing market areas cross administrative boundaries'.³⁷ In 2016, Rushmoor commissioned a joint *Strategic Housing Market Assessment (SHMA)* with Hart District Council and Surrey Heath Borough Council.³⁸ This study drew upon a range of demographic, employment and market data to assess future housing need across the three authorities and has informed the level of housing need identified within Policy SS2. The Policy has also been influenced by the *Strategic Housing and Economic Land*

³⁷ *National Planning Policy Framework*, Paragraph 159, 38; Paragraph 14, 4.

³⁸ Hart District Council, Rushmoor Borough Council, Surrey Heath Borough Council (2016) *Hart, Rushmoor and Surrey Heath Strategic Housing Market Assessment 2014-2032* (Final Report: November 2016).

Availability Assessment (SHELAA).³⁹ A significant piece of evidence used to determine whether housing need can be met, it has identified a number of sites across the Borough with housing potential.

- 7.6 Policy SS2 relates to a statutory requirement and addresses long-term housing need in a practical and appropriate manner. However, the Equality Impact Assessment suggests that the Policy is likely to have a disproportionately positive impact upon certain age and ethnic groups and upon those with a disability. For example, evidence suggests that young people, ethnic minority groups and the disabled are disadvantaged in the housing market and that they would benefit from measures to improve housing provision. In line with subsequent policies, the provision of additional housing within Rushmoor should deliver affordable homes, which should assist those who cannot afford to rent privately and those who are unable to access home ownership. In particular, more affordable homes should help young people to start out on the housing ladder and benefit disabled people and ethnic minorities who tend to have relatively low incomes. The *SHMA*, for example, observes that ethnic minorities in Rushmoor, particularly the Nepali community, are more likely to experience problems of overcrowding because of low incomes.⁴⁰
- 7.7 Policy SP1: Aldershot Town Centre; Policy SP1.4: The Galleries; Policy SP1.5: Union Street East; Policy SP1.6: Hippodrome House; Policy SP1.8: Aldershot Railway Station and Surrounds; Policy SP2: Farnborough Town Centre; Policy SP2.3: Farnborough Civic Quarter; Policy SP5: Wellesley; Policy SP6: The Crescent; Policy SP7: Meudon House/115-117 Pinehurst; Policy SP8: Land at 68-70 Hawley Lane; Policy SP10: Blandford House and Malta Barracks
- 7.8 Policies SP1, SP1.4, SP1.5, SP1.6, SP1.8, SP2, SP2.3, SP5, SP6, SP7, SP8 and SP10 identify strategic sites across Aldershot and Farnborough for various uses, including residential development. For example, Policy SP1 (Aldershot Town Centre) ‘supports the development of good-quality urban homes that contribute to the vitality of the town centre’, whilst Policy SP6 (The Crescent) states that ‘the Council will work with partners to grant planning permission for a comprehensive redevelopment’ of the Crescent office park to residential use.
- 7.9 The policies address Rushmoor’s long-term housing need in an appropriate and practical manner and draw upon evidence of potential residential capacity provided by the *SHELAA*. However, owing to the potential for the delivery of new housing, the Equality Impact Assessment suggests that each policy could have a differential positive impact upon certain age and ethnic minority groups and disabled people. As noted above, these groups tend to be disadvantaged in the housing market and could benefit more than other groups from increased housing provision. In addition to more affordable homes, which should help young people and those on low incomes to rent or afford to buy their own homes, such housing can also provide for

³⁹ Rushmoor Borough Council (2017) *Strategic Housing and Economic Land Availability Assessment* (April 2017).

⁴⁰ Hart District Council, Rushmoor Borough Council, Surrey Heath Borough Council (2016) *Hart, Rushmoor and Surrey Heath Strategic Housing Market Assessment 2014-2032* (Final Report: November 2016), 231.

the needs of the disabled. For example, the *NPPF* requires local planning authorities to address the housing ‘needs of different groups in the community’, including ‘people with disabilities’.⁴¹

7.10 IN1: Infrastructure and Community Facilities

7.11 Policy IN1 outlines the Council’s strategy for ensuring that infrastructure and community facilities ‘are provided in a timely and sustainable manner’. It requires developers to provide, or make reasonable contributions to providing, the needs for infrastructure and community facilities that arise from a development. The Policy is supported by the *Rushmoor Infrastructure Plan*, a key evidence document that sets out the anticipated infrastructure required to support new development in the Borough up to 2032.⁴² According to the *NPPF*, the planning system should ‘identify and co-ordinate development requirements, including the provision of infrastructure’, to build ‘a strong, responsive and competitive economy’. It further states that local plans should ‘plan positively for the development and infrastructure required in an area’ and that ‘local planning authorities should work with other authorities and providers to assess the quality and capacity of infrastructure’, including transport, water supply and social care.⁴³

7.12 Policy IN1 relates to a statutory requirement and is intended to benefit all groups. However, the Equality Impact Assessment suggests that the Policy could have a differential positive impact upon certain age groups and some disabled people. The Policy states that development will not be permitted unless ‘new facilities and infrastructure are located and designed so that they are accessible to all’, which could benefit some older people and disabled people with mobility problems more than other groups.

7.13 LN1: Housing Mix

7.14 Policy LN1 sets out how the Council will ‘deliver a balanced mix of housing to create mixed and sustainable communities and meet projected future household needs in Rushmoor’. It includes a requirement for a minimum of 5% of homes to be provided as serviced plots for self-build and custom-build homes and expects new homes to be accessible and adaptable.

7.15 Local planning authorities are expected to identify the size, type, tenure and range of housing that is required in particular locations, reflecting local demand. The *NPPF* states that local planning authorities should ‘plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community’, including ‘families with children, older people, people with disabilities, service families and people wishing to build their own homes’.⁴⁴ Drawing upon a range of employment, market and demographic data, the joint Hart,

⁴¹ *National Planning Policy Framework*, Paragraph 159, 39.

⁴² Rushmoor Borough Council (2017) *Rushmoor Infrastructure Plan* (Final Report: April 2017).

⁴³ *National Planning Policy Framework*, Paragraph 7, 2; Paragraph 157, 38; Paragraph 162, 40.

⁴⁴ *National Planning Policy Framework*, Paragraph 50, 13.

Rushmoor and Surrey Heath *SHMA* has informed the mix of new homes that will be required in Rushmoor over the *Plan* period. It suggests that the greatest demand for new homes within the Borough will be for two- and three-bedroom homes.⁴⁵

- 7.16 Policy LN1 relates to a statutory requirement and is intended to address the housing needs of all residents within Rushmoor. However, the Equality Impact Assessment suggests that the Policy is likely to impact more positively upon certain age and ethnic groups and upon those with a disability. As noted above, these groups tend to be disadvantaged in the housing market, have lower incomes and could benefit from increased housing provision to a greater extent than other groups. The Policy also stipulates that a proportion of new dwellings on sites of a certain size should meet Building Regulations M4(2) (Accessible and Adaptable Dwellings) and M4(3) (Wheelchair User Dwellings), which is likely to benefit some older people and disabled people with mobility problems more than other groups.⁴⁶
- 7.17 LN2: Affordable Housing
- 7.18 Policy LN2 specifies the proportion of affordable housing that must be included on all housing schemes above a certain size, subject to site viability. The *NPPF* states that local planning authorities should ‘use their evidence base to ensure that their local plan meets the full, objectively assessed needs for market and affordable housing in the housing market area’. An *Economic Viability Study* commissioned by the Council has informed the Policy, as has the joint Hart, Rushmoor and Surrey Heath *SHMA* which identifies a need for 160 affordable subsidised rented homes and 220 intermediate homes per year in Rushmoor.⁴⁷ This evidence of need is accompanied by the *Affordable Housing Development Guidance Note* which sets out more detail on the type and mix of affordable housing required to meet local needs.⁴⁸ The *Note* will be published and adopted as a supplementary planning document.
- 7.19 Policy LN2 relates to a statutory requirement and is intended to address the affordable housing needs of all residents. However, the Equality Impact Assessment suggests that it is likely that the Policy will have a differential positive impact upon certain age and ethnic groups and upon those with a disability. As noted above, evidence suggests that young people, ethnic minority groups and disabled people are disadvantaged in the housing market. The provision of affordable housing should help young people to gain a foothold on the housing ladder and benefit disabled people and ethnic minority groups who tend to have relatively low incomes.

⁴⁵ Hart District Council, Rushmoor Borough Council, Surrey Heath Borough Council (2016) *Hart, Rushmoor and Surrey Heath Strategic Housing Market Assessment 2014-2032* (Final Report: November 2016), 196.

⁴⁶ See Department for Communities and Local Government (2015) *Building Regulations 2010: Approved Document M: Access to and Use of Buildings Volume 1: Dwellings*.

⁴⁷ Rushmoor Borough Council (2017) *Economic Viability Study* (Final Report: April 2017); Hart District Council, Rushmoor Borough Council, Surrey Heath Borough Council (2016) *Hart, Rushmoor and Surrey Heath Strategic Housing Market Assessment 2014-2032* (Final Report: November 2016), 166.

⁴⁸ Available at: <http://www.rushmoor.gov.uk/article/2201/New-affordable-housing-in-Rushmoor> (Accessed 21st February 2017).

7.20 LN3: Gypsies, Travellers and Travelling Showpeople

7.21 Policy LN3 'safeguards existing sites for Travelling Showpeople' and defines the criteria for assessing new accommodation sites for Gypsies and Travellers and Travelling Showpeople. Government policy requires local councils to evaluate the need for Traveller sites in their areas and to set 'pitch targets for Gypsies and Travellers' and 'plot targets for Travelling Showpeople' in their local plans. Councils must also 'identify and update annually a supply of specific deliverable sites sufficient to provide five years' worth of sites against locally set targets'.⁴⁹ Rushmoor commissioned a *Gypsy and Traveller Accommodation Assessment (GTAA)* in 2012. The study highlighted that there are no sites for Gypsies and Travellers within the Borough and concluded that 'there is very low internally generated demand for permanent Gypsy and Traveller accommodation in Rushmoor'. It also determined that two additional plots for Rushmoor's Travelling Showpeople community would likely meet local demand.⁵⁰ Further consultation with the local Travelling Showpeople community was undertaken in 2015 to better understand their accommodation needs.⁵¹

7.22 Policy LN3 relates to a statutory requirement and is intended to address the accommodation needs of Gypsies, Travellers and Travelling Showpeople. Because some Gypsies and Travellers (Romany Gypsies and Irish Travellers) are recognised as belonging to an identifiable ethnic group, the Equality Impact Assessment suggests that the Policy is likely to have a differential positive impact upon certain ethnic groups. However, it recognises that the Policy takes into account the needs of the wider community. For example, the criteria for granting planning permission for accommodation sites aim to ensure that those outside the Gypsy, Traveller and Travelling Showpeople communities are not adversely affected.

7.23 LN4: Specialist and Supported Accommodation

7.24 Policy LN4 defines the criteria for assessing proposals for housing designed to meet the specialist accommodation needs of older people. In line with national trends, and as noted above, the proportion of people aged over 65 in Rushmoor is predicted to rise from 13.9% (13,000 people) to 22.9% (23,700 people) of the population between 2014 and 2039.⁵² The joint Hart, Rushmoor and Surrey Heath *SHMA* also estimates that 6,570 specialist housing units for older people will be required across the housing market area between 2014 and 2035. It suggests that the greatest demand will be for sheltered and extra care housing and that approximately 200 additional units will be needed each year. In Rushmoor, it estimates that 1,544 specialist housing units will be required between 2015 and 2035, including 506

⁴⁹ Department for Communities and Local Government (2015) *Planning Policy for Traveller Sites*, 3.

⁵⁰ Rushmoor Borough Council (2012) *Rushmoor, Gypsy and Traveller Accommodation Assessment* (Final Report: October 2012), 23.

⁵¹ See Rushmoor Borough Council (2015) *Planning for Travellers: Topic Paper 5* (June 2015).

⁵² Office for National Statistics (2016) 'Subnational Population Projections for Local Authorities in England: Table 2',

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2> (Accessed 16th January 2017).

sheltered places, 73 enhanced sheltered places, 226 extra care places, 614 residential care places and 125 nursing care places. It also predicts that the number of people in Rushmoor aged over 75 who live in residential and nursing homes will increase from 420 in 2014 to 920 in 2032.⁵³

- 7.25 Policy LN4 relates to a statutory requirement; the *NPPF* requires local planning authorities to address the housing ‘needs of different groups in the community’, including older people.⁵⁴ The Equality Impact Assessment recognises that the Policy is likely to have a differential positive impact upon certain age groups but highlights that some disabled people are likely to benefit as well. Though the Policy is predominantly concerned with meeting the accommodation needs of older people, it recognises that others also have support needs and may need specialist housing, including specialist housing with care. The Council’s commitment to identifying suitable sites for schemes is also intended to benefit all groups.
- 7.26 LN5: Neighbourhood Deprivation Strategy
- 7.27 Policy LN5 sets out the Council’s approach to neighbourhood improvement in deprived areas. It outlines the criteria for assessing development proposals and the desired outcomes for neighbourhood improvement schemes.
- 7.28 Rushmoor is a diverse urban area, and there are significant variations across the Borough in terms of health, levels of crime and anti-social behaviour, and access to employment and housing. In 2015, the Index of Multiple Deprivation (IMD), the official measure of relative deprivation for small areas in England, indicated that two lower super output areas (LSOAs) in parts of Aldershot Park and Cherrywood wards are in the 20% most deprived in the country. Through targeted improvement interventions, the Council is involved in various projects to improve quality of life within the Borough’s communities. For example, a joint project between the Council and the registered housing provider (VIVID, formerly First Wessex Housing Association) will see the redevelopment of North Town Estate in Aldershot, and the Council is working with the PEBL (Prospect Estate Big Local) neighbourhood partnership on the Prospect Estate in Farnborough on a number of community-identified initiatives.
- 7.29 Although Policy LN5 aims to improve the quality of life of all residents, the Equality Impact Assessment suggests that the Policy will likely have a differential positive impact upon certain age and ethnic groups and upon those with a disability. For example, the requirement that developments ‘provide improvements to housing choice and quality’ could lead to the provision of additional homes. As noted above, young people, ethnic minority groups and the disabled are relatively disadvantaged in the housing market and could benefit from increased housing provision more than other groups.

⁵³ Hart District Council, Rushmoor Borough Council, Surrey Heath Borough Council (2016) *Hart, Rushmoor and Surrey Heath Strategic Housing Market Assessment 2014-2032* (Final Report: November 2016), 212.

⁵⁴ *National Planning Policy Framework*, Paragraph 159, 39.

8 Conclusion

- 8.1 The Equality Impact Assessment suggests that it is unlikely that the *Local Plan* will impact negatively upon any of the nine protected groups recognised within the *Equality Act*. Though some policies are likely to have a differential positive impact upon certain groups, no groups will be disadvantaged. Each policy is intended to promote social inclusion, and the *Plan* seeks to ensure equality of opportunity for all. The *Local Plan* is considered to be inclusive to all members of the community and, therefore, no mitigation measures are necessary.
- 8.2 The Assessment will be published alongside the *Local Plan*. The Council is committed to delivering the ‘Vision’ and ‘Strategic Objectives’ of the *Plan* and will monitor whether these objectives are being met. The *Plan* identifies a range of indicators to assess the effectiveness of its policies and will be monitored on a yearly basis. The results of this monitoring will be reported in Rushmoor’s annual *Authority Monitoring Report*.

Appendix

Preliminary Equality Impact Assessment

1. Briefly describe the aims and the purpose of the policy/function/service.

The *Rushmoor Local Plan* will guide the location, scale and type of future development in Rushmoor up to 2032, provide detailed development management policies to be used in determining planning applications, and help to deliver land use elements of other plans and strategies which affect the Borough. Once adopted, the *Local Plan* will replace two existing planning documents: the *Rushmoor Core Strategy* (adopted in 2011) and saved policies from the *Rushmoor Local Plan Review* (adopted in 2000).

2. What are the objectives?

Informed by a wide range of local evidence, national planning policy and guidance, and other local plans and core strategies, the *Rushmoor Local Plan* has eleven strategic objectives. These are:

- To address local housing needs by planning for a minimum of 7,850 new homes of an appropriate housing mix and tenure, including specialist housing needs, between 2014 and 2032;
- To deliver a sustainable urban extension at Wellesley, Aldershot, of about 3,850 new homes by 2032;
- To protect the land required to fulfil the Borough's role in enabling strong economic performance across the Functional Economic Area and wider Enterprise M3 LEP area through the safeguarding of Strategic and Locally Important Employment Sites;
- To enhance the vitality and viability of Aldershot and Farnborough town centres as retail and leisure destinations to meet the needs of residents, and to support the vibrancy of North Camp District Centre;
- To support the continuation of business aviation flying and the biennial Airshow at Farnborough Airport;
- To ensure the appropriate protection of existing, and the provision of new, infrastructure, including green infrastructure and community facilities;
- To ensure high-quality, well-designed development is delivered in the Borough;
- To improve quality of life for residents, addressing Borough-wide and neighbourhood deprivation issues, including targeted improvement work in pockets of deprivation;

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- To conserve and enhance the Borough's built and natural environment, including heritage assets, areas of ecological value and the water environment;
- To reduce the Borough's contribution to the causes of climate change and to minimise the impacts of climate change on the Borough through a combination of mitigation and adaptation measures; and
- To encourage sustainable solutions to movement in and out, and around, the Borough.

3. Who is intended to benefit from this policy/function/service?

Owing to the wide scope and strategic nature of the *Local Plan*, all residents, employees, businesses, visitors and service providers within the Borough will potentially benefit from its adoption. For example, the *Local Plan* aims to provide a greater range of housing choices and to secure the delivery of affordable housing, to create a buoyant and diverse local economy, to improve accessibility for all to services, employment and recreational opportunities, and to conserve and enhance biodiversity, amongst other things.

4. What outcomes are wanted from this?

The *Local Plan* sets out the Council's framework for future development within the Borough up to 2032. Its vision of Rushmoor in 2032 outlines the *Plan's* desired outcomes and is as follows:

In 2032, Rushmoor has a prosperous and healthy local economy. The role of the Borough at the heart of the Blackwater Valley remains strong, and the Borough is recognised as a centre of excellence for knowledge-based industries, reflecting the role of Farnborough as a 'Growth Town' as part of the Enterprise M3 LEP Sci:Tech Corridor. Farnborough Business Park, Cody Technology Park and Farnborough Aerospace Centre provide business accommodation in a first-class environment to continue to build on Farnborough's reputation for high-tech research and development. As a 'Step-Up Town', Aldershot provides a focus for industrial employment in traditional and high-value manufacturing sectors, with a cluster of industrial activities to the east of the town and at other locations along the A331 Blackwater Valley Relief Road. The diverse range of employment provision in the Borough makes a significant contribution towards delivering the employment needs of the Functional Economic Area of Hart, Rushmoor and Surrey Heath.

About 7,850 new homes have been provided over the *Plan* period, thereby providing a significant contribution to meeting local housing needs across the Housing Market Area of Hart, Rushmoor and Surrey Heath. There is an increase in home ownership, and the backlog of housing need has been addressed. As part of this, a sustainable urban extension of 3,850 new homes and supporting social and physical infrastructure have been delivered at Wellesley, Aldershot, providing affordable new homes and bringing benefits to the local economy. Aldershot continues to have a strong army presence.

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Farnborough Airport is a business aviation facility of the highest quality. Partnership working has secured the safe operation of the Airport and minimised environmental impacts, including noise.

The continuation of the biennial Farnborough International Airshow and year-round use of the exhibition space have furthered Farnborough's reputation as a world-class aerospace centre and major visitor attraction, securing benefits for the local economy.

Town centre investment and regeneration in Aldershot and Farnborough provide for a vibrant mix of uses that create attractive and successful town centres, with improved evening economies and a range of cultural facilities. Significant investment in Aldershot, in recognition of its role as a 'Step-Up Town' in the Enterprise M3 LEP area, has supported these improvements. Accessibility to the town centres and across the Borough has improved through the implementation of town access plans and other measures to improve access by means other than by car.

Rushmoor has seized the digital opportunity and embraced modern tools and new technologies, mobile internet applications, the Internet of things, cloud computing and insights from data analysis to support economic growth, working with partners to deliver smart city concepts for Aldershot and Farnborough town centres and to enhance quality of life.

Rushmoor's environmental assets, both natural and man-made, provide a sustainable environment for present and future generations. This includes the parks of Aldershot and Farnborough and other green infrastructure, such as the Suitable Alternative Natural Greenspaces (which help to deflect recreational pressures away from internationally important heathlands) and important watercourses in the Borough, specifically the Blackwater River, Basingstoke Canal and Cove Brook.

A partnership approach of targeted Borough-wide and priority neighbourhood activity has reduced deprivation where it existed within Rushmoor.

New development is designed and built in a sustainable way, protecting and enhancing historic and environmental assets in the Borough and promoting local identity, particularly that relating to the Borough's military and aviation history. It is also designed and built in a sustainable way which meets the challenges of climate change, minimising carbon dioxide emissions and maximising energy efficiency and the use of alternative energy technologies.

5. What factors/forces could contribute/detract from the outcomes?

The *Local Plan* is subject to various stages of consultation and engagement with individuals, organisations and the local community. For example, the Council held a consultation on its preferred policy approach in June and July 2015 to seek the views of those who live, work, invest and deliver services across Rushmoor. The views received have informed the final approach and policies of the *Local Plan*. The public will be able to comment further when the *Plan* is published at the pre-submission stage.

Before the *Local Plan* can be formally adopted by the Council, it will be subject to a public examination by an independent inspector appointed by the Secretary of State. The

examination will assess the 'soundness' of the *Plan*, including whether all legal and policy requirements have been observed and whether it provides a suitable planning response to any issues which have been identified.

The implementation of the *Local Plan* is subject to a number of influences. These include the performance of the national economy, regional and local employment levels, the performance of the construction sector, changes in land prices and in planning legislation and guidance, decisions made by the Planning Inspectorate and the impact of neighbourhood planning.

6. Who are the main stakeholders?

The principal stakeholders are local residents, businesses, organisations, councillors and statutory bodies, including Hampshire County Council, local authorities and town and parish councils in close proximity to Rushmoor, Natural England, NHS Hampshire, Highways England and a range of infrastructure providers.

7. Who implements the function/policy/service?

Rushmoor Borough Council will implement the *Local Plan* in partnership with a range of public and private organisations, including developers, service providers and utility providers, and will monitor its progress.

8. Who is responsible for the policy/function/service?

The *Local Plan* is the responsibility of the Planning Service and Rushmoor Borough Council.

9. Are there concerns that the function/policy/service could have a differential impact because of...?

a) Age

Initial screening suggests that the *Local Plan* could have a positive impact upon different age groups.

b) Disability

Initial screening suggests that it cannot be certain that the *Local Plan* will not have a differential impact upon those with a disability.

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c) Gender Reassignment

Initial screening suggests that it is unlikely that the *Local Plan* will have a differential impact on account of gender reassignment.

d) Marriage and Civil Partnership

Initial screening suggests that it is unlikely that the *Local Plan* will have a differential impact on account of marriage and civil partnership.

e) Pregnancy and Maternity

Initial screening suggests that it is unlikely that the *Local Plan* will have a differential impact on account of pregnancy and maternity.

f) Race

Initial screening suggests that the *Local Plan* could have a positive impact upon different racial and ethnic groups.

g) Religion or Belief

Initial screening suggests that it is unlikely that the *Local Plan* will have a differential impact on account of religious belief.

h) Sex

Initial screening suggests that it is unlikely that the *Local Plan* will have a differential impact upon males or females.

i) Sexual Orientation

Initial screening suggests that it is unlikely that the *Local Plan* will have a differential impact on account of sexual orientation.

10. Do you have any existing evidence (either presumed or otherwise) for any of your responses to Question 9?

The *Local Plan* aims to ensure that all people within Rushmoor have access to the services and facilities that they need. The *Plan* seeks to promote social inclusion and to impact positively upon the lives of all within the Borough.

11. Does this function/policy/service have any effect on good relations between the Council and the community? If it damages good relations, explain why.

The *Local Plan* may have a negative impact upon the Council's relations with some members of the local community. It is difficult to please everybody, and it is unlikely that the approach and policies of the *Plan* will attract universal approval. For example, some may not support the policy approach to Farnborough Airport or the housing requirement number and the strategy for delivering those homes.

12. Should the function/policy/service proceed to a full equality impact assessment? If yes, explain why.

Initial screening suggests that the *Local Plan* could have a differential impact on those with protected characteristics. Moreover, the effect upon disabled people cannot be certain. It is therefore concluded that these impacts should be examined in more detail through a full equality impact assessment.

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Initial Screening

Equality Group	Impacts				Reasoning and Evidence
	+ve	-ve	?	No	
Age	✓				<p>It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of age.</p> <p>The <i>Local Plan</i> recognises that people have different needs depending upon their age. For example, it recognises the growing proportion of older people and that they have specific needs in terms of housing and specialist accommodation. It also acknowledges the importance of providing adequate infrastructure to meet the needs of children and young people, including play spaces and education and training facilities.</p>
Disability			✓		<p>It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of disability.</p> <p>The <i>Local Plan</i> recognises that people with disabilities have particular needs, for example, in terms of housing and accommodation, and its policies aim to meet these requirements. Improving the physical health and mental well-being of Rushmoor's residents is also an overarching theme of the <i>Local Plan</i> and will be delivered through a number of policies. The <i>Plan</i> does not refer to any specific disability group, however.</p> <p>It is acknowledged that some people may find it difficult to access information, including the <i>Local Plan</i>. The Council therefore provides information and documents in a range of formats, including Braille, large print and audio.</p>

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<u>Equality Group</u>	<u>Impacts</u>				<u>Reasoning and Evidence</u>
	<u>+ve</u>	<u>-ve</u>	<u>?</u>	<u>No</u>	
Gender Reassignment				✓	<p>The <i>Local Plan</i> does not identify any specific issues that relate to gender reassignment. It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of sex.</p> <p>The <i>Local Plan</i> has been subject to a sustainability appraisal which has assessed the impact of its policies against a range of social objectives.</p>
Marriage and Civil Partnership				✓	<p>The <i>Local Plan</i> does not identify any specific issues that relate to marriage and civil partnership. It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of an individual's marriage or civil partnership status.</p> <p>The <i>Local Plan</i> has been subject to a sustainability appraisal which has assessed the impact of its policies against a range of social objectives.</p>
Pregnancy and Maternity				✓	<p>The <i>Local Plan</i> does not identify any specific issues that relate to pregnancy and maternity. It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, including those who are pregnant or who have recently given birth.</p> <p>The <i>Local Plan</i> has been subject to a sustainability appraisal which has assessed the impact of its policies against a range of social objectives.</p>

Equality Impact Assessment

<u>Equality Group</u>	<u>Impacts</u>				<u>Reasoning and Evidence</u>
	<u>+ve</u>	<u>-ve</u>	<u>?</u>	<u>No</u>	
Race	✓				<p>It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of race.</p> <p>Whilst the <i>Local Plan</i> aims to ensure that all people within Rushmoor have access to the services and facilities that they need, there is a specific policy related to Gypsies, Travellers and Travelling Showpeople (Policy LN3). Some Gypsies and Travellers are protected against discrimination on the basis of their ethnic origins.</p> <p>It is recognised that some residents within Rushmoor do not speak English as their first language and that they may find it difficult to access information, including the <i>Local Plan</i>. The Council therefore makes all of its documentation available in an alternative language upon request.</p>
Religion or Belief				✓	<p>The <i>Local Plan</i> does not identify any specific issues that relate to religion. It is intended that all policies within the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of religion or belief.</p> <p>The <i>Local Plan</i> has been subject to a sustainability appraisal which has assessed the impact of its policies against a range of social objectives.</p>
Sex				✓	<p>The <i>Local Plan</i> does not identify any specific issues that relate to gender. It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of sex.</p> <p>The <i>Local Plan</i> has been subject to a sustainability appraisal which has assessed the impact of its policies against a range of social objectives.</p>

Equality Impact Assessment

<u>Equality Group</u>	<u>Impacts</u>				<u>Reasoning and Evidence</u>
	<u>+ve</u>	<u>-ve</u>	<u>?</u>	<u>No</u>	
Sexual Orientation				✓	<p>The <i>Local Plan</i> does not identify any specific issues that relate to sexual orientation. It is intended that the policies of the <i>Local Plan</i> will impact positively upon the lives of all within Rushmoor, irrespective of sexual orientation.</p> <p>The <i>Local Plan</i> has been subject to a sustainability appraisal which has assessed the impact of its policies against a range of social objectives.</p>

Equality Impact Assessment

Equality Impact Assessment of *Local Plan* Policies

Key

Symbol	Likely Impact Relative to Other Groups
✓	Positive
0	Neutral/Negligible
✘	Negative
n/a	Not Applicable

The policies listed in the following table are summaries of the actual wording and should be read in conjunction with the *Local Plan*.

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
The Spatial Strategy: What, Where and When?										
<p>SS1: Presumption in Favour of Sustainable Development</p> <p>When considering development proposals, the Council will take a positive approach that reflects the presumption in favour of sustainable development contained in the <i>National Planning Policy Framework</i>, whilst having regard to the need to assess, and where appropriate, mitigate against, the likelihood of significant effect on the Thames Basin Heaths Special Protection Area.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to secure development that improves economic, social and environmental conditions within Rushmoor and should benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SS2: Spatial Strategy</p> <p>To deliver sustainable growth, the Council will permit development which is consistent with a spatial framework which defines the scale and location of development within Rushmoor.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The provision of additional homes within the Borough should, in line with subsequent policies, meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The commitment to protect Rushmoor’s Strategic and Locally Important Employment Sites and to maintain and enhance the Borough’s town and district centres should also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
Shaping Places										
<p>SP1: Aldershot Town Centre</p> <p>Development will be permitted that maintains or enhances the vitality and viability of Aldershot Town Centre and which contributes to the strategy of regeneration.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Aldershot Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The aim to maintain and enhance the vitality and viability of Aldershot Town Centre and to contribute to its regeneration should also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.1: Primary Frontages in Aldershot Town Centre</p> <p>Proposals for changes of use from Class A1 within the primary shopping frontages of Aldershot Town Centre will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	There are likely to be no equality issues associated with this policy. Its commitment to Class A1 retail use within the primary frontages is intended to enhance and maintain the vitality and viability of Aldershot Town Centre, which all groups should benefit from.
<p>SP1.2: Secondary Frontages in Aldershot Town Centre</p> <p>Proposals for changes of use and new uses within the secondary shopping frontages of Aldershot Town Centre will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	There are likely to be no equality issues associated with this policy. Its commitment to maintain Class A1 retail use within 50% of units within the secondary frontages is intended to maintain and enhance the vitality and viability of Aldershot Town Centre, which all groups should benefit from.

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.3: Westgate</p> <p>Westgate is allocated as a hub for leisure, entertainment, cultural, hotel and restaurant uses within Aldershot Town Centre</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. The allocation of Westgate as a leisure hub is intended to contribute to the vitality and viability of Aldershot Town Centre, which all groups should benefit from.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.4: The Galleries</p> <p>The Council will work proactively with developers to achieve a comprehensive redevelopment of the site.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Aldershot Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The provision of retail development and high-quality public spaces should also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.5: Union Street East</p> <p>The Council will work proactively with developers to bring forward the redevelopment and refurbishment of the Union Street East site.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Aldershot Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The aim to encourage positive town centre uses and to enhance the site’s visual heritage value is intended to benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.6: Hippodrome House</p> <p>The Council will support a comprehensive refurbishment scheme that significantly improves the external appearance of Hippodrome House, a prominent building within the Town Centre.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Aldershot Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The aim to encourage retail, restaurant and positive town centre uses is also intended to benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.7: Westgate Phase II</p> <p>The Council will work proactively with the developers of Westgate Phase II to bring forward a comprehensive redevelopment scheme for the site.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to support and reinforce the established evening economy within this part of Aldershot, which all groups should benefit from.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP1.8: Aldershot Railway Station and Surrounds</p> <p>Aldershot Railway Station forecourt will be reconfigured to create an efficient and effective transport interchange and a welcoming entrance into the Town Centre for those travelling by train.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Aldershot Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The overall aim to create a new transport interchange within the Town Centre is also intended to benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP2: Farnborough Town Centre</p> <p>Development proposals will be permitted that maintain or enhance the vitality and viability of Farnborough Town Centre and which contribute to the strategy of revitalising the Town Centre.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Farnborough Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The aim to maintain and enhance the vitality and viability of Farnborough Town Centre and to contribute to its revitalisation should also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP2.1: Primary Frontages in Farnborough Town Centre</p> <p>Proposals for changes of use from Class A1 within the primary frontages of Farnborough Town Centre will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	There are likely to be no equality issues associated with this policy. Its commitment to Class A1 retail use within the primary frontages is intended to enhance and maintain the vitality and viability of Farnborough Town Centre, which all groups should benefit from.
<p>SP2.2: Secondary Frontages in Farnborough Town Centre</p> <p>Proposals for changes of use and new uses within the secondary frontages of Farnborough Town Centre will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	There are likely to be no equality issues associated with this policy. Its commitment to maintain Class A1 retail use within 50% of units within the secondary frontages is intended to maintain and enhance the vitality and viability of Farnborough Town Centre, which all groups should benefit from.

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP2.3: Farnborough Civic Quarter</p> <p>The Council will work proactively with landowners, developers, transport operators and public sector agencies to secure a comprehensive redevelopment of the Farnborough Civic Quarter.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The policy includes provision for additional homes within Farnborough Town Centre. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The provision of community and civic uses at the site should also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP3: North Camp District Centre</p> <p>Development proposals will be permitted which maintain or enhance the vitality and viability of North Camp District Centre.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to maintain or enhance the vitality and viability of North Camp District Centre by preserving its local and specialist retail functions and vibrant evening economy. All groups should therefore benefit from the policy.</p>
<p>SP3.1: North Camp District Centre Primary Shopping Frontage</p> <p>Proposals for changes of use from Class A1 within the primary frontages of North Camp District Centre will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. Its commitment to Class A1 retail use within the primary frontages is intended to enhance and maintain the vitality and viability of North Camp District Centre, which all groups should benefit from.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP3.2: North Camp District Centre Secondary Shopping Frontage</p> <p>Proposals for changes of use and new uses within the secondary frontages of North Camp District Centre will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. Its commitment to maintain Class A1 retail use within 50% of units within the secondary frontages is intended to maintain and enhance the vitality and viability of North Camp District Centre, which all groups should benefit from.</p>
<p>SP4: Farnborough Airport</p> <p>Within the defined Farnborough Airport Planning Policy Boundary (APPB), development will be restricted to that supporting business aviation and associated Airport-related uses.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines acceptable criteria for aircraft movement at Farnborough Airport and is intended to maintain the quality of life of all residents, both within and outside of Rushmoor. All groups should benefit from the policy.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP4.1: Type of Flying</p> <p>The Council will permit flying at Farnborough Airport in connection with business aviation subject to proposals meeting certain conditions.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It precludes bulk freight, scheduled passenger services and inclusive tour flying over the <i>Plan</i> period. It aims to maintain the quality of life of residents within and outside of Rushmoor and to prevent damage to the local environment. All groups should benefit from the policy.</p>
<p>SP4.2: Noise, and Flying at Weekends and Bank Holidays</p> <p>Proposals to change the pattern, nature and/or number of annual business aviation movements will only be acceptable subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines acceptable levels of Airport-related noise and weekday, weekend and bank holiday aircraft movement. It aims to maintain the amenity and quality of life of residents within and outside of Rushmoor. All groups should benefit from the policy.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP4.3: Hours of Operation</p> <p>The Council will permit business aviation aircraft movements at Farnborough Airport between certain hours.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to limit Airport-related activities to certain hours of the day in order to prevent noise disturbance to local residents. All groups should therefore benefit from the policy.</p>
<p>SP4.4: Safety</p> <p>Proposals to change the pattern, nature and/or number of business aviation movements at Farnborough Airport will only be permitted subject to their meeting certain safety criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines acceptable levels of risk associated with aviation movement at Farnborough Airport and is intended to benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP4.5: AAIB/RAIB</p> <p>Proposals for development at the AAIB and RAIB site for specialist transport accident investigation purposes will be considered flexibly subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires development proposals at the AAIB/RAIB site to minimise and mitigate their visual, highways and environmental impacts. All groups should benefit from the policy.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP5: Wellesley</p> <p>The Council will work with partners to continue to deliver development for a sustainable, well-designed residential-led mixed-use development to the north of Aldershot Town Centre, subject to proposals meeting certain criteria.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. In line with subsequent policies, the provision of additional homes at Wellesley should meet the housing needs of those with disabilities. The requirement that a certain proportion of homes should be affordable could also benefit those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. Other commitments, for example, to deliver social, physical and community infrastructure and to support the regeneration of Aldershot Town Centre, should benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP6: The Crescent</p> <p>The Council will work with partners to grant planning permission for a comprehensive redevelopment at the Crescent.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. In line with subsequent policies, the provision of additional homes at the Crescent should meet the housing needs of those with disabilities. The target for a proportion of homes to be affordable could also benefit those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The provision of infrastructure to mitigate the impact of development should also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP7: Meudon House/115-117 Pinehurst</p> <p>Land at Meudon House/115-117 Pinehurst in Farnborough is allocated for a sustainable residential development. The Council will work with partners to grant planning permission for a comprehensive redevelopment of the site.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. In line with subsequent policies, the provision of additional homes at Meudon House/115-117 Pinehurst should meet the housing needs of those with disabilities. The target for a proportion of homes to be affordable could also benefit those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The provision of infrastructure to mitigate the impact of development and the retaining of existing landscaping are intended to benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP8: Land at 68-70 Hawley Lane</p> <p>Land at the former Camberley Rubber Mouldings site and the adjoining Methodist Church is allocated for redevelopment for a residential or a mixed residential and community use. Proposals for development will be acceptable subject to their meeting certain criteria.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The provision of additional homes at the site should, in line with subsequent policies, meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The provision of community uses at the site will also benefit all groups.</p>

Equality Impact Assessment

<u>Policy</u>	<u>Equality Group</u>									<u>Commentary</u>
	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP9: Aldershot Military Town</p> <p>The Council will work with the Ministry of Defence and other partners, as appropriate, to permit development, subject to proposals meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines the criteria through which development proposals within Aldershot Military Town will be considered acceptable. For example, it requires heritage assets to be retained and enhanced, as well as appropriate transport mitigation to be put in place. The policy is intended to benefit all groups.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>SP10: Blandford House and Malta Barracks</p> <p>Land to the west of the A325 at Blandford House and Malta Barracks is allocated for a sustainable residential development and Suitable Alternative Green Space (SANG). The Council will work with partners to deliver development, subject to its meeting certain criteria.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The provision of additional homes at the site should, in line with subsequent policies, meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The criteria through which development proposals will be considered acceptable are intended to benefit all groups.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
Delivering Infrastructure										
<p>IN1: Infrastructure and Community Facilities</p> <p>The Council will work with partners to ensure that infrastructure and community facilities are provided in a timely and sustainable manner.</p>	✓	✓	0	0	0	0	0	0	0	<p>This policy will likely have a positive impact upon those with disabilities and upon different age groups. The policy requires development to provide, or meet the reasonable costs of providing, community facilities, open space, transport infrastructure and other infrastructure requirements, which should benefit all groups. However, the requirement for new facilities and infrastructure to be located and designed so that they are accessible could benefit those with disabilities and some older people with mobility problems more than other groups.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>IN2: Transport</p> <p>Development should seek to minimise the need to travel, promote opportunities for sustainable transport modes, and improve accessibility to local facilities and linkages with the surrounding pedestrian and cycle network.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines the criteria through which development proposals will be considered acceptable with respect to transport provision. For example, it requires all new development to integrate into existing movement layouts and to provide safe, suitable and convenient access for all potential users. The policy is intended to benefit all groups.</p>
<p>IN3: Telecommunications</p> <p>New development will be expected to provide for appropriate telecommunications provision. Telecommunications development will be permitted subject to its meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires telecommunications developments to minimise their visual impact and is intended to maintain the appearance of buildings and the visual amenity of areas for the benefit of all groups.</p>

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Creating High-Quality and Distinctive Environments										
<p>HE1: Heritage</p> <p>The Council will seek to conserve and enhance heritage assets, particularly those that are recognised as having an intrinsic link to the military or aviation history of the Borough.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires development which is likely to affect a heritage asset to set out its impact and a suggested mitigation strategy. It seeks to preserve and enhance Rushmoor’s heritage assets for the benefit of all groups.</p>
<p>HE2: Demolition of a Heritage Asset</p> <p>The demolition or partial demolition of a heritage asset will not be permitted unless every practical effort has been made to retain it.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It sets out the Council’s approach to the demolition of heritage assets and is intended to preserve and enhance the Borough’s heritage for the benefit of all groups.</p>

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<p>HE3: Development within or adjoining a Conservation Area</p> <p>When considering development proposals within or adjoining a conservation area, the Council will seek to conserve, enhance or better reveal significant features which are an essential part of the character and appearance of a heritage asset.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It seeks to preserve and enhance important built features, open areas and natural features which are essential to the character and appearance of heritage assets. The policy intends to preserve and enhance the Borough's heritage for the benefit of all groups.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>HE4: Archaeology</p> <p>The Council will support development proposals which do not adversely affect nationally significant features of archaeological or historic importance or their setting.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires new development to conserve and enhance features of archaeological or historic importance or their settings and to undertake an archaeological assessment where there is evidence that archaeological remains may exist but their extent and significance are unknown. It seeks to preserve and enhance features of archaeological and historic value for the benefit of all groups.</p>
<p>DE1: Design in the Built Environment</p> <p>New development will be required to make a positive contribution towards improving the quality of the built environment.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines the criteria that new development will be expected to meet in terms of design quality. It seeks to promote a high-quality and inclusive built environment and is intended to benefit all groups.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>DE2: Residential Internal Space Standards</p> <p>Proposals for new residential units (including change of use or conversions) will be required to ensure that the internal layout and size are suitable to serve the amenity requirements of future occupiers. The Council will assess all proposals against minimum space standards.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires all new residential development to meet a nationally described space standard. The policy aims to promote high standards of liveability, accessibility and comfort and to ensure that all new housing has sufficient internal space to cater for a variety of household needs. All groups should benefit from the policy.</p>
<p>DE3: Residential Amenity Space Standards</p> <p>All new residential development and conversions will be required to provide good-quality, useable private outdoor space.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines the requirements and minimum acceptable dimensions for residential amenity outdoor space and aims to promote high standards of liveability, accessibility and comfort. All groups should benefit from the policy.</p>

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<p>DE4: Sustainable Water Use</p> <p>New residential and non-residential development will be required to meet standards for water consumption.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It recognises that demand for water is very high in the south east of England and aims to safeguard supplies and the water resource for the benefit of all groups.</p>
<p>DE5: Proposals Affecting Existing Residential (C3) Uses</p> <p>Where planning permission is required for residential extensions, conversions or sub-divisions, proposals will be acceptable subject to their meeting certain criteria. The Council will also seek to minimise the loss of housing within Rushmoor.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to promote a high-quality built environment and to maintain high standards of liveability and comfort. For example, proposals will be required to demonstrate that there are no adverse impacts on neighbouring properties or on the amenity of occupants. All groups should benefit from the policy.</p>

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<p>DE6: Open Space, Sport and Recreation</p> <p>The Council will support the provision of high-quality and accessible open space and sport facilities to meet a wide range of recreation, sport and open space needs in Rushmoor by maintaining and improving provision and accessibility for all.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It defines accessibility and quantity standards for open space and seeks to protect open space used for recreation and outdoor sport for the benefit of all groups. It states that development will not be permitted on areas of open space used for recreation and outdoor sport unless re-provision is provided elsewhere or the development is for sports and recreation provision.</p>

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<p>DE7: Playing Fields and Ancillary Facilities</p> <p>The Council will protect playing field sites for sport and recreational use.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It seeks to protect playing field sites and to encourage new community facilities in order to increase participation in sport and physical activity. It states that development will not be permitted on playing fields unless they are re-provided elsewhere or unless the development is for sports and recreation provision. All groups should benefit from the policy.</p>
<p>DE8: Indoor and Built Sport and Recreation Facilities</p> <p>The Council will promote indoor sport and recreation facilities to promote healthy lifestyles and to encourage physical activity.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It seeks to safeguard existing sports and recreation provision and to encourage the refurbishment, replacement and development of indoor facilities for the benefit of all groups.</p>

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<p>DE9: Advertisements</p> <p>Consent for advertisements and signs will be granted subject to their siting, design and illumination meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to ensure that promotional signs and advertisements do not have an adverse impact upon communities, adjoining land uses and the surrounding environment. All groups should benefit from the policy.</p>
<p>DE10: Pollution</p> <p>Development proposals will be permitted subject to their meeting certain criteria related to their impact upon pollution levels.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to ensure that new development does not lead to significant adverse levels of pollution and is intended to maintain and enhance the health, quality of life, natural environment and general amenity of Rushmoor. All groups should benefit from the policy.</p>

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<p>DE11: Development on Residential Gardens</p> <p>Proposals for new residential development which includes land within the curtilage or the former curtilage of private residential gardens will only be acceptable subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to ensure that development of private residential gardens does not cause harm to local character, amenity and biodiversity and requires sites to be of an adequate size. All groups should benefit from the policy.</p>

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Meeting Local Needs										
<p>LN1: Housing Mix</p> <p>Development will only be permitted which provides for a mix of dwelling types and sizes.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy aims to meet the housing needs of all residents and should benefit all groups. However, it will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The provision of additional homes should, in line with subsequent policies, meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The requirement for new dwellings to meet Building Regulations M4(2) (Accessible and Adaptable Dwellings) and M4(3) (Wheelchair User Dwellings) should also benefit some older and disabled people who have mobility problems.</p>

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<p>LN2: Affordable Housing</p> <p>Developments will be required to provide a certain proportion of dwellings as affordable homes on sites of a certain size and an appropriate mix of dwelling sizes.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy aims to meet the affordable housing needs of all residents and should benefit all groups. However, it will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The provision of affordable homes could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market. The provision of new housing should also meet the housing needs of those with disabilities.</p>

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<p>LN3: Gypsies, Travellers and Travelling Showpeople</p> <p>The Council will safeguard existing sites for Travelling Showpeople. Where additional local need is demonstrated for new sites for Gypsies and Travellers and Travelling Showpeople, it will identify or grant planning permission for sites to meet this need subject to proposals meeting certain criteria.</p>	0	0	0	0	0	✓	0	0	0	<p>This policy will likely have a positive impact upon Gypsies, Travellers and Travelling Showpeople and aims to address their accommodation needs. Some Gypsies and Travellers (Romany Gypsies and Irish Travellers) are protected from discrimination because of their ethnic origins. Whilst Gypsies, Travellers and Travelling Showpeople are the principal beneficiaries of the policy, the criteria for granting planning permission for sites aim to ensure that those outside these communities are not adversely affected.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>LN3.1: Peabody Road Car Park</p> <p>This site is allocated as a plot for Travelling Showpeople. The Council will grant planning permission for the site subject to its meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. Whilst the principal beneficiary of the policy is the local Travelling Showpeople community, the criteria for granting planning permission for this site are intended to ensure that those outside this community are not adversely affected. All members of the Travelling Showpeople community should benefit from the policy.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>LN3.2: Land at Hawley Lane South, Farnborough</p> <p>This site is allocated as a plot for Travelling Showpeople. The Council will grant planning permission for the site subject to its meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. Whilst the principal beneficiary of the policy is the local Travelling Showpeople community, the criteria for granting planning permission for this site are intended to ensure that those outside this community are not adversely affected. All members of the Travelling Showpeople community should benefit from the policy.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>LN4: Specialist and Supported Accommodation</p> <p>Proposals for specialist housing and supported accommodation designed to meet the needs of older people and others with support needs will be permitted subject to their meeting certain criteria.</p>	✓	✓	0	0	0	0	0	0	0	<p>This policy will likely have a positive impact upon different age groups and some disabled people. It supports the provision of specialist housing and is intended to meet the accommodation needs of older people and others with a need for specialist housing. The criteria for permitting development and the commitment to identify suitable sites is also intended to benefit all groups.</p>

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<p>LN5: Neighbourhood Deprivation Strategy</p> <p>A partnership approach will be taken towards continued Borough and neighbourhood improvement in deprived areas.</p>	✓	✓	0	0	0	✓	0	0	0	<p>This policy should benefit all members of the community. However, it will likely have a positive impact upon those with disabilities and upon different age and ethnic groups. The commitment to provide improvements to housing choice and quality could lead to the provision of additional homes. In line with subsequent policies, such housing should meet the housing needs of those with disabilities and deliver affordable homes, which could help those starting out on the housing ladder and certain ethnic groups who are disadvantaged in the housing market.</p>

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<p>LN6: Local Neighbourhood Facilities</p> <p>Proposals for a change of use from existing ground floor retail and service units in designated neighbourhood shopping frontages will be permitted subject to their meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to ensure for the provision of local shops and to guard against their unnecessary loss. It requires change-of-use applications to demonstrate that there will be no adverse impacts upon local residents. All groups should benefit from the policy.</p>
<p>LN7: Retail Impact Assessments</p> <p>An impact assessment will be required for retail proposals which are likely to have an adverse impact on the vitality and viability of Aldershot and Farnborough town centres, North Camp District Centre and local neighbourhood parades.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It sets local floor space thresholds to be used for retail impact assessments and is intended to maintain the vitality and viability of Aldershot and Farnborough town centres, North Camp District Centre and local neighbourhood parades for the benefit of all groups.</p>

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<p>LN8: Public Houses</p> <p>Development proposals which would result in the loss of a public house will be permitted where it can be demonstrated that there is no longer-term need for the facility.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to guard against the unnecessary loss of public houses, which are considered an important community facility. All groups should benefit from the policy.</p>

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Creating Prosperous Communities										
<p>PC1: Economic Growth and Investment</p> <p>The growth and retention of existing business and inward investment will be enabled through various measures, and opportunities to develop key employment sectors will be supported.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to maintain and enhance Rushmoor’s position as a prosperous economic centre and to encourage economic and employment growth for the benefit of all groups.</p>

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<p>PC2: Strategic Employment Sites</p> <p>The protection and retention of Rushmoor’s Strategic Employment Sites is considered crucial to maintain a supply of employment land and premises that will meet the economic needs of the Borough, the wider Functional Economic Area and the Local Enterprise Partnership area over the <i>Plan</i> period.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It designates a number of sites as Strategic Employment Sites to be afforded the highest protection and safeguarding against loss to non-B-class uses. The policy aims to encourage and maintain economic and employment growth within and beyond Rushmoor and should benefit all groups.</p>

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	<u>Age</u>	<u>Disability</u>	<u>Gender Reassignment</u>	<u>Marriage and Civil Partnership</u>	<u>Pregnancy and Maternity</u>	<u>Race</u>	<u>Religion or Belief</u>	<u>Sex</u>	<u>Sexual Orientation</u>	
<p>PC3: Locally Important Employment Sites</p> <p>The protection and retention of Rushmoor’s Locally Important Employment Sites is considered crucial to maintain a supply of employment land and premises that will meet the economic needs of the Borough and the wider Functional Economic Area over the <i>Plan</i> period.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It designates a number of sites as Locally Important Employment Sites to be afforded protection and safeguarding against loss to non-B-class employment uses. The policy aims to encourage and maintain economic and employment growth within and beyond Rushmoor and should benefit all groups.</p>

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<p>PC4: Farnborough Business Park</p> <p>The role of Farnborough Business Park as Rushmoor’s flagship office development site is recognised.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It recognises the economic significance of Farnborough Business Park to Rushmoor and beyond and will support proposals to develop or enhance office employment use at the site. It requires any development to respect the character and setting of listed buildings at the site and, where possible, to enhance the linkages between aviation heritage sites and buildings. All groups should benefit from the policy.</p>

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<p>PC5: Cody Technology Park</p> <p>Cody Technology Park will be protected for business use, comprising offices, research, test evaluation and light-industrial processes.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It recognises the economic significance of Cody Technology Park to Rushmoor and beyond but acknowledges that the site is in a relatively unsustainable location outside the urban area. Whilst the policy aims to protect the site for B-class employment uses, it will support development proposals at the site that exceed or fall outside the established development rights subject to their meeting certain criteria, which is intended to benefit all groups.</p>

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<p>PC6: East Aldershot Industrial Cluster</p> <p>Proposals that would develop or enhance the range of industrial uses within the East Aldershot Industrial Cluster will be supported.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It recognises the economic significance of the East Aldershot Industrial Cluster for Rushmoor and beyond and is intended to protect the largest employment site in the Borough for industrial uses. It aims to maintain and enhance economic and employment growth, which all groups should benefit from.</p>

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<p>PC7: Hawley Lane South</p> <p>Hawley Lane South is allocated as a Locally Important Employment Site and incorporates a plot for Travelling Showpeople.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It protects against a potential shortfall in industrial land and aims to provide a range of economic and employment benefits. The provision of a plot for Travelling Showpeople should meet the needs of this community but will only be acceptable, subject to its meeting certain criteria, which is intended to benefit all groups.</p>
<p>PC8: Skills, Training and Employment</p> <p>Planning permission will be permitted for development which supports educational and employment opportunities.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It supports the development of education and training facilities and aims to improve skills levels amongst all age groups in order to encourage employment and economic growth. All groups should benefit from the policy.</p>

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Managing the Natural Environment										
<p>NE1: Thames Basin Heaths Special Protection Area</p> <p>New development which is likely to have a significant effect on the ecological integrity of the Thames Basin Heaths Special Protection Area will be required to demonstrate that adequate measures are put in place to avoid or mitigate any potential adverse effects.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires net new residential development to mitigate the potential additional recreational impact of occupants on the Thames Basin Heaths Special Protection Area. It aims to protect the integrity of the Special Protection Area for the benefit of all groups.</p>

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<p>NE2: Green Infrastructure</p> <p>The Council will seek to protect, maintain and enhance Rushmoor’s green infrastructure network by permitting development subject to its meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to protect and enhance Rushmoor’s green infrastructure for its biodiversity, economic, recreational, accessibility, health and landscape value. All groups should benefit from the policy.</p>
<p>NE3: Trees and Landscaping</p> <p>The Council will not permit development which would affect adversely trees worthy of retention. New development will be expected to make provision for tree and general planting and to include comprehensive landscaping, tree planting and management plans.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to protect and enhance an important environmental resource for the benefit of all groups. It recognises the biodiversity, climate change and general amenity benefits of trees and good landscaping.</p>

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<p>NE4: Biodiversity</p> <p>The Council will seek to protect, maintain and enhance Rushmoor’s biodiversity and geological resources by permitting development subject to its meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to ensure that any adverse impacts of development upon Rushmoor’s biodiversity and geological features are avoided or mitigated, and to protect and enhance habitats and species for the benefit of all groups.</p>
<p>NE5: Countryside</p> <p>Development within the countryside will only be permitted subject to its meeting certain criteria.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to protect the character of the countryside and to encourage environmental improvement, accessibility, recreational use, nature conservation and biodiversity for the benefit of all groups.</p>

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<p>NE6: Managing Fluvial Flood Risk</p> <p>New development will be directed to areas of lowest flood risk. All opportunities to locate new developments in reasonably available areas of little or no flood risk should be explored prior to any decision to locate them in areas of higher risk.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to ensure that inappropriate development in areas at risk of flooding is avoided. It also requires development proposals in Flood Zone 2 and Flood Zone 3 to be appropriately flood resilient and resistant and to ensure that flood risk is not increased elsewhere. All groups should benefit from the policy.</p>

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<p>NE7: Areas at Risk of Surface Water Flooding</p> <p>For proposals within defined areas at risk of surface water flooding, applicants will need to demonstrate that they have put in place measures to manage and mitigate this risk.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It requires flood resistance and resilience measures and sustainable drainage systems (SuDS) to be incorporated within new development. The requirement for development proposals to demonstrate that the risk of surface water flooding is managed and mitigated is also intended to prevent the pollution of the water source. All groups should benefit from the policy.</p>
<p>NE8: Sustainable Drainage Systems</p> <p>The implementation of strategic, integrated and maintainable sustainable drainage systems (SuDS) in all flood zones for both brownfield and greenfield sites will be required.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to minimise surface water run-off and to reduce the risk of flooding by requiring new development in all flood zones to incorporate sustainable drainage systems (SuDS). All groups should benefit from the policy.</p>

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<p>NE9: Surface Water Flooding at Farnborough Airport</p> <p>All new development within the operational boundary of Farnborough Airport will be required to incorporate a site-specific flood risk assessment to ensure that surface water flooding issues are not exacerbated downstream.</p>	0	0	0	0	0	0	0	0	0	<p>There are likely to be no equality issues associated with this policy. It aims to minimise flood risk by ensuring that surface water run-off resulting from new development at Farnborough Airport is equivalent to or better than a greenfield discharge rate. All groups should benefit from the policy.</p>