



RAUNDS
Neighbourhood
Development Plan
Equalities Impact
Assessment
October 2016

Prepared by Kirkwells Ltd on behalf of Raunds Town Council

Published by Raunds Town Council as the qualifying body entitled to submit a
Neighbourhood Development Plan for its Parish.

Contact: Kate Houlihan – Town Clerk
The Hall, Raunds
Wellingborough
Northamptonshire NN9 6LT
Tel: 01933 622087
Email: clerk@raunds-tc.gov.uk

Contents

1.	Introduction	4
2.	Aims of the Equality Analysis	4
3.	Methodology	5
4.	Baseline Data	6
5.	Vision and Objectives for Raunds Neighbourhood Development Plan.....	8
6.	Impact of Policies on Groups with Protected Characteristics	10
6.1	Age.....	10
6.2	Disability.....	11
6.3	Maternity and Pregnancy.....	11
6.4	Race.....	12
6.5	Sex.....	12
6.6	Religion, Gender re-assignment, Sexual Orientation.....	12
7.	Conclusions	13

1. Introduction

- 1.1 The Equality Act 2010 (the Act) places a duty on all public authorities in the exercise of their functions to have regard to the need to eliminate discrimination, to advance equality of opportunity, and to foster good relations between persons who have a “protected characteristic” and those who do not.
- 1.2 Equality Impact Assessment (EqIA) is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups so that if a policy results in unfairness or discrimination then changes to eliminate or lessen the impact be considered.
- 1.3 The following characteristics are identified in the Act as protected characteristics:
 - age;
 - disability;
 - gender reassignment;
 - marriage and civil partnership;
 - pregnancy and maternity;
 - race;
 - religion or belief;
 - sex;
 - sexual orientation.
- 1.4 It is no longer a legal requirement for public bodies to produce an Equality Impact Assessment to cover every policy document or project. However, this document forms part of the assessment of the Raunds Neighbourhood Development Plan to ensure that the Neighbourhood Development Plan does not have any equalities impacts and that it conforms to the requirements of the Basic Conditions for Neighbourhood Plans.

2. Aims of the Equality Analysis

- 2.1 The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision-making and to nurture a more proactive approach to the promotion of equality and fairness at the heart of public policy. The aim in conducting the analysis is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern.
- 2.2 The sections below consider the goals and objectives of the Neighbourhood Development Plan and then assesses the impact of policies and proposals on groups with protected characteristics.

3. Methodology

3.1 An assessment has been made on whether the Raunds Neighbourhood Development Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available). A brief justification and explanation of the policies and proposals in the Neighbourhood Development Plan are provided below.

3.2 It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

3.3 Negative and Positive impacts are weighted in relation to their significance.

High impact a significant potential impact or beneficial outcome.

Medium impact some potential impact exists, some mitigating

Low impact almost no relevancy to the process, e.g. an area that is very much legislation-led or extremely low benefits

4. Baseline Data

4.1 Data for Raunds is available for the following protected characteristics: age, disability, race, religious belief, and sex. Data is not readily available for the following protected characteristics: gender reassignment, pregnancy and maternity, and sexual orientation. Unless stated otherwise the data source is the 2011 Census¹.

4.2 In 2011 there were 8,641 people living in Raunds 4.42% more than in 2001. 49.8% of these were male, and 50.2% were female, compared to 49.2% male and 50.8% female in England.

4.3 The age structure is as follows:

Age Structure	Raunds	England
All Residents	8641	53,012,456
0-17 years	1,855	11,336,960
	21.5%	21.4%
18-64 years	5,321	33,014,967
	61.6%	62.3%
Over 65 years	1,465	8,660,529
	17%	16.3%

4.4 The proportion of young people (0 - 17years) is slightly lower than the national average whereas the over 65's are slightly higher than the national average. There is a lower proportion of people between 18-64 years than the national average and a much lower percentage of young adults aged between 20-29 (10.5% in Raunds compared to 13.7% in England), perhaps explained by the outflow of this cohort to seek education and employment opportunities. The working age population is slightly less in Raunds than the national average.

4.5 The percentage of population in Raunds within the 0 - 4-year age range is 5.4%, as opposed to the national average of 6.3%. This suggests that the proportion of people with young families is lower than the national average along.

4.6 Raunds has a lower proportion of people whose day-to-day activities are limited a lot due to long term health problems or disability (7.0%) compared to the national average (8.3%).

4.7 In February 2016, there were 210 people in Raunds receiving Employment and Support Allowance or incapacity benefits (2.43%) compared to 10.2% of the population in Great Britain.

¹ <http://www.neighbourhood.statistics.gov.uk/dissemination/>

4.8 The profile of ethnic origin for Raunds in 2011 was:

	Raunds	England
White British;	94.9%	79.8%
White; Other	2.5%	5.7%
Mixed/Multiple Ethnic Groups;	0.9%	2.3%
Asian/Asian British;	1.0%	7.8%
Black/African/Caribbean/	0.5%	3.5%
Other Ethnic Group	0.2%	1.0%

4.9 These figures indicate that Raunds has a low ethnic population (compared to the national average).

4.10 Religious belief in Raunds is strongly weighted towards Christianity:

	Raunds	England
Christian	61.4%	59.4%
Buddhist	0.2%	0.5%
Hindu	0.4%	1.5%
Jewish	0.1%	0.5%
Muslim	0.0%	5.0%
Sikh	0.1%	0.8%
Other Religion	0.6%	0.4%
No Religion	30.8%	24.7%
Religion Not Stated	6.5%	7.2%

4.11 The top six non-Christian religions comprise only 1.4% of the population in total compared to 8.7% in England as a whole.

4.12 Gender reassignment and sexual orientation are generally invisible characteristics for which little reliable data exists at local level.

4.13 In summary Raunds has:

- a lower proportion of young people (0-17 years old) whereas the over 65's are slightly higher than the national average. There is a lower proportion of people between 18-64 years than the national average and a much lower percentage of young adults aged between 20-29 (10.5% in Raunds compared to 13.7% in England), a marginally lower proportion of persons with incapacity or very bad health than nationally;
- a much lower proportion of ethnic persons than the national average;
- a much lower proportion of people who practice religions other than Christianity than nationally.

5. Vision and Objectives for Raunds Neighbourhood Development Plan

- 5.1 The Raunds Neighbourhood Development Plan will provide a framework of policies and proposals for the development of the Parish to 2031. The current Core Strategy for North Northamptonshire allocates 1,060 dwellings to the Raunds to 201.
- 5.2 To date, planning permission has already been granted for 1058 homes which meets that detailed in the North Northamptonshire Core Strategy 2011-2031. The Raunds Neighbourhood Development Plan will not seek to allocate any further sites for additional housing, as they firmly believe that Raunds needs to be able to consolidate the rapid growth that is already occurring. Given the current quantum of development commitments, it is anticipated that any further growth during the Plan period to 2031 would be limited to small scale windfall infill development.0

Vision

- 5.3 The Vision for Raunds is as follows:

The aim of this plan is to enable Raunds to develop as a vibrant, successful, pleasant rural market town; where people feel safe to live.

A town with sustainable, good quality, housing; designed to be in keeping with the characteristics of 'old Raunds' town.

Infrastructure, which meets the needs of the community, incorporating good highways, excellent educational provision, accessible health facilities and community facilities for all ages.

A valuable business community built around:

- **good accommodation;**
- **a regenerated town centre with aspirations to become a vibrant market town with a variety of artisan and boutique style shops; and**
- **good employment opportunities.**

- 5.4 The objectives which the Neighbourhood Plan will seek to attain are as follows:

OBJECTIVE 1 - To ensure that new housing is provided in a suitable range of tenures, types and sizes so that local people of all ages can to continue to live in the town in a suitable home and to ensure that variety of new housing is attractive to families who wish to re-locate to the area

OBJECTIVE 2 - To ensure all new development is of good design and in keeping with the surrounding character of the area.

OBJECTIVE 3 – To ensure that Raunds has the appropriate open space provisions, community and recreation facilities to support present demand and future growth for members of the community of all ages.

OBJECTIVE 4 – To encourage and protect the viability and vitality of the Town Centre.

OBJECTIVE 5 - To protect existing employment provision and support future regeneration, diversification and expansion of employment opportunities.

OBJECTIVE 6 - To encourage tourism related activities.

OBJECTIVE 7 - To ensure that the Raunds Neighbourhood Development Plan promotes sustainable development for future generations by protecting key environmental assets (e.g. green spaces and landscapes, natural and historic environment designations and taking account of constraints.

OBJECTIVE 8 - To ensure Raunds has the appropriate improvements in transport and infrastructure to support present demand and future projected growth within this plan and other relevant development plans.

- 5.5 All of the objectives of the plan attempt to improve the conditions for all of the population and achieve benefits for all members of the community. In each case they aim to create an environment which would benefit persons with protected characteristics by providing decent homes, by reducing the need for cars and improving public transport and making Town Centre facilities more accessible to those with mobility problems, or by enhancing the prospects for local employment.

6. Impact of Policies on Groups with Protected Characteristics

The Raunds Neighbourhood Development Plan aims to create benefits for everyone who lives, works, shops, or spends leisure time within the Parish. This will be achieved by developing affordable and market housing that reflects the existing housing stock and the local housing market, promoting good design to ensure easy access for all members of the community, ensuring new housing is flexible and adaptable, protecting and enhancing open spaces in the parish, enhancing the Town Centre, protecting local employment sites, preserving social, community and leisure facilities, improving access to local services and facilities, and preserving and enhancing the quality of the environment.

Groups with the various protected characteristics will be affected in different ways by the Neighbourhood Development Plan and the purpose of the analysis in this section of the assessment is to identify how various groups will be affected and whether the proposals and policies in the Raunds Neighbourhood Development Plan will adversely affect disproportionately those in the groups with protected characteristics. Without exception where policies in the Neighbourhood Plan do have an impact on groups with protected characteristics, it is a positive impact and not a negative one.

6.1 Age

- 6.1.1 The Raunds Neighbourhood Plan recognises the need to ensure new housing is designed to be flexible and adaptable to ensure that it meets the changing needs of households, lifestyles and technologies. (Policy R3).
- 6.1.2 The Neighbourhood Development Plan seeks to protect play facilities for children and provide open space when development is being considered. It also protects Local Green Space to maintain open space and recreation areas important to all ages but especially young people.
- 6.1.3 Policies R6 and R7 seek to retain areas of open space within the parish particularly the recreation areas, play areas and playing fields around the parish, which have existing play facilities for all young people. The Conservative Bowls Club, and allotments provide facilities for the older generation, whilst Warth Park Nature Area is also an important informal area for people of all ages to enjoy quiet recreation and exercise.
- 6.1.4 Policy R1 supports both affordable and market housing evidenced by the existing housing stock and the local housing market.
- 6.1.5 Policy R8 seeks to protect existing community and recreation facilities and buildings for use by all.
- 6.1.5 Policy R22 seeks enhancements to maximise accessibility to the footpath and cycleway network for all ages.

- 6.1.6 Policy R22 requires developers to consider contributions towards highway improvements, traffic calming and increasing public and community transport

OVERALL - MEDIUM POSITIVE IMPACT

6.2 Disability

The needs of persons who are disabled or who have limited mobility are recognised in:

Policy R3 which requires that all development have easy access for all members of the community,

Policy R3 which requires flexibility and adaptability in new housing design.

Policy R3 which requires development to provide a mix of open spaces which meet local need

Policies R10 and R12 require that new development be expected to demonstrate how they contribute to the creation of safer roads, streets and public spaces for pedestrians and cyclists.

Policy R8 will also assist disabled people is seeking to retain services and community facilities as closely as possible to their place of residence.

OVERALL - MEDIUM POSITIVE IMPACTS

6.3 Maternity and Pregnancy

Key issues for women who are pregnant or who have young children are access to appropriate housing, flexible employment, and access to facilities including health, developmental play, and recreational facilities.

The Neighbourhood Development Plan has policies which help meet all of these needs:

Policy R1 supports both affordable and market housing evidenced by the existing housing stock and the local housing market.

The Neighbourhood Development Plan also contains policies which aim to retain, and improve access to, key facilities and services used by young mothers and their children:

Policy R9 promotes new town centre facilities and provides a mechanism to resist proposals which would result in the loss of the existing retail and service provision, which will be utilised more heavily by mothers with young children.

Policy R8 supports the potential increase in additional community and recreational facilities and buildings which are likely to be used by groups supporting mothers with young children and policy prioritises developer contributions for this purpose.

Policy HF.DE4 – Provides for the safeguarding of open space and recreation grounds within the parish which are likely to more heavily used by mothers and fathers with young children.

OVERALL - MEDIUM POSITIVE IMPACTS

6.4 Race

Non-white ethnic groups are a small proportion of the population in Raunds in 2011 only 2.5% of the population was of ethnic origin and within this there are several groups with different ethnic origins.

Ethnic groups can experience difficulties around discrimination (sometimes leading to hate crime), including language, health and well-being, deprivation and culture issues.

A public realm designed with safety in mind will minimise opportunities for hate crime. The Raunds Neighbourhood Development Plan seeks to ensure that new development seeks to provide a safe environment that minimises opportunities for crime in accordance with the Northampton Supplementary Planning Guidance.

Policy R12 seeks to improve the public realm within Raunds Town Centre

OVERALL - LOW POSITIVE IMPACTS

6.5 Sex

The Raunds Neighbourhood Development Plan contains no specific policies or proposals for any particular gender. The Neighbourhood Development Plan has been written to provide equal opportunity to both sexes in respect of the provision of development and access to facilities.

Neither sex is disadvantaged by any of the policies and proposals in the Neighbourhood Plan; on the contrary both sexes will benefit equally from the implementation of the Neighbourhood Plan.

OVERALL - NEUTRAL IMPACT

6.6 Religion, Gender re-assignment, Sexual Orientation

Key issues for religious groups are discrimination relating to employment, housing and the provision of services, and their portrayal in the media.

Key issues for gender re-assigned people, gays and lesbians are personal relationships, transphobia and/or discrimination and hate crime.

The Neighbourhood Development Plan does not and cannot directly address the social attitudes that are involved in these issues. However, it does seek to provide a built environment which is open to all, with a safe public realm which all social groups can access and use equally.

7. Conclusions

- 7.1 The Raunds Neighbourhood Development Plan provides a strategy for the development of the Town and Parish, and a range of policies and proposals, which will result in positive benefits for many parts of the local community with protected characteristics: older people, young people, mothers to be and with young children, disabled people and those with limited mobility.
- 7.2 As a land use document, the Raunds Neighbourhood Development Plan can not explicitly address the needs of racial or religious groups, or transgender, gay or lesbian groups, or women. The Neighbourhood Plan does make equal provision for affordable housing and for a range of housing, and seeks to provide additional social, community and leisure facilities which will benefit these groups equally. It also seeks to provide a safer environment, particularly a safer public realm, where people with protected characteristics will be less liable to be subject to crime.
- 7.3 The Raunds Town Council does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the Neighbourhood Development Plan or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998. The Raunds Neighbourhood Development Plan either helps to reinforce these rights or is neutral in relation to them.

