



Histon & Impington Neighbourhood Plan

Equalities Impact Assessment

Prepared by Histon & Impington Neighbourhood Plan Steering Group

May 2019

1 Introduction to the Equalities Impact Assessment

- 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 the systematic analysis of a policy or policies, in order to identify the potential for an adverse impact on a particular group or community, in particular those with a protected characteristic. 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.

'Protected characteristics' are defined in the Act as age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

- 1.3 This document presents the results of the assessment of the Histon & Impington Neighbourhood Plan (H&INP) to ensure that Histon & Impington Parish Council (HIPC) is satisfying its statutory duties in this regard.

2 Aims of the Equalities 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 Plan and then assess the impact of policies and proposals on groups with protected characteristics.

3 Methodology

- 3.1 An assessment has been made on whether the HINP 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 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). The likely impact of each objective or policy within the plan has been assessed.

Positive	a positive impact or beneficial outcome.
Neutral	neither positive impact or negative outcome
Negative	a negative impact or negative outcome

Baseline Data

- 3.3 Data for the H&INP Area 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 Census. Due to the H&INP Area being smaller in

area than the Histon & Impington ward area, data for the plan area has been extrapolated from the 2011 Census data to give the best estimate possible.

Histon & Impington Plan Area – population characteristics

Histon & Impington neighbourhood plan area – population characteristics

Total Population: 7,866

Age: 18% of the population are children aged 15 or less. 62% are in the working age groups 16 – 64. 20% are aged 65 plus. This means that the population has a slightly older profile than the national average (source: ONS).

Sex: 48.7 male and 51.3 female

Country of birth: 89.8% of residents were born in the UK. 2.2% were born in the EU, 0.6% in Ireland and 7.4% were born elsewhere.

Ethnic group: 94.3% are White British/White Irish, 1.5% are mixed/multiple ethnic group, 4.2% are from other ethnic groups.

Religion: Christian: 57.1%. Other religion: 2.6%. 31.3% of residents do not have a religion and 9% did not state their religion.

Health: People living here generally experience good health with the majority describing having 'very good', 'good', or 'fair' health. 0.6% described their health as 'very bad'. 1% indicated that they were unable to work due to a long-term health issue or disability.

- The community loses young people when they go off to university or pursue careers elsewhere but many young adults with families move into the community. 41% of the population were aged between 30 and 59.
- Approximately 73% of the population were under 60 years old.
- The plan area is similar to that of England and South Cambridgeshire with a few exceptions. The plan area has a higher proportion of people aged over 75 years and fewer aged 0-4.
- 54% of people are economically active.

4 Goals and Objectives of the Histon & Impington Neighbourhood Plan

- 4.1 The Histon & Impington Neighbourhood Plan Vision sets out the requirements for all cultures and ages to get on well together, supporting those in the community that need support and helping the community to thrive.
- 4.2 The vision for H&INP is expected to have a positive impact on all sectors of the community but particularly on young groups using the local schools and those that may have mobility issues and/ limited or no access to a car and rely on local businesses for services.

The Neighbourhood Plan Vision

Histon & Impington is and will continue to be a cohesive, single community with a special character next to but separate from Cambridge.

The diversity of the community will be maintained, embracing the many village characteristics, providing employment opportunities (including currently in a business park and an industrial site) and sustaining a popular high street.

The community will be 'sustainable' and 'resilient' with the necessary physical and social infrastructure. As far as it can, Histon & Impington will look after itself, providing opportunities for people of all ages and abilities to live well.

The Green Belt will be protected. There will be no large-scale housing developments; acknowledging this, the community gives high importance to there being housing for those on lower incomes.

It will be a welcoming, diverse, inclusive and tolerant community.

Histon & Impington will be a community which recognises its heritage and remains rooted in it, but also embraces the advantages that technology can bring to deliver the different elements of this vision.

- 4.3 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.
- 4.4 In each case they aim to create an environment which would also benefit persons with protected characteristics by providing an inclusive environment with an excellent vibrant community spirit where homes are well designed to suit the needs of the community.
- 4.5 The Big Community Survey demonstrated that it is important to the community that Histon and Impington continues to be a friendly, inclusive, desirable place to live, retaining its independent identity and the excellent services and amenities it has. Of equal importance is that it is safe to get around and any potential expansion contributes positively to the community and does not threaten what is so clearly valued by the community.
- 4.6 The H&INP contains six priorities of importance identified by the community. These are described (and assessed) below in Table 4.1. The priorities establish how the Parish proposes to deliver its Vision for Histon & Impington. Delivery of the priorities will be through both planning policies and community action.
- 4.7 The H&INP also contains four cross-cutting principles which arose out of early community engagement. These are:
- Cross cutting principle 1: A Digital Village described as 'utilising the best available technology to the advantage of all'
 - Cross cutting principle 2: A Sustainable Community described as 'making sure that whatever we do contributes to tomorrow's community'
 - Cross cutting principle 3: Diverse and Inclusive described as 'offering the opportunity to live in and/or contribute to Histon and Impington'
 - Cross cutting principle 4: Heritage and Design described as 'being mindful of our history and preserving our memories'.

- 4.8 All nineteen planning policies and six priorities have been assessed in the Neighbourhood Plan (see the introductory summary to the Neighbourhood Plan) for their compatibility against the four cross-cutting principles. No areas of incompatibility have been identified.
- 4.9 Each of the plan's priorities is reviewed below to assess the likely impact on residents within the plan area with protected characteristics.

Table 4.1. An assessment of the plan's priorities		
Priorities	Likely Impact	Commentary
Priority 1: Essential Character To protect the essential character of the community.	Neutral	This objective protects the essential character and built heritage of the Parish, which will be enjoyed by all, and is deemed to have a neutral impact on residents with protected characteristics.
Priority 2: Successful Economy: To encourage the growth and success of the retail, leisure and other commercial businesses of the villages.	Positive	This objective is expected to have a positive impact on all sectors of the community and those that may have mobility issues and/ limited or no access to a car and rely on local facilities and services will particularly benefit.
Priority 3: Vibrant Community To ensure the villages' community infrastructure (clubs, societies, open spaces and events) develops and adapts to their emerging and changing demographic.	Positive	This objective is expected to have a positive impact on all sectors of the community and especially on those with protected characteristics.
Priority 4: Getting Around To develop a network of sustainable, accessible transport links within and around the villages to create safe and inviting routes for all and especially for pedestrians and cyclists.	Positive	This objective seeks to improve accessibility and connectivity within the villages and to services, facilities and open green areas. This would be of particular benefit to older people, those with limited mobility and younger children whose parents seek safer routes through the community.
Priority 5: Safe, Secure and Successful To support the community in continuing to make the villages safe, secure, supportive and welcoming for all.	Positive	This objective is expected to have a positive impact on all sectors of the community.
Priority 6: Housing for all To ensure a sufficient supply of sustainable and high quality housing (including affordable homes and small and larger units which address changing demographic demand) within the villages.	Positive	This objective will have a positive impact on residents with protected characteristics as the policy will provide smaller and potentially less expensive housing that is needed in the villages for those that are young and those on lower incomes wanting to buy and older people that are wishing to down size. By ensuring that sites are accessible and well connected to the village centres this will have a positive impact on any new residents that have mobility issues.

5 Process of Community Consultation

Aims of the consultation process

5.1 A detailed account of the consultation process is provided in the Consultation Statement which is submitted alongside the Neighbourhood Plan. The aims of the Histon & Impington Neighbourhood Plan consultation process were:

- To involve as many people as possible in the Plan's development from an early stage;
- To ensure that consultation took place at critical points in the process using a variety of consultation techniques;
- To ensure that consultation was meaningful, that people felt listened to and that their input was valued; and
- To keep people informed of the Plan's progress at regular intervals

5.2 Throughout the preparation of the Histon & Impington Neighbourhood Plan the steering group sought to engage with as wide a range of people as possible and were mindful to consider those that do not have access to the internet.

5.3 Early engagement was achieved through holding open meetings and workshops which were well attended and sought to identify at this stage what was important to the community and what were the issues affecting the community. In addition to workshops, stalls were held at each village Feast Market in 2014-2016, articles were regularly written for the local newsletter (Hisimp News) that goes to every household and 2 displays were held in the community's library.

5.4 This led to the Big Survey which was carried out by Eventure and consisted of:

- 3 focus groups and 11 in depth interviews (including business owners)
- A paper survey questionnaire was distributed to all addresses in H&I with a pre-paid envelope to return it to Eventure
- An online survey, publicised via social media, website and posters
- 2,167 responses were received over a 4 week period

5.5 The Big Survey helped the steering group to identify the community's Vision for the plan.

5.6 The variety of methods used to publicise the Regulation 14 pre-submission consultation were:

- An article in Hisimp News
- Information Boards in the library
- Use of social media such as Twitter
- Creation of website for all relevant information
- Production of a short version of the plan
- Hard copies of the plan available in the Parish Council office
- 2 public meetings were held in 2 different locations
- 3 drop-ins were held in the community library
- Posters were placed in key positions throughout the community
- Postcards were distributed to shops, library, older people's drop-ins etc
- An on-line survey and dedicated email address were set up collect comments
- Talks were given to community groups such as the Village Society, WI, Gardening Society etc.
- Community Group leaders were contacted via email and invited to presentations
- Landowners and business owners were sent letters

- An information stall outside Tesco was in place outside Tesco in the High Street every Saturday during the consultation period.
- Schools were emailed – older pupils were encouraged to participate and schools sent out information via ‘parentmail’.

6 Likely Impact of H&INP Policies on Residents with Protected Characteristics

6.1 The H&INP aims to create benefits for everyone who lives, works, shops, or spends leisure time within Histon & Impington. This will be achieved by:

6.2

- developing new housing, particularly affordable housing, with an emphasis on smaller units
- preserving and developing social, community and leisure facilities
- improving access to local services and facilities
- preserving and enhancing the quality of the environment.

6.3 Groups with various protected characteristics will be affected in different ways by the Neighbourhood 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 H&INP will adversely affect disproportionately those in the groups with protected characteristics.

Policy	Likely Impact	Commentary
HIM01 High Quality Design	Positive	Requires that new development layout, access routes and parking are satisfactory for people who experience disability and does not result in unacceptable impact on pedestrian safety. This will include the impact of parked cars on pavements and the safety issues this presents to all sections of the community but particular the young, older people and those with a disability.
HIM02 Interesting Buildings	Neutral	Both policies seek to protect the historic built environment of the villages. These are valued by many residents in the community.
HIM04 The Windmill		
HIM06 Commercial Core	Positive	These 2 policies seek to resist proposals which would result in the loss of existing retail services. These may be relied on proportionally more by older people and those who can't or prefer not to drive.
HIM07 The School Hill Site		
HIM08 The Jam Factory	Neutral	Both policies seek to retain current employment opportunities within the villages and although relevant mostly to those of working age, the policy does not impact negatively on those from the protected characteristics groups.
HIM09 Vision Park		
HIM10 Bypass Farm	Positive	Provides for additional recreational space that will be of benefit to all sectors of the community.
HIM11 School Hill Garden	Positive	This policy seeks to retain an area of informal open space in the centre of the community. It includes a youth shelter at the back of the site..

Policy	Likely Impact	Commentary
HIM12 Local Green Space	Positive	These 2 policies seek to retain areas of open space within the plan area which include land for recreation and play facilities for younger people. It includes important informal areas for older people to enjoy quiet recreation and exercise. It safeguards areas that are used by the community, including families with younger children, to enjoy the outdoors.
HIM13 Important Natural Habitat	Positive	HIM13 identifies areas that have specific wildlife value and can be enjoyed by those who want to access areas that have biodiversity value. National studies show that this is important for the well-being of individuals.
HIM14 Maximising Recreational Space		HIM14 safeguards two existing and adjacent areas of recreational land with a view to maximising their use to the public whilst allowing for limited educational development (meeting needs of younger adults/older children) without adversely affecting recreational land available to all.
HIM15 Walking and Cycling Routes		HIM15 Encourages the development of footpaths that separate footpaths and cycle paths from vehicles. This will particularly benefit young families and students on their walk to school.
HIM16 A14 Mitigation Sites		HIM16 recognises the important function that green infrastructure can have in mitigating the adverse impacts of the A14 on local residents, particularly those living in the south of the community.
HIM17 The Infant School Site	Positive	HIM17 seeks to safeguard the site of the infant school as a site to provide community use (such as health services) once the existing school has relocated to a larger site in the parish. This would benefit all residents but particularly those dependent on provision health or community services within the locality.
HIM18 Meeting Local Needs - housing	Positive	Supports the need to provide local affordable housing in line with the demonstrated need and housing sizes which are smaller to better meet the need of young people by providing more starter homes, people starting a family and homes for older people wishing to downsize.
HIM03 Size, Scale & Location of New Developments		Supports development that is within a specified distance from community facilities which is important for accessibility. Policies 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.
HIM14 Walking & Cycling Routes	Positive	
HIM05 Parking Provision for Cars and Cycles	Positive	This policy additionally seeks to ensure that any parking provision also takes into account the needs of those with mobility issues and will be of particular benefit to them.

Policy	Likely Impact	Commentary
HIM19 Station Site	Positive	There is a concentration of services in Histon and fewer retail options in Impington, particularly towards the north of the community. The services to be provided at the station site will benefit the whole community but will particularly benefit those who currently live further from current facilities and find it difficult to access these due to mobility issues.

6.4 Without exception where policies in the Neighbourhood Plan do have an impact on groups with protected characteristics, it is a positive or neutral impact and not a negative one.

7 Conclusion

7.1 The H&INP provides a strategy for the development of the community and a range of policies and proposals that will benefit many parts of the local community including those with protected characteristics: older people, young people, mothers to be and young children, disabled people and those with limited mobility.

7.2 The H&INP does not explicitly address the needs of racial or religious groups, transgender, gay or lesbian groups. It does make equal provision of affordable housing and for a range of housing to meet a variety of needs. It also seeks to preserve and develop social community, leisure facilities and retail services that will benefit these groups equally.

7.3 The H&INP Group does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the H&INP or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998.