

**Longworth Neighbourhood Plan
2015 - 2031**

**Equality Assessment
for Submission**

**February
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1. Introduction to Equality Impact Assessment

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.

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.

This document presents the results of the assessment of the Longworth Neighbourhood Plan (LNP) to ensure that Longworth Parish Council (LPC) is satisfying its statutory duties in this regard.

1.1 Aims of the Equality Analysis

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.

The sections below consider the goals and objectives of the LNP and then assess the impact of policies and proposals on groups with protected characteristics.

1.2 Methodology

An assessment has been made on whether the LNP has a positive, negative or neutral impact on each of the protected characteristics, in so far as data is available. A brief justification of the policies and proposals in the LNP and notes of any mitigation have been provided. If the impact is negative, this is given a high, medium or low assessment. 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).

High impact: a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place, etc.

Medium impact: some potential impact exists, some mitigating measures are in place, poor evidence.

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

2. Baseline Data

Data for Longworth Parish (LP) is available for the following protected characteristics: age, disability (economically inactive: sick or disabled), sex, religious belief and race. Data is not readily available for the following protected characteristics: gender reassignment, pregnancy and maternity, and sexual orientation. The data source is the 2011 Census.

- In 2011 there were 566 people living in LP (including 122 aged 0-15 – at the time of the consultation in September 2014 the adult population was estimated at 466).
- 50.0% of these were male, and 50.0% were female.
- Comparable figures for the UK were 49.3% male and 50.7% female.

LP age profile is broadly comparable to the UK as a whole (although with slightly higher levels of children aged under 16):

	LP	UK
Aged 0-15 years	21.6%	18.9%
Older than 65 years	16.8%	16.3%
Of working age	61.7%	64.8%

LP has a lower proportion of people (2.5%) who are designated as ‘economically inactive: long-term sick or disabled’ compared to the national average (4.0%).

6.0% of the population in LP was aged 0-4 years, this is very similar to the national figure of 6.2%.

In terms of ethnicity (as defined within the Census 2011), Longworth has a predominantly White ethnic population. Whilst similar to the South East of England it does have a lower proportion of Asian/ Asian British residents.

	LP	South East
White – English/ Welsh/ Scottish/ NI/ British	92.4%	85.2%
White – Irish	1.1%	0.9%
White – Other	4.2%	4.6%
Mixed/ Multiple ethnic group	0.5%	1.9%
Asian/ Asian British	0.4%	5.2%
Black/ African/ Caribbean/ Black British	1.2%	1.6%
Other ethnic group	0.2%	0.9%

All households within the Parish were listed as having one adult within the household for whom English was their main language (no individuals were classified as not speaking English at least ‘well’).

Almost all residents are Christian (70%) or of no faith (22.1%), with 5.3% not specifying a faith. The other religious groups within the parish were Hindu (0.4%), Jewish (0.7%), Muslim (1.2%) and Other (0.4%).

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

In summary, LP has a:

- A higher proportion of young people (0-15) than the national average.
- Lower proportion of persons designated as long-term sick or disabled;
- A Lower proportion of Asian/ Asian British residents with all households containing at least one person with English as their main language (and no non-English speaking residents).

3. Objectives of the Longworth Neighbourhood Plan

The LNP will provide a framework of policies and proposals for the development of the village to 2031. The Core Strategy for Vale of White Horse District Council does not allocate any houses to small villages such as Longworth over the plan period 2031. The LNP is in line with the Vale's Local Plan, and supports limited infill development as the only development during this period.

The LNP has considered the impact of any recommendations on the needs and requirements of persons with a protected characteristic.

All consultation was conducted on an inclusive basis and the views of those with protected characteristics were examined and discussed in detail. We do not believe any protected groups were disadvantaged by the methodologies utilized during consultation and all groups were given the opportunity to provide feedback.

4. Impact of Policies on Groups with Protected Characteristics

The LNP contains 4 core policies.

Given the nature of these policies they will not negatively impact any individuals with Protected Characteristics.

4.1 Age

30% of those responding to the survey conducted in September 2014 were aged 65 or above. Their views have been examined separately and are found to be in-line with those of respondents as a whole. They were slightly more likely than other respondents to name the Village Church in the top 4 most important factors defining the character of the village. This view is reflected in Policy 3 with St Mary's Church included as a protected Community Facility.

The above average number of children aged under 16 is reflected in Policy 3 where both Longworth Primary School and field and Longworth Pre School are listed as protected community facilities; Policy 4 protects Longworth Recreational Playing Field as a local green space.

Given the limited number of footpaths and narrowness of roads, one of the core considerations within the LNP has been to reduce traffic through the centre of the village. We believe that this is particularly important for those aged over 65 and those under 16.

4.2 Religion

Policy 3 protects St Mary's Church as a Community Facility to reflect the predominantly Christian community within the village.

5. Conclusion

The LNP provides a strategy for the development of the Parish, as far as possible the views of those with protected characteristics have been sought and are felt to be in-line with the overall views of the village as a whole. The LNP will have no negative impact upon any individuals with protected characteristics and will not increase the barriers to any individuals within these groups entering the community in the future.