



BOTLEY NEIGHBOURHOOD PLAN

Equality Impact Assessment

Prepared by Botley Neighbourhood Plan Steering Group

April 2023

Neighbourhood Plans fall within the remit of the Equality Act 2010. This legislation seeks to ensure that no groups or individuals are disadvantaged as a result of decisions being made, which fail to take account of their requirements and that policies and decision making do not discriminate either accidentally or deliberately.

The reason for carrying out this Equality Impact Assessment (EIA) is to ensure that decisions made by Botley Parish Council on the Neighbourhood Plan are based on sound evidence and will not discriminate against anyone with any of the 9 protected characteristics shown below.

PROTECTED CHARACTERISTICS

Age: Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability: A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender Reassignment: The process of transitioning from one gender to another.

Marriage and Civil Partnership: Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and Maternity: Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavorably because she is breastfeeding.

Race: Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief: Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: Man or a woman.

Sexual orientation: Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

EQUALITY IMPACT ASSESSMENTS AND NEIGHBOURHOOD PLANS.

Whilst it is unlikely that a Neighbourhood Plan would have a significant impact on a group with protected characteristics; the possibility still exists and therefore there is a requirement to screen the presumed outcomes of policies.

It is also important to note that the Botley Neighbourhood Plan has been drafted following significant consultation with the resident community as set out in the Consultation Statement which is an appendix to the Plan.

ASSESSING THE PLAN POLICIES

This EIA has been produced to assess the implications of policies included in the Regulation 14 or consultation draft of the Botley Neighbourhood Plan. This has been produced utilising guidance on the Equality and Human Rights Commission and Department of Communities and Local Government websites.

The following Tables assess the Plan's policies for their likely impact on the protected characteristics; positive, neutral or negative impacts are noted.

Where an impact is positive or neutral, no change will be made to the policy. Where a negative impact is noted, a grading is assigned; 'high' means that mitigation is unlikely to overcome the issue; 'medium' means that future or existing mitigation could overcome the issue; 'low' means that the issue is judged insignificant.

The results of this assessment may lead to final changes prior to submission or inform suggested changes at a later stage by the examiner.

Policy 1 Retention of existing commercial premises	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary:	This Policy is specifically aimed at ensuring all members of the community have access to local retail facilities within the Parish.				
Mitigation	None required.				

Policy 2 Retail development sites	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring all members of the community have access to local retail facilities within the Parish.				
Mitigation	None required.				

Policy 3 Local green space	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required.				

Policy 4 Infrastructure investment priorities	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility to the Parish.				
Mitigation	None required.				

Policy 5 New cemetery provision	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required.				

Policy 6 Local settlement gaps	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required.				

Policy 7 Site One-Woodhill School	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish				
Mitigation	None required.				

Policy 8 Site Two-Woodhill School	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish				
Mitigation	None required				

Policy 9 Site BO3 (strategic allocation)	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary					
Mitigation	None required				

Policy 10 Utility provision	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

Policy 11 Flood mitigation	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

Policy 12 Strategic high and intermediate pressure pipelines	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

Policy 13 Parking standards for new residential development	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This Policy is specifically aimed at ensuring future developments have safe accessibility throughout the Parish.				
Mitigation	None required				

Policy 14 Housing mix and affordable housing	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to provide for the aging population in the parish and improve opportunities for younger generations to live within the parish				
Mitigation	None required				

Policy 15 Built form design and materials	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to enhance the existing assets in the Parish to the benefit of the whole community				
Mitigation	None required				

Policy 16 Renewable energy	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age		X			
Disability		X			
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	Applicable to the whole community				
Mitigation	None required				

Policy 17 Parking infrastructure	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity		X			
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to improve safe movement for younger generations throughout the parish				
Mitigation	None required				

Policy 18 Community infrastructure	Positive	Neutral	Neg.L.	Neg.M.	Neg.H.
Protected Characteristic					
Age	X				
Disability	X				
Marriage or civil partnership		X			
Pregnancy and maternity	X				
Race		X			
Religion and belief		X			
Sex		X			
Sexual orientation		X			
Gender reassignment		X			
Commentary	This policy is intended to preserve and enhance the existing assets in the Parish to the benefit of the whole community				
Mitigation	None required				

BASELINE DATA

Data for Botley is available for the following protected characteristics: age, disability, race, religious belief and gender.

The Data in the tables below comes from the below comes from the 2011 Census.

It is recognised that the population has significantly increased since the 2011 census (EBC Local Plan projected and increase of nearly 23% by 2020), however updated census data is not yet available.

In 2011 there were 5,083 people living in Botley. Of these, 48.1% were male and 51.9% were female.

Age	Count	%
0-4	288	5.7
5.-17	735	14.5
18-64	3617	71.2
65-84	816	16.1
85+	128	2.6

Ethnicity	Count	%
White British/Welsh/Scottish/N Irish	4804	94.5
White Other	77	1.5
Asian/Asian British	87	1.7
Mixed/multiple ethnicity	72	1.4
Other (including Black/Black British)	19	0.4

Marital Status (aged 16 and over)	Count	%
Married	2270	54.5
Cohabiting	460	11
Single	797	19.1
Separated or divorced	343	8.2
Widowed/surviving partner	278	6.7

Religious Belief	Count	%
Christians	3363	66.2
Buddhist	9	0.2
Hindu	19	0.4
Jewish	3	0.1
Muslim	21	0.4
Sikh	23	0.5
Other Religion	9	0.2
No Religion	1295	25.5
Religion not stated	341	6.7

Limitation of Day-to-Day Activities	Volume	%
Day-to-Day Activities Not Limited	4258	83.8
Day-to-Day Activities Limited a Little	470	9.2
Day-to-Day Activities Limited a Lot	355	7