

Equality Screening Assessment

The Equality Screening Assessment form must be completed to evidence what impact the proposal may have on equality groups within our community or workforce. Any proposal that identifies a negative impact must have a full Equality Impact Assessment completed before the proposal progresses further.

1: Proposal

Requirement	Detail
Title of proposal	Hargrave Neighbourhood Plan
Type of proposal: new policy / change to policy / new service / change to service / removal of service / project / event/ budget	New policy
What is the objective of this proposal?	The plan will guide development decisions within the parish of Hargrave. It will be used alongside the North Northamptonshire Joint Core Strategy and East Northamptonshire Local Plan Part 2 when adopted and other material considerations to make decisions on planning applications for individual development proposals in the parish.
Has there been/when will there be consultation on this proposal? (List all the groups / communities, including dates)	Preparation of the plan included extensive community engagement which started in 2019 and culminated in a successful referendum. Details of the engagement are set out in the Statement of Consultation prepared by the Parish Council which is available at https://s3-eu-west-

Requirement	Detail
	1.amazonaws.com/s3.spanglefish.com/s/35145/documents/neighbourhood-plan/regulation-16/hargrave-consultation-statement-main-document-march-2021.pdf
Did the consultation on this proposal highlight any positive or negative impact on protected groups? (If yes, give details)	No
What processes are in place to monitor and review the impact of this proposal?	Hargrave Parish Council has a duty to keep the plan under review. Section 5 of the Neighbourhood Plan references the monitoring arrangements. The Neighbourhood Plan will need to be monitored and reviewed in light of the emerging results of the Census 2021.
Who will approve this proposal? (Committee, CLT)	Executive

2: Equality Consideration

In turn, consider each protected group to ensure we meet our legal obligations of the Equality Act (2010).

Protected Groups	General Equality Duty Considerations	Changes	Impact
	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
Age Different age groups that may be affected by the proposal in different ways.	With regard to age, North Northamptonshire has a youthful population, with more than a fifth of the demographic being under 15 years old, but the North Northamptonshire Strategic Housing Market Assessment and the Study of Housing and Support		Positive

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>Needs of Older People across Northamptonshire identify growth in older households as a pressing housing need facing North Northamptonshire in the future.</p> <p>The neighbourhood plan includes local planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an <u>Equality Impact Assessment</u>.</p> <p>Nonetheless, there are components of the neighbourhood plan that promote equality of opportunity and offer general benefit for all age groups. This is in respect of policies which will for example, retain access to open space, protect and enhance village amenities</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? 	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	Delete as appropriate. There can be more than one answer per protected group.
	and promote new development that reflects the character of the village and its surroundings.		
Sex Is one sex affected more than another or are they affected the same?	<p>Locally there are 51% females and 49% males in North Northamptonshire that mirrors the national picture¹.</p> <p>The neighbourhood plan includes local planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an <u>Equality Impact Assessment</u>.</p> <p>The neighbourhood plan is inclusive to all members of the community and makes no distinction between genders. It is considered that the plan offers opportunity to have a positive impact on all characteristic groups.</p>		Positive

¹ North Northamptonshire Equality Strategy 2021-2025, September 2021 [file:///C:/Users/tbegl/Downloads/North%20Equality%20Strategy%20\(1\).pdf](file:///C:/Users/tbegl/Downloads/North%20Equality%20Strategy%20(1).pdf)

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>For example, the plan encourages high quality housing design, enhanced access to open spaces and community facilities for all members of the community including women and men.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Disability</p> <p>It is likely to have an effect on a particular type of disability? Why?</p>	<p>In the 2011 Census 17% of residents reported a long-term condition that limited them; this includes those with physical and mental disabilities as well as illness.</p> <p>The neighbourhood plan includes local planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an <u>Equality Impact Assessment</u>.</p>		<p>Positive</p>

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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>Nonetheless, there are components of the plan that promote equality of opportunity and offer general benefit for this group. This is in respect of policies which encourage high quality housing design, enhanced access to open spaces and community facilities which will benefit all members of the community including those with disabilities.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
<p>Gender Reassignment</p> <p>Will there be an impact on trans males and/or trans females?</p>	<p>The Office of National Statistics recognises the need to improve data collection on the LGBT community, to enable service providers to be able to direct support to people and groups in the community.</p> <p>The neighbourhood plan includes local planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core</p>		<p>Positive</p>

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<p>Race</p> <p>Are people from one ethnic group affected more than people from another ethnic group?</p>	<p>In North Northamptonshire 93.4% of the population is White British; the largest ethnic group is Asian/Asian British, who make up 3% of the population followed by Black/Black British who make up 1.7%.</p>		<p>Positive</p>

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Sexual Orientation Are people of one sexual orientation affected differently to people of another sexual orientation?	<p>There are no local statistics for sexual orientation.</p> <p>The neighbourhood plan includes local planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an <u>Equality Impact Assessment</u>.</p> <p>The neighbourhood plan is inclusive to all members of the community and no specific planning policies have been identified within the plan that promote equality of opportunity or have differential impact on this group.</p>		Positive

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	Nonetheless, it is considered that the scope of the plan offers opportunity to have a positive impact on all characteristic groups. For example, the plan encourages high quality housing design, enhanced access to open spaces and community facilities which will benefit all members of the community.		
Marriage & Civil Partnership Are people in a Marriage or Civil Partnership treated less favourably?	<p>In 2011 the percentage of people married locally was higher than the national average whilst the percentage of people in a civil partnership mirrored the UK rate².</p> <p>The plan is inclusive to all members of the community. No specific opportunities have been identified within the plan that promote equality of opportunity or have differential impact on married or civil partnership couples.</p>		Positive
Pregnancy & Maternity Are people who are pregnant, or have a baby of 6 months old	The neighbourhood plan includes planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the plan itself.		Positive

² North Northamptonshire Equality Strategy 2021-2025, September 2021 [file:///C:/Users/tbegl/Downloads/North%20Equality%20Strategy%20\(1\).pdf](file:///C:/Users/tbegl/Downloads/North%20Equality%20Strategy%20(1).pdf)

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or younger, effected by this proposal?	<p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an Equality Impact Assessment.</p> <p>Nonetheless, there are aspects of the plan that could make proposals contribute to the opportunities for equality for this group. This is in respect of policies encouraging high quality housing design, enhanced access to open spaces and community facilities for all members of the community, which are all of great importance to pregnant residents or new parents and families.</p>		
Religion or Belief Does the proposal effect people differently depending on whether they have or do not have a religion or a belief?	<p>60% of residents in North Northamptonshire are Christian. 37.5% of the population had no religion or did not say.</p> <p>The neighbourhood plan includes planning policies against which development proposals will be considered. It will be the proposals themselves that will</p>		Positive

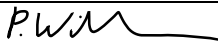
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	<ul style="list-style-type: none"> • Include factual evidence of how people in this group may be affected. • Consider the outcomes and processes. • Does this seek to eliminate discrimination? • Does this promote fostering good relations? <p>introduce new development that may affect protected groups, rather than the plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an Equality Impact Assessment.</p> <p>The plan is inclusive to all members of the community. Specifically, Policy HNPD4 aims to protect and enhance village amenities, referencing All Hallow's Church, that can help to promote equality of opportunity and achieve a positive differential impact on members of this protected group.</p>	<ul style="list-style-type: none"> • What changes can be made to mitigate any negative impact? • Are there opportunities to remove possible barriers or disadvantages that a group may face? 	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>
Health & Wellbeing 1. Health behaviours (E.g. diet, exercise, alcohol, smoking) 2. Support (E.g. community cohesion, rural isolation)	<p>Public Health England's Health Profile 2019 covering the former East Northamptonshire District notes the health of people in East Northamptonshire is varied compared with the England average. About 11.2% (1,795) of children live in low income families. Life expectancy is 6.3 years lower for men and 5.0 years</p>		<p>Positive</p>

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<p>3. Socio economic (E.g. income, education).</p> <p>4. Environment (E.g. green spaces, fuel poverty, housing standards).</p>	<p>• Include factual evidence of how people in this group may be affected.</p> <p>• Consider the outcomes and processes.</p> <p>• Does this seek to eliminate discrimination?</p> <p>• Does this promote fostering good relations?</p> <p>lower for women in the most deprived areas of East Northamptonshire than in the least deprived areas.</p> <p>The neighbourhood plan includes planning policies against which development proposals will be considered. It will be the proposals themselves that will introduce new development that may affect protected groups, rather than the Plan itself.</p> <p>The plan is in general conformity with the strategic policies of the North Northamptonshire Joint Core Strategy, which itself has been through an Equality Impact Assessment.</p> <p>There are aspects of the Neighbourhood Plan that could make proposals contribute to the positive opportunities in respect of health and wellbeing. This is in respect of policies to retain access to open spaces and community facilities and to promote rural employment opportunities, which will benefit the health and wellbeing of all people.</p>	<p>• What changes can be made to mitigate any negative impact?</p> <p>• Are there opportunities to remove possible barriers or disadvantages that a group may face?</p>	<p>Delete as appropriate.</p> <p>There can be more than one answer per protected group.</p>

3: Equality Impact

Question	Response
What overall impact does the proposal have on the protected groups? If a negative impact is identified anywhere in section 2, the response will be Negative Impact.	Positive Impact
Does an Equality Impact Assessment need to be completed? (Yes, if any negative impact is found.)	No
Copy attached to relevant report?	Yes
Is this document going to be published with the relevant report?	Yes

4: Ownership

Question	Response
Directorate	Place and Economy
Service area	Planning Policy
Lead officer's name	Peter Williams
Lead officer's job title	Planning Officer (Local Plans)
Lead officer's contact details	peter.williams@northnorthants.gov.uk
Lead officer's signature	
Date completed	8 June 2022

Completed forms must be sent to Equalities@northnorthants.gov.uk