

BROMHAM NEIGHBOURHOOD PLAN

Equalities Impact Assessment

1. Introduction

1.1. Section 149 of the Equality Act 2010 (the Act) places a duty on public authorities, in the exercise of their functions, to have due regard to the need to eliminate discrimination, harassment, victimisation and other prohibited behaviours, and to advance equality of opportunity and foster good relations between people who have one or more protected characteristics under the Act and those who do not.

1.2 The protected characteristics identified in the Act are -

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

1.3. An Equalities Impact Assessment is a systematic analysis of policies which is designed to identify the potential for policy outcomes to have an adverse impact on specific groups within a community, and in particular those with a protected characteristic.

1.4. An assessment has been made of whether the policies in Bromham Neighbourhood Plan would have a positive, negative or neutral impact on people in each of the protected characteristic categories. In the event of any policy having a negative impact, the impact would be assessed as high, medium or low defined as in Table 1 below.

Table 1 – Negative Impact Categories

Impact	Description
High	A significant practical impact with supporting evidence but no mitigation measures in place
Medium	Potential impact and some mitigation measures in place
Low	A low probability of actual impact and low relevance to the policy

2. Data Available

2.1. The data used in the assessment are drawn from the 2011 Census, the most recent data available. Data are available in relation to only some of the protected characteristics. The relevant data are set out below.

2.2. The overarching population characteristics of Bromham as at 2011 were -

Population 4957

Households 2028

2.3 The age structure within the population is set out in Table 2

Table 2 - Age Structure

<i>Age Group (yrs.)</i>	<i>Count</i>	<i>%</i>
0-4	234	4.7
5-15	738	14.9
16-17	130	2.6
18-29	424	8.6
30-39	491	9.9
40-49	789	15.9
50-64	1,117	22.5
65-74	545	11.0
75-84	372	7.5
85+	117	2.4

2.4. The ethnic distribution within the total population is set out in Table 3.

Table 3 - Ethnic Groups in the Population

<i>Group</i>	<i>Count</i>	<i>%</i>
White British	4,441	89.6
White Other	202	4.1
Mixed/Multiple	84	1.7
Asian/Asian British	170	3.4
Black/Black British	43	0.9
Other	17	0.3

2.5. The recorded religions and beliefs in the population are set out in Table 4.

Table 4 - Religion or Belief

	<i>Count</i>	<i>%</i>
Christian	3,418	69.0
Other Religion	159	3.2
No Religion	1,037	20.9
Not Stated	343	6.9

Aims and Policies of Bromham Neighbourhood Plan

The vision and aims of Bromham Neighbourhood Plan were developed through consultation with the local community. They are –

Vision

Our vision is that Bromham should retain its identity and integrity as a rural village whose inhabitants enjoy its facilities safely, continue to have access to Bromham Park and its other green spaces, and derive value from Bromham Mill and other village facilities. Any new development in Bromham should be assimilated in a way that retains these characteristics while safeguarding the environment.

Aims

Our aims are -

1. Identity and Integrity

to ensure that the village retains its broad shape and distinctive character and remains separate from, albeit linked with, Bedford and the surrounding villages;

2. Safety

to ensure that the location and layout of any new development reflect the need to minimise the impact of the additional traffic generated, in terms of volume and speed, on the rural character and safety of the village;

3. Bromham Park and other Green Spaces

to enable inhabitants to enjoy continued access to Bromham Park and other green spaces and footpaths;

4. Bromham Mill

to enhance the value of Bromham Mill to the inhabitants of Bromham and other local people by increasing the number of events and activities it hosts and giving the site a more dynamic and central focus in village life.

3. Neighbourhood Plan Policies

3.1. The policies set out in the neighbourhood plan against which the potential impacts on those with protected characteristics have been assessed are –

HA1 Allocation of sites at ‘Beauchamp Park’, ‘Stagsden Rise’ and Old Stable Yard Development.

HA2 A requirement for the developers of these sites to make appropriate financial contributions towards improving local infrastructure.

HA3 A requirement for safe, sustainable transport connections within sites and between the sites and the remainder of the village.

AH1 Sets out the requirement for affordable housing on each site

AH2 Sets out a requirement for bungalows, retirement homes and family homes to be built to Lifetime Homes criteria.

BP Site specific policies relating to Beauchamp Park

BP1 – Allocates the site

BP2 – Sets out the requirement for bungalows and 2-3 bedroom family homes on the site

BP3 – Limits dwellings on the site to two stories.

BP4 – Relates to a Multi-Use Games Area and associated facilities on the site.

BP5 – Deals with green spaces on the site

BP6 – A requirement to comply with flood risk and sustainable drainage system needs, and satisfy Natural England and the Environment Agency relation to designated sites of environmental importance

BP7 – Provides for a retail unit on the site if commercial demand can be demonstrated.

BP8 – A requirement for improved sightlines to the north of the A428/Stagsden Road traffic island

BP9 – Provides for a planning condition requiring a programme of archaeological work on the site.

BP10 – Sets out the design principles that need to be reflected on the site.

SR Site specific policies relating to Stagsden Rise

SR1 - Allocates the site

SR2 - Sets out the requirement for bungalows and 2-3 bedroom family homes on the site

SR3 - Limits dwellings on the site to two stories.

SR4 - Deals with green spaces on the site and the requirement for a play area.

SR5 - A requirement to comply with flood risk and sustainable drainage system needs, and satisfy Natural England and the Environment Agency relation to designated sites of environmental importance.

SR6 – A requirement for a safe crossing area for pedestrians and cyclists across Stagsden Road

SR7 – Prohibits regular vehicular access to the site from New Road or Lime Close.

SR8 – Prohibits site construction traffic from using New Road or Lime Close.

SR9 - Sets out the design principles that need to be reflected on the site.

OS Site specific policies relating to Old Stable Yard

OS1 - Allocates the site.

OS2 - Sets out the requirement for bungalows and 2-3 bedroom family homes on the site

OS3 - Limits dwellings on the site to two stories.

OS4 – Requires a permissive pedestrian and cycle track between the development and village through Bromham Park Estate land.

OS5 - Deals with green space on the site.

OS6 - A requirement to comply with flood risk and sustainable drainage system needs, and satisfy Natural England and the Environment Agency relation to designated sites of environmental importance.

OS7 – Requires the developers to work with Bedford Borough Council's Historic Environment Team to preserve the setting of nearby listed buildings and to conduct a detailed earthworks study to inform any planning application.

OS8 - Sets out the design principles that need to be reflected on the site

HA4 Sets out requirements in relation to 'windfall' sites in relation to sustainability and integration with the village.

- HA5 A requirement for windfall sites to comply with flood risk and sustainable drainage system needs, and satisfy Natural England and the Environment Agency relation to designated sites of environmental importance
- CI 1 Summarises the community infrastructure requirements relating to the allocated sites
- EP1 Supports the development of the village school on the existing campus.
- EP2 Commits Bromham Parish Council to working with the local Education Department to facilitate the need for any additional playing-field capacity.
- EP3 Sets out the need for initiatives to mitigate the impact of additional traffic on an expanded school.
- EP4 Suggests further ways that the Village Hall car park and other land may be used to mitigate traffic problems.
- GA1 Bromham Parish Council to purchase portable traffic speed indicators as funding becomes available.
- GA2 Bromham Parish Council to support the installation of pedestrian refuges as funding becomes available.
- GA3 Relates to a trial of cycle lanes in Stagsden Road on a trial basis.
- VF1 Bromham Parish Council to continue to support Bromham Library's independent existence.
- GE1 Bromham Parish Council to work with Bromham Park Estate to maintain current access levels.
- GE2 Bromham Parish Council will continue to support the maintenance of existing public footpaths, permissive paths and bridleways.
- GE3 Relates to maintenance of and, where appropriate, access to green spaces.

4. Impact on the Protected Characteristics

4.1. Overview

None of the policies in the neighbourhood plan is intended to be discriminatory in relation to any of the protected characteristics. The focus of the plan is the provision of housing and related infrastructure, which has the potential to be beneficial, and so have a positive impact, on all of the categories in the Act. There is nothing in the plan which specifically addresses the potential for discrimination or hate crimes; however, the design principles for new housing should create a well-designed environment in which all people can feel safe.

The policies are considered against the individual protected characteristics below.

4.2 Age

The plan allocates additional housing within the village which will cater for residents and future residents of all ages. The affordable housing requirement (Policy AH1) will benefit younger people seeking housing for the first time, and the requirement for bungalows, and 2-3-bedroomed family houses built to Lifetime Homes Criteria (Policy AH2) should assist older people seeking to downsize to accommodation more appropriate to their needs.

Policies BP2, SR2 and OS2 apply the general policies relating to bungalows and smaller family homes to the individual allocated sites.

The requirement for playground facilities at Beauchamp Park (Policy BP10) and Stagsden Rise (Policy SR9) cater for younger people.

The impact on all ages will be positive.

4.3 Disability

The needs of people with disabilities or limited mobility are taken into account in the requirement for bungalows (Policy AH2) and in the required design principles for each site

(See Policy BP10 as an example). The location of the two larger sites on the route of the existing bus service will also assist with mobility and access.

The impact on people with disabilities will be positive.

4.4. Gender Reassignment

The neighbourhood plan contains no specific policies relating to gender assignment but does seek to provide housing and create a well-designed, safe environment for all people.

The impact on people who intend to, have undergone or are undergoing gender reassignment will be positive.

4.5. Pregnancy and Maternity

The major relevant issue for women who are pregnant or have young children is the availability of appropriate housing in a safe, well-designed environment which the neighbourhood plan seeks to do through various policies.

The impact on women who are pregnant or have very young children will be positive.

4.6. Race

The 2011 Census showed that c.6% of residents of Bromham were from non-white ethnic groups. There is no evidence of race-related hate crimes or discrimination in Bromham. The neighbourhood plan will have an equal impact on all races and the design principles to be employed should create a safe, well-designed environment.

The impact will be positive for people of all races.

4.7. Religion or Belief

The main potential problem for specific religious and belief groups is discrimination in relation to housing and employment. There is no evidence of such behaviour within Bromham. The main relevant need for people of any religion or belief is the availability of appropriate housing and infrastructure, as provided by the policies within the neighbourhood plan. Accordingly, the impact will be positive for people of all religions and beliefs.

4.8. Sex

The neighbourhood plan contains no specific gender-related policies. The policies have been written so as to provide equal opportunities for both sexes both in terms of housing and access to facilities.

The impact will be positive for people of both sexes.

4.9. Sexual Orientation

The neighbourhood plan contains no specific policies relating to sexual orientation but does seek to provide housing and create a well-designed, safe environment for all people.

The impact on people of all sexual orientations will be positive.

5. Conclusion

5.1. Bromham's Neighbourhood Plan sets out the village's contribution to addressing the nation-wide housing shortage in a sustainable way in the period to 2030. Its policies will result in positive benefits for anyone seeking new housing, whether or not they fall within a group with protected characteristics as defined by the Act. The plan makes equal provision for housing and access to community facilities for all comers.