



Market Bosworth Parish Council

**Bosworth Vision Planning Group**

*(A Working Group of the Parish Council)*



# **Market Bosworth Neighbourhood Plan**

## **Equalities Impact Assessment**

**March 2024**

# Market Bosworth Neighbourhood Plan – Equalities Impact Assessment

## Introduction

The Equality Act 2010 (the Act) places a duty of care on public bodies to eliminate unlawful discrimination and to promote equality of opportunity for specified equality groups. Under the Act a document such as a Neighbourhood Plan must be assessed through an Equalities Impact Assessment before it can be adopted or implemented. The Assessment must address the 'protected characteristics' identified within the Act:

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

The purpose of an Equality Impact Assessment is to help understand and ultimately protect the groups identified above from any adverse impact. This Assessment considers the needs of these particular groups and how they might be affected by the Market Bosworth Neighbourhood Plan (MBNP).

## Methodology

The assessment considers whether the Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available) by reference to the Key Issues and Policies of the Plan. Where an adverse impact is identified the Assessment considers whether that impact is high, medium or low.

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.

## Baseline Data

This Assessment has relied on the available 2021 Census data published by the Office for National Statistics. Data is available for Market Bosworth for age, disability, race, religious belief and sex. There is no known data for gender reassignment, pregnancy and maternity or sexual orientation.

In 2021 there were 2,104 people living in Market Bosworth, 48.2% were Male and 51.8% were Female. By Comparison, the figures for the United Kingdom were 49% (Male) and 51% (Female).

18.6% of the population was 0-17 years old 47.1% were 18-64 years old and 34.3% were 65 or over. The UK proportion of over 65s was 18.6%.

2.7% of the population was from a black or minority ethnic background. The proportion of the UK population classed as 'non-white' was 14.3%. 62.3% of the population was Christian and 0.9% other religions including Sikh, Hindu and Muslim. By comparison 59.4% of the UK population consider themselves to be Christian whilst 8.3% considered themselves to be Buddhist, Hindu, Jewish, Muslim or Sikh.

In respect of the economic activity profile 50.1% of residents are economically inactive, 48.6% economically active in full time work and 1.2% were economically active and full time students. Of those who were economically inactive 3% were unemployed. The data for England identifies 57.2% as being economically active in full time work.

The 'household deprivation level' dataset estimates classify households in Market Bosworth Parish by four dimensions of deprivation: Employment, education, health and disability, and household overcrowding.

Definition: The dimensions of deprivation used to classify households are indicators based on four selected household characteristics.

- ❖ Education: A household is classified as deprived in the education dimension if no one has at least level 2 education and no one aged 16 to 18 years is a full-time student.
- ❖ Employment: A household is classified as deprived in the employment dimension if any member, not a full-time student, is either unemployed or long-term sick.
- ❖ Health: A household is classified as deprived in the health dimension if any member is disabled.
- ❖ Housing: A household is classified as deprived in the housing dimension if the household's accommodation is either overcrowded, in a shared dwelling, or has no central heating.

<b>Dimension</b>	<b>Market Bosworth data</b>	<b>National data</b>
Households not deprived in any dimension	56.4%	48.2%
Households deprived in one dimension	33.2%	33.4%
Households are deprived in two dimensions	9.2%	14.1%
Households are deprived in three dimensions	1.9%	3.7%
Households are deprived in four dimensions		0.2%

Gender reassignment and sexual orientation are generally invisible characteristics for which little reliable data exists at local level. There is no data available for pregnancy or maternity.

## **Summary**

Generally, the proportion of Male/Females is comparable to the national picture. The proportion of older people is higher than the national picture, this is common with other rural parishes in this Local Authority. The proportion of BMEs is noticeably lower than the national picture in common with other rural areas. The proportion of Christians is higher to the national average, whilst the proportion of other religions is markedly lower. The number of economically active adults is slightly lower than the national picture. This is skewed due to the higher proportion of retired people.

## **Key Issues and Policies of the Market Bosworth Neighbourhood Plan**

The Neighbourhood Plan identifies the following key issues for Market Bosworth;

- ❖ To prioritise local distinctiveness in every element of change and future development.
- ❖ Reinforce the quality and character of Market Bosworth.
- ❖ Maintain and protect the open countryside.
- ❖ Conserve local designated and non-designated heritage assets.
- ❖ Ensure new development is consistent with strategic requirements.
- ❖ Meet local housing needs.
- ❖ Maintain and improve local facilities and services for the community.
- ❖ Strengthen and support economic activity within the Neighbourhood Area.
- ❖ Support the developing tourist economy.
- ❖ Provide more employment opportunities for local people.
- ❖ Improve and retain local services and facilities.
- ❖ Improve pedestrian safety, traffic flow, congestion, and parking.
- ❖ Reduce vehicle speeds in the town.

These issues are reflected in the Vision and Aims of the Market Bosworth Neighbourhood Plan.

## **Neighbourhood Plan**

The Neighbourhood Plan contains three policy areas which, in total, incorporate 11 policies to deliver against the vision and respond to the issues and objectives.

## **Impact of Policies on Groups with Protected Characteristics**

### ***Age***

Policy BD1 seeks a supply of affordable housing in the parish; and for priority to be given to people with a local connection to Market Bosworth when allocating affordable housing.

Policy BD3 requires new developments to deliver a mix of housing types to reflect evidence of need.

Policy CE2 seeks to ensure local green spaces are protected and enhanced and development will not normally be supported on these spaces if harm would occur. As green spaces include spaces which have recreational value this is likely to benefit the young who are engaged in play as well as opportunities for visitors and residents to participate in active outdoor recreation this is considered to have potential for a positive impact.

This potential positive impact is also supported by Policy CE3 which seeks to protect the Views Vistas and Landscape of the parish which form an integral part of the rural character area and can be enjoyed from the many Rights of Way. The designated area for development is encouraged to create new links to the network including footpaths and cycleways.

Policies CE4 and CE6 also focus on the habitats and biodiversity of the rural setting. This is an important element of the rural landscape that can be enjoyed by all age groups as are the designated and non-designated heritage assets within the historic town centre and conservation area as well as those associated with other heritage assets associated with the railway and canal corridor BD4. The Neighbourhood Plan seeks to ensure these are retained to support the health and well-being of all ages.

### ***Disabilities***

Policies DC1 and BD3 identify new development to provide for a mix of homes to reflect evidence of need including adaptive as well as affordable housing that can support people with disabilities. However, the lack of evidence to include a specific requirement by reference to type of disability prevents a recommendation by this assessment for modification to the policy and leads to a conclusion that Policies DC1 and BD3 perhaps have only the potential for a neutral impact. There is no evidence, however, that would suggest a negative impact.

Policy BD3 and the Station Field Design Brief – Design Guidelines advocate the creation of footpath links suitable for wheelchair and mobility scooter for safer and easier access to other nearby housing developments away from busy roads. This has the potential for a positive impact on this characteristic although the degree will be dependent on the nature and definition of individual disabilities.

### ***Gender Reassignment***

The potential to secure high quality design under Policy BD3 may benefit the public realm and the opportunity for all the community to enjoy their built environment. Any improvement in sense of place and civic pride is generally believed to lead to positive places where people are better able to express themselves without fear of recrimination or hate crime. As a result, there is potential for a positive impact on several protected characteristics. However, due to the limited data related to this specific characteristic and the potential for tangible impacts being unknown this assessment concludes the impact to be neutral.

### ***Marriage and civil partnership***

This assessment found no impacts on this protected characteristic.

### ***Pregnancy and maternity***

There are potential benefits for this protected characteristic from the retention of key services such as the health centre and pharmacy, nursery schools, playgroups and schools. These impacts might be considered to be positive but the lack of data for this characteristic and any tangible evidence suggests that the impact should be considered neutral.

### ***Race***

This assessment found no impacts on this protected characteristic.

Religion or belief. There is a potential benefit for this protected characteristic from the protection of key services and facilities including the Parish Hall with potential for multi-use facilities. However, the uncertain prospects for demand and delivery draw the same conclusion that there is only a neutral impact although the potential for positive impacts should again be noted.

### ***Sex***

This assessment found no impacts on this protected characteristic.

### ***Sexual orientation***

The potential to secure high quality design under BD3 may benefit the public realm and the opportunity for all the community to enjoy their built environment. Any improvement in sense of place and civic pride is generally believed to lead to positive places where people are better able to express themselves without fear of recrimination or hate crime. As a result, there is potential for a positive impact on this protected characteristic. However, due to the limited data related to this characteristic the potential for tangible impacts is unknown and consequently this assessment concludes the impact to be neutral.

### **Conclusion**

The MBNP policies respond to the vision for the holistic benefit of the local community including those with protected characteristics. Whilst the very nature of an historic town core which stems from medieval times can present constraints particularly in respect of narrow pavements this Plan through its policies is designed to be as inclusive as practically possible within the parameters of the existing built form.

The MBNP aims to 'ensure the long-term sustainability and viability of the parish', by facilitating a range of new housing to suit the needs of the plan area, support community facilities to enrich the lives of the residents, support existing and new employment opportunities and to enhance and protect the environment.

The MBNP vision and policies provide an opportunity for sustaining and enhancing the vitality of existing communities in the neighbourhood plan area. These improvements will

also serve to reduce existing inequalities and rural isolation for those who do not benefit from public or private transport. For example, for disabled people, older people and young people without access to cars or a limited bus service. The MBNP policies were developed through extensive community engagement and are compatible with issues of age, disability, social inequalities and rural isolation. Encouraging further tourism related development in the neighbourhood plan area is also compatible with the EqIA assessment objectives. Creating further employment opportunities in the Neighbourhood Plan designated area may allow existing residents to find work locally meaning that they no longer need to travel out of the parish for work.

It also seeks to provide a higher quality public realm where people with protected characteristics will be less liable to be subject to hate crime. In conclusion, this assessment has found no negative impacts on any protected characteristic by reference to data or evidence. As a result, no specific recommendations are made, and the assessment finds the MBNP to be appropriate and that the duty of care prescribed by the Equalities Act 2010 is met.