



Werrington Neighbourhood Plan Evidence File

Equalities Impact Assessment



CONTENTS

		Page Number
1	Introduction to the Equalities Impact Assessment	3
2	Aims of the Equalities Analysis	3
3	Methodology	3
4	Goals and Objectives of the Werrington Neighbourhood Plan	4
5	Process of Community Consultation	4
6	Likely Impact of Werrington Neighbourhood Plan Policies on Residents with Protected Characteristics	5
7	Conclusion	7
	APPENDIX A: Baseline data for Werrington Neighbourhood Plan Area	8

Prepared by Werrington Neighbourhood Plan Steering Group October 2023

1 Introduction to the Equalities Impact Assessment

- 1.1 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.
- 1.2 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.
- 1.3 This document presents the results of the assessment of the Werrington Neighbourhood Plan (WNP) to ensure that Werrington Area Forum is satisfying its statutory duties in this regard.

2 Aims of the Equalities Analysis

- 2.1 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.
- 2.2 The sections below consider the goals and objectives of the Neighbourhood Plan and then assess the impact of policies and proposals on groups with protected characteristics.

3 Methodology

- 3.1 An assessment has been made on whether the Werrington Neighbourhood Plan has a positive, negative, or neutral impact on each of the protected characteristics (as far as data is available). A brief justification and explanation of the policies and proposals in the Neighbourhood Plan are provided below.
- 3.2 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). The likely impact of each objective or policy within the plan has been assessed.
- 3.3 At the time of compilation, not all data was available from the 2021 Census. Given that between 2011 and 2021 the Neighbourhood Plan Area's population reduced slightly from 12551 to 12132 (3.3%) it is considered to that 2011 Census data will be able to represent a true reflection of the Area where 2021 baseline data is not available. Data is available for the following protected characteristics: age, race, religious belief, disability, and sex. Data is not readily available for the following protected characteristics: pregnancy and maternity nor gender reassignment. Sexual orientation was included in the 2021 Census for the first time, but these figures are not yet available for the area.
- 3.4 The Werrington Neighbourhood Plan Area covers Werrington Ward and part of Gunthorpe Ward.

4 Goals and Objectives of the Werrington Neighbourhood Plan

- 4.1 The Werrington Neighbourhood Plan Vision sets out the requirements for all cultures and ages to get on well together, supporting those in the community that need support and helping the community to thrive.
- 4.2 The vision for Werrington Neighbourhood Plan is expected to have a positive impact on all sectors of the community but particularly on young groups using the local schools and those that may have mobility issues and/ limited or no access to a car and rely on local businesses for services.
- 4.3 All of the objectives of the Neighbourhood Plan attempt to improve the conditions for all of the population and achieve benefits for all members of the community.
- 4.4 In each case they aim to create an environment which would also benefit persons with protected characteristics by providing an inclusive environment with an excellent vibrant community spirit where homes are well designed to suit the needs of the community.
- 4.5 The Neighbourhood Plan consultation process demonstrated that it is important to the community that Werrington continues to be a friendly, inclusive, desirable place to live, retaining its independent identity and the excellent services and amenities it has. Of equal importance is that it is safe to get around and any potential expansion contributes positively to the community and does not threaten what is so clearly valued by the community.
- 4.6 The Neighbourhood Plan seeks to deliver its Vision for Werrington through eleven policies which have been assessed for their likely impact on residents within the plan area with protected characteristics.

5 Process of Community Consultation

- 5.1 A detailed account of the consultation process is provided in the Consultation Statement which is submitted alongside the Neighbourhood Plan. The aims of the Neighbourhood Plan consultation process were:
 - To involve as many people as possible in the Neighbourhood Plan's development from an early stage;
 - To ensure that consultation took place at critical points in the process using a variety of consultation techniques;
 - To ensure that consultation was meaningful, that people felt listened to and that their input was valued; and
 - To keep people informed of the Neighbourhood Plan's progress at regular intervals
- 5.2 Throughout the preparation of the Neighbourhood Plan the steering group sought to engage with as wide a range of people as possible and were mindful to consider those who do not have access to the internet.
- 5.3 Early engagement was achieved through holding open meetings and workshops which were well attended and sought to identify at this stage what was important to the community and what were the issues affecting the community. Following this the Vision and Objectives were put together and further shared before final agreement.

- 5.4 The following list details some of the community activities reaching into all parts of Werrington and across all age groups:
- An information leaflet together with a detailed questionnaire was then put together and delivered to every household in Werrington. Feedback was given both by hard copy and electronically. The response of 950 responses confirms that this was a successful project.
 - A separate survey was sent to over 100 local businesses and letters were sent to 12 landowners
 - A Young Resident's Survey was sent into schools, Youth Organisations. Advertised via social media and through a mailing. Scouts, Guides and Brownie groups along with the Princes Trust were visited with some interactive activities.
 - Visits were made to community organisations such as WI, Local History Group, Flower Arrangers, Community Association
 - Displays have been made at the library coffee mornings, Village Show, Carnival
 - The Area Forum holds Open Meetings
 - Updates were provided to the Community Newsletter, Spotlight delivered to every household once every two months
 - Regular updates were provided via Facebook and website

6 Likely Impact of Werrington Neighbourhood Plan Policies on Residents with Protected Characteristics

- 6.1 The Werrington Neighbourhood Plan aims to create benefits for everyone who lives, works, shops, or spends leisure time in Werrington. In particular it aims to preserve and enhance the quality of the natural and built environment, to promote and improve social, community and leisure facilities and to improve access to local services and facilities.
- 6.2 Groups with various protected characteristics will be affected in different ways by the Neighbourhood Plan and the purpose of the analysis in this section of the assessment is to identify how various groups will be affected and whether the proposals and policies in the WNP will adversely affect disproportionately those in the groups with protected characteristics.
- 6.3 There follows a policy-by-policy assessment of the impact on those with protected characteristics.

POLICY WNP1: SPATIAL STRATEGY

Neutral This policy is intended to improve life for the residents of Werrington but in itself it has no greater or lesser impact on those with protected characteristics.

POLICY WNP2: HIGH QUALITY DESIGN

Positive This policy will have a positive impact on residents with protected characteristics (especially those with disabilities) as it seeks to ensure easily accessible, safe, and inclusive housing appropriate for all the people of Werrington. It also seeks to promote access to better housing for all, particularly disadvantaged groups.

POLICY WNP3: SUSTAINABLE CONSTRUCTION AND ENERGY EFFICIENCY

Neutral This policy is intended to improve life for the residents of Werrington but in itself it has no greater or lesser impact on those with protected characteristics.

POLICY WNP4: PARKING

Positive This policy will have a positive impact on residents with disabilities as it seeks to prevent unplanned parking which impedes access for pedestrians and a significant problem for those in wheelchairs or mobility scooters. The cycle storage aspects of the policy will help those with no access to a car.

POLICY WNP 5: LOCALLY IMPORTANT VIEWS

Positive This policy is intended to improve life for the residents of Werrington: it is intended to support better mental health and is likely to be of particular benefit for older and younger residents, those with disabilities and pregnant women and parents of young children.

POLICY WNP6: NATURAL HABITATS

Positive This policy is intended to improve life for the residents of Werrington: it is intended to support better mental health and is likely to be of particular benefit for older and younger residents, those with disabilities and pregnant women and parents of young children.

POLICY WNP7: LOCAL GREEN SPACES

Positive This policy is intended to improve life for the residents of Werrington: it is intended to support better mental health and is likely to be of particular benefit for older and younger residents, those with disabilities and pregnant women and parents of young children.

POLICY WNP8: FORMER SPORTS GROUND, FULBRIDGE ROAD

Positive Allotments are valuable for improving the mental and physical health (and diet) of those who rent them. They are likely to be of particular benefit for those with disabilities and those whose income is below average.

POLICY WNP9: RECREATIONAL FACILITIES

Positive This policy is intended to improve life for the residents of Werrington and will help in particular those with no access to a car if recreational facilities are available locally.

POLICY WNP10: FOOTPATHS AND CYCLEWAYS

Positive This policy will have a positive impact on residents with disabilities as it seeks to improve smooth and easy access for those in wheelchairs and mobility scooters. It will help those with no access to a car and will help reduce motor traffic in Werrington, to benefit all residents.

POLICY WNP11: BUSINESS

Positive Employment is recognised as a key to better life chances and mental health for those who can take it up. Those who face disadvantages are benefitted if employment opportunities are available locally.

6.4 Without exception, where policies in the Neighbourhood Plan do have an impact on groups with protected characteristics, it is a positive or neutral impact and not a negative one.

7 Conclusion

- 7.1 The Werrington Neighbourhood Plan provides a strategy for the development of the community and a range of policies and proposals that will benefit many parts of the local community including those with protected characteristics: older people, young people, mothers to be and young children, disabled people, and those with limited mobility.
- 7.2 The Neighbourhood Plan does not explicitly address the needs of racial or religious groups, transgender, gay or lesbian groups. It does make equal provision of affordable housing and for a range of housing to meet a variety of needs. It also seeks to preserve and develop social community, leisure facilities and retail services that will benefit these groups equally.
- 7.3 Werrington Area Forum does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the WNP or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998.

Appendix A

Baseline data for Werrington Neighbourhood Plan Area

1) Population of Werrington (2011 Census Data)

In 2011, the total number of residents within the Werrington Neighbourhood Plan area is 12,551. Of this figure 6,106 residents identified as male and 6,445 people identified as female. The average age of residents within the Werrington Neighbourhood Plan area is 41 years, four years higher than the average age for all residents of Peterborough.

Age	Population	% of WNP Area's Population	% of Peterborough's Population
Under 18	2490	20%	24%
Age 18 to 30	1620	13%	17%
Age 30 to 44	2416	19%	21%
Age 45 to 59	2898	23%	18%
Age 60 to 75	2037	16%	12%
Age 75+	1090	9%	7%

Figure 1: Werrington Neighbourhood Plan Area's Population Profile by age in 2011 compared to Peterborough as a whole (Source: 2011 Census, Office for National Statistics).

Up until the ages of 44, Werrington has fewer residents of under 44 than then average for Peterborough. However, Werrington has a higher proportion of those over 45 when compared to the average in Peterborough.

In 2021 the total number of residents within the Neighbourhood Plan Area had reduced by 2.8% when compared to 2011. The number of people over the age of 60 had increased from 25% to 32% whilst the number under the age of 30 reduced from 43% to 28% showing how quickly that the population of the Neighbourhood Plan Area is ageing.

Age	Number of Residents in Designated Area 2021	% of WNP Area's Population 2021 (approx.)	% of Peterborough's Population 2021 (approx.)
Under 20	2255	19%	27%
Age 20 to 30	1142	9%	12.5%
Age 30 to 44	2132	16%	23.1%
Age 45 to 59	2642	22%	18.5%
Age 60 to 75	2518	21%	12.6
Age 75+	1430	12%	6.4%
Total	12119		

Figure 2: Neighbourhood Plan Area's Population Profile by age in 2021 compared to Peterborough as a whole. (Source: 2021 Census, Office for National Statistics).

2) Ethnic Groups (2011 Census Data)

The proportion of people from Black and Minority Ethnic groups living in the Neighbourhood Plan Area is lower than the average for Peterborough. The most significant reduction is seen in the Asian ethnic group. Similarly, the data relating to religion shows a higher figure for Christians, no religion or religion not stated for Werrington when compared to Peterborough as a whole with the largest difference figure being the Muslim group.

Ethnic Group	Number of Residents	% (Approx.) of WNP Area's Population	% (Approx.) for Peterborough as a whole
White	11744	94%	82%
Mixed	246	2%	3%
Asian	378	3%	12%
Black	150	1%	2%
Other	33	<1%	<1%

Religion	Number of residents	% (Approx.) of WNP Area's Population	% (Approx) for Peterborough as a whole
Christian	8129	61.3%	56.7
Buddhist	20	0.2%	0.3
Hindu	115	1%	1.3%
Jewish	20	0.1%	0.1%
Muslim	183	1.6%	9.4
Sikh	28	0.1%	0.6
Other religions	33	0.3%	0.3
No religion	3140	28.1	24.6
Religion not stated	883	7.3%	6.7

Figure 3: Neighbourhood Plan Area's ethnicity and religious breakdown in 2011
(Source: 2011 Census, Office for National Statistics).

3) Housing figures (2011 Census Data)

In 2011, the number of properties within Werrington equated to 5,582 dwellings. Of these properties 90% are whole properties or bungalows. 9% are flats, maisonettes, or apartments and 1% are caravans or other mobile structures.

Type of accommodation	Number in WNP	% (Approx.)
Whole house or bungalow: Detached	2529	45.3%
Whole house or bungalow: Semi-detached	1642	29.3%
Whole house or bungalow: Terraced (including end-terrace)	833	15.0%
Flat, maisonette or apartment: Purpose-built block of flats or tenement	447	8.0%
Flat, maisonette or apartment: Part of a converted or shared house (including bed-sits)	29	0.5%
Flat, maisonette or apartment: In a commercial building	16	0.3%
Caravan or other mobile or temporary structure	88	1.6%

Figure 5: Type of accommodation within the Neighbourhood Plan Area in 2011

(Source: 2011 Census, Office for National Statistics).

The majority of properties in Werrington are detached (2,526 dwellings), the equivalent of 45.3 % of all dwellings in Werrington. 29.3 % are semi-detached (1,624 properties) and 833 are terraced properties (15% of all properties in Werrington).

In 2011, the average number of bedrooms per household in Werrington was 2.8. The typical number of rooms in properties located within Werrington is 5.6.

1.8 % of the properties located in Werrington do not have central heating. This is higher than the average for Peterborough (1.5%).

4) Housing Tenure (2011 Census Data)

The total number of households in this survey equated to 2,456 in 2011. The figures are lower than the number of properties given above because census data records empty properties as well as, those which are occupied.

Tenure	2011 Census Data	% of Properties in WNP area	% of properties in Peterborough
Owned			
Owned Outright	1,895	34%	26%
Owned with a mortgage	2202	40%	33%
Part Owned/Part Rent (Shared Ownership)	63	1%	1%
Social Rent			
Rented from the Local Authority	120	2%	6%
Other social rent	433	8%	13%
Private Rented			
Private landlord/Letting Agency	689	13%	18%
Other	56	1%	2%
Living rent free	44	1%	1%

Figure 6: Housing Tenure within the Neighbourhood Plan Area compared to Peterborough as a whole in 2011. (Source: 2011 Census, Office for National Statistics).

The Neighbourhood Plan Area has a higher proportion (15% higher) of owned properties in comparison to the average in Peterborough. Both the tenures of social rent and private rent are lower in the Werrington Neighbourhood Plan area in comparison to the average in Peterborough.

5) Employment (Census Data 2011)

In 2011, 6,839 residents were in employment whether this be full-time, part-time or self-employment. During this period 323 residents were unemployed.

The total number of those economically inactive (retired, student, full-time career, sick or disabled) equated to 2,461 in 2011.

The occupation of residents in Werrington

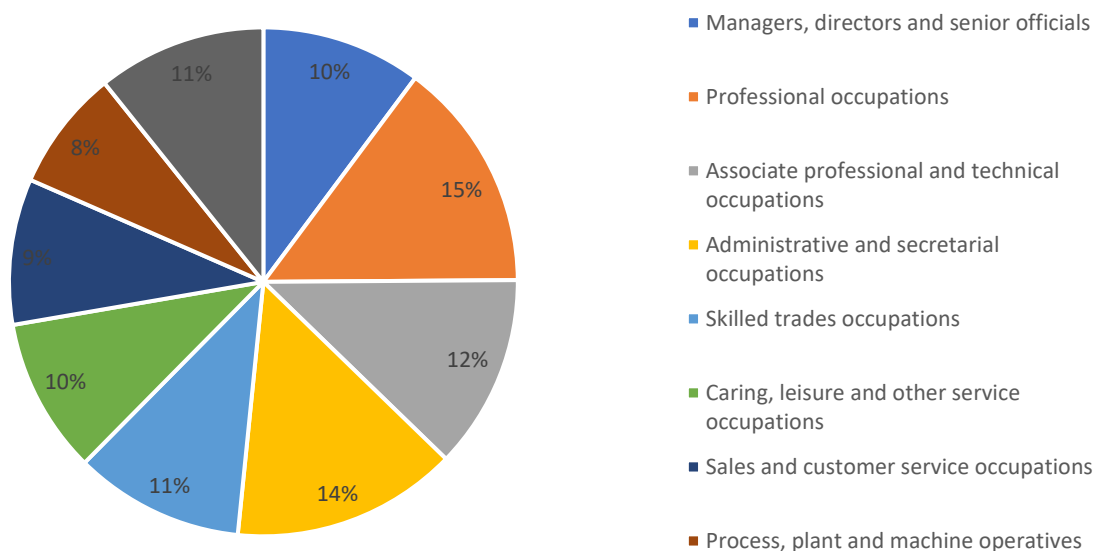


Figure 7: Occupation of residents residing in the Neighbourhood Plan Area in 2011.
(Source: 2011 Census, Office for National Statistics).

The occupation of residents within the Werrington Neighbourhood Plan area is evenly balanced between the types of professions.

The majority of Werrington's residents travel between 5km to 10k to their place of work (38%). 875 residents work locally (travelling under 2km to their place of work), this equates to 14% of the working population. Additionally, 511 working residents (8%) mainly work from home. The average commute for residents is 14.7km

Method of Travel to Work	Number of Werrington's Residents	% (approx.)	% (approx.) for the district of Peterborough
Work mainly at or from home	246	9%	3%
Underground, metro, light rail, tram	10	<1%	<1%
Train	147	2%	2%
Bus, minibus, or coach	384	6%	5%
Taxi	15	<1%	<1%
Motorcycle, scooter or moped	47	<1%	<1%
Driving a car or van	4,488	70%	40%
Passenger in a car or van	411	6%	8%
Bicycle	360	6%	4%
On foot	325	5%	6%
Other method of travel to work	23	<1%	<1%

Figure 8: How residents living in the Neighbourhood Plan Area travel to work in 2011 compared to Peterborough as a whole. (Source: 2011 Census, Office for National Statistics).

The majority of Werrington residents use a car or van to travel to work - 30% higher than the average for Peterborough. Contrastingly, 6% more residents mainly work from home when compared to the average for the district.

6) Qualification Levels (Figures 2011)

For the 10,061 residents in Werrington aged 16 or over, in 2011 22% were educated to a degree level or above while 21% had no qualifications.

Qualifications	Number of People with those Qualifications	% (approximately)
No qualifications	2199	21%
Level 1, up to 4 GCSEs	1706	16%
Level 2, 5+ GCSEs	1844	18%
Apprentices	551	5%
Level 3, A-levels	1331	13%
Level 4, degree or above	2304	22%
Other, vocational	455	4%

Figure 9: Levels of qualifications in the Neighbourhood Plan Area in 2011. (Source: 2011 Census, Office for National Statistics).

7) Car Availability in Werrington (Census 2011)

In 2011 the majority of residents, within the Werrington Neighbourhood Plan area have access to at least one car or van. 17% of residents have no access to a car or van.

Car or van Availability	Number of Werrington's residents with this availability	% (Approx.)
No cars or vans in household	939	17%
1 car or van in household	2,516	46%
2 cars or vans in household	1,536	28%
3 cars or vans in household	346	6%
4 or more cars or vans in household	119	2%

Figure 10: Number of cars or vans within the Neighbourhood Plan Area households in 2011 compared to the whole of Peterborough.

Source: 2011 Census, Office for National Statistics

8) Deprivation

The Index of Multiple Deprivation (IMD) 2019 is the official measure of relative deprivation for small areas (or neighbourhoods) in England. The IMD ranks every small area (Lower Super Output Area) in England from 1 (most deprived) to 32,844 (least deprived). = Decile 1 represents the most deprived 10% of LSOAs in England while decile 10 shows the least deprived 10% of LSOAs. This data is based on the Werrington Ward comprising of six LSOAs. One LSOA falls in Decile 2 whilst the other areas are spread across the higher deciles. Therefore, whilst Werrington has one area of higher deprivation, it cannot be said to be a deprived area.

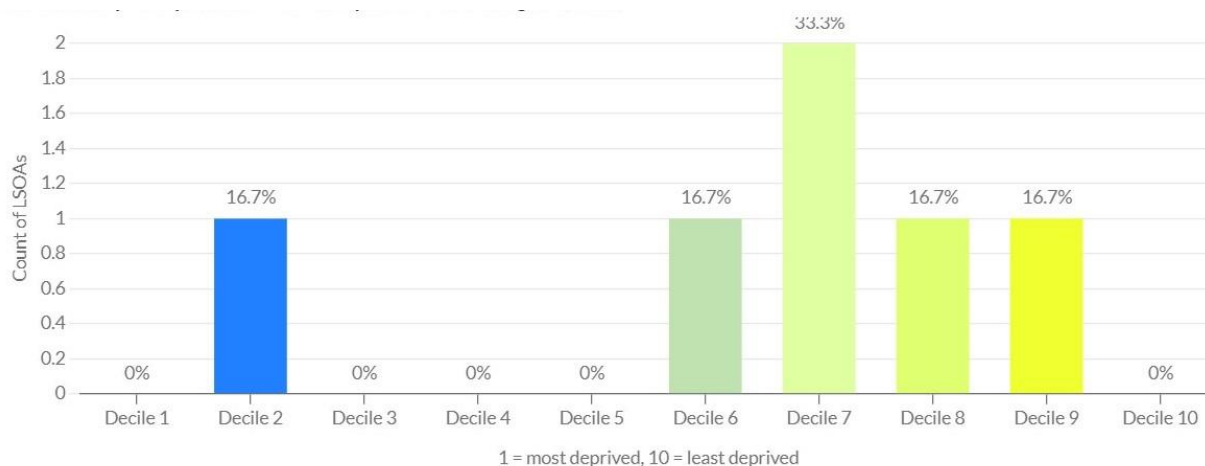


Figure 11: Index of Multiple Deprivation - LSOAs by decile in Werrington Ward (2019). (Source: Office for National Statistics).

9) Disability

In the 2011 Census, 2197 or 17.5% of residents said that their day-to-day activities were affected a little or a lot by a long-term health problems or disability compared to 14053 (Out of 183,631) being 7.6% of Peterborough as a whole reflecting Werrington's older population.