



Werrington Neighbourhood Plan Evidence File

Equalities Impact Assessment



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Prepared by Werrington Neighbourhood Plan Steering Group Autumn 2023, with data updates May 2024

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 Equality Act 2020 as** age, disability, gender reassignment, marriage and civil partnership, 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 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.
- 2.3 This Equalities Impact Assessment has covered data available through the 2021 Census with a comparison between Werrington and the wider Peterborough Authority Area which is summarised by the following areas:
 - i. Population, age profile and disability, and number of households.
 - ii. Ethnic Groups and Religion.
 - iii. Housing, Number of households, Type and Tenure.
 - iv. Employment / Economic Status including Method of Travel to Work and Car Availability.
 - v. Qualification Levels.
 - vi. Household Deprivation

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.

4 Baseline Data

4.1 During the compilation of this supporting information the 2021 Census data has been available for the following protected characteristics: age, race, religious belief, disability, and sex. Data is not readily available for pregnancy and maternity nor gender reassignment. Sexual orientation was included in the 2021 Census for the first time but there is no detailed data available for the Werrington Neighbourhood Plan Area.

4.2 The data source is the 2011 and 2021 Census, Office for National Statistics. The Census data is used with caution especially when using comparisons. The problems encountered have included the 2021 Census data sets emerging at different times during the writing of the Plan, minor changes to local level boundaries and changes to the variables used to calculate certain measures particularly the education and housing dimensions.

4.3 The baseline data has been extracted as follows:

- a) **Population:** In the 2021 census there were approximately 12,132 people living in Werrington Neighbourhood Plan Area compared to 131,220 in the wider Peterborough Area representing 9.3%. Of these 51.7% were female and 48.3% male which is similar to the wider Peterborough Area. This shows a slight decline on the figures from the previous 2011 census of 12550.
- b) **Age:** Of the population of Werrington Neighbourhood Plan Area, the 2021 census age profile can be shown as follows. These figures indicate a similar profile to the 2011 census figures with a lower under age 44 population and higher age 45 population than the wider Peterborough Area.

	Werrington Neighbourhood Plan Area	Peterborough
Under 19	18.6%	27.1%
Age 19 to 29	9.4%	12.8%
Age 30 to 44	17.5%	22.7%
Age 45 to 59	21.8%	18.0%
Age 60 to 74	20.8%	12.8%
Age 75+	11.2%	6.6%

- c) **Disability:** The 2021 Census indicates that 19.7% of the population in Werrington Neighbourhood Plan Area where classed as Disabled under the Equality Act compered with 17% of the wider Peterborough Area.
- d) **Ethnic Groups:** The profile of Ethnic origin in Werrington Neighbourhood Plan Area in the 2021 Census is as follows. On the whole these figures are similar to the 2011 Census with a slight increase in Asian etc and a fall in White ethnic groups residing in the area. The Werrington Neighbourhood Plan Area has a considerably higher White ethnic group and lower Asian etc ethnic group than the wider Peterborough area.

	Werrington Neighbourhood Plan Area	Peterborough
Asian, Asian British or Asian Welsh	3.7%	19.7%
Black, Black British, Black Welsh, Caribbean or African	1.9%	3.7%
Mixed or Multiple ethnic groups	2.5%	3.5%
White	91%	69.6%
Other ethnic group	0.8%	3.4%

- e) **Religion:** The religious beliefs in the Werrington Neighbourhood Plan Area are weighted towards Christianity, as indicated by the figures below, with No Religion carrying a high percentage also and the remaining non-Christian religions comprising 4% of the total. This compares to the wider Peterborough area which has a significant Muslim following. Since the 2011 census there has been a substantial decline in the Christianity belief with increase in the No Religion category.

	Werrington Neighbourhood Plan Area	Peterborough
No Religion	36.7%	28.4%
Christian	53.3%	44.8%
Buddhist	0.2%	0.2%
Hindu	0.7%	1.7%
Jewish	0.08%	0.1%
Muslim	2%	17.7%
Sikh	0.4%	0.7%
Other Religion	0.6%	0.4%
Not Answered	5.6%	6%

- f) **Household Number / Types and Tenure:** The 2021 census indicates that there were 5,504 Households in Werrington Neighbourhood Plan Area compared with 50,400 in the wider Peterborough Area representing 10.9% of the total. Of these, 89.2% were whole house or bungalow, 9.1% flat, maisonette or apartment and 1.6% either caravan, other mobile or temporary structure which show little change from the 2011 figures.

This compares with 80.7%, 18.3% and 1% respectively in the wider Peterborough area which has a greater proportion of flat and apartment types.

Of the households in the Werrington Neighbourhood Plan Area, 43% are owned outright, 30.4% with mortgage, loan or shared ownership whereas 9.9% are classed as social housing and 16.7% are rented. This compares with 26.8%, 27.1%, 20.6% and 25.6% respectively in the wider Peterborough area.

- g) **Employment / Economic Status:** The 2021 Census indicates that at the time, 56.5% were employed, 2.5% unemployed and 41% inactive within the Werrington Neighbourhood Plan Area, which is comparable to the wider Peterborough Area with figures of 57.5%, 3.9% and 38.6%.
- h) **Occupation:** Of those Werrington residents in employment the 2021 Census indicates the following range of occupations, which is similar to the 2011 Census figures:

i)

	Werrington Neighbourhood Plan Area	Peterborough
Managers, Directors, and Senior Officials	12%	8.4%
Professional Occupations	17.6%	13.9%
Associated professional and Technical Occupations	13.3%	9.7%
Administrative and Secretarial occupations	11.2%	8.6%
Skilled Trades Occupations	9.9%	8.9%
Caring, leisure and other service occupations	9.6%	9.3%
Sales and Customer Service Occupations	8.1%	9.2%
Process, Plant and Machine Operatives	8.2%	12.8%
Elementary Occupations	10.2%	19.1%

j) **Travel to work and Car / Van ownership:** In the 2021 Census the majority of the residents in the Werrington Neighbourhood Plan Area use a car or van to travel to work with a high percentage of car or van ownership and a significant percentage of more than one vehicle. In comparison with the wider Peterborough Area the figures are similar with a higher working from home and slightly higher travel by car and van to work for the Werrington Neighbourhood Plan Area which could be expected by nature of the semi-rural location. In comparison to the 2011 census figures there is a substantial increase in working from home, from 9% to 29.2% and reduction in travel by car or van from 70% to 52.1% which is directly attributed to the impact of changes in working practices resulting from the Covid pandemic.

	Werrington Neighbourhood Plan Area	Peterborough
Work mainly at or from home	29.9%	20.5%
Underground, metro, light rail or tram	0.9%	0.1%
Train	0.7%	1%
Bus, minibus or coach	2.9%	4.3%
Taxi	.8%	2.9%
Motorcycle, scooter or moped	0.5%	0.4%
Driving a car or van	52.5%	48.30%
Passenger in a car or van	4.9%	8.6%
Bicycle	2.8%	3.9%
On Foot	3.9%	8.6%
Other method of travel to work	0.8%	1.40%

	Werrington Neighbourhood Plan Area	Peterborough
No cars or vans in household	16.1%	26%
1 car or van in household	44.8%	43.4%
2 cars or vans in household	29.1%	23.3%
3 or more cars or vans in household	10%	7.3%

k) **Qualifications Levels:** The 2021 census indicates that a substantial number of Werrington Neighbourhood Plan Area residents aged 16 years and over were educated to levels 1, 2 or 3 (A level or similar) 45.8% and level 4 or above (degree

level) 25.4% which is similar to the wider Peterborough Area of 41.2% and 23.6% respectively, whereas a lower percentage with no qualifications exists in the Werrington Neighbourhood Plan Area 18.8% against 25.4%. In regard to Apprenticeships 6.9% and other qualifications 3.2% which again is similar to the wider Peterborough Area which has 5.7% and 4.2%. In comparison with the 2011 Census these figures remain similar

- i) **Household Deprivation:** Household deprivation indicators are used to classify households being based on four selected household characteristics detailed in the footnote below¹. Two or more indicators are considered to indicate high or medium deprivation. It cannot be said that Werrington Neighbourhood Plan Area falls in these indicators. Direct comparison with the 2011 census data is not possible due to changes the way in which it is calculated

	Werrington Neighbourhood Plan Area	Peterborough
Household is not deprived in any dimension	47.8%	40.6%
Household is deprived in one dimension	34.4%	36.8%
Household is deprived in two dimensions	14.3%	17.2%
Household is deprived in three dimensions	3.3%	5%
Household is deprived in four dimensions	0.3%	0.4%

5 Goals and Objectives of the Werrington Neighbourhood Plan

- 5.1 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.
- 5.2 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.
- 5.3 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.
- 5.4 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

¹ Deprivation indicators.

- i. 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.
- ii. Employment: A household is classified as deprived in the employment dimension if any member, not a full-time student, is either unemployed or economically inactive due to long-term sickness or disability.
- iii. Health: A household is classified as deprived in the health dimension if any person in the household has general health that is bad or very bad or is identified as disabled. People who have assessed their day-to-day activities as limited by long-term physical or mental health conditions or illnesses are considered disabled. This definition of a disabled person meets the harmonised standard for measuring disability and is in line with the Equality Act (2010).
- iv. 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

vibrant community spirit where homes are well designed to suit the needs of the community.

- 5.5 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.
- 5.6 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.

6 Process of Community Consultation

- 6.1 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
- 6.2 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.
- 6.3 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.
- 6.4 The following list details some of the community communication and 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

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

- 7.1 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.
- 7.2 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 Werrington Neighbourhood Plan will adversely affect disproportionately those in the groups with protected characteristics.
- 7.3 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 those with no access to a car such as older residents 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 such as older residents and will help reduce motor traffic 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.

- 7.4 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.

8 Conclusion

- 8.1 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.
- 8.2 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.
- 8.3 Werrington Area Forum does not consider that there are any negative equality impacts that arise from the policies or proposals contained within the Neighbourhood Plan or that it raises any issues in relation to any of the convention rights in the Human Rights Act 1998.