

BOREHAM PARISH COUNCIL BOREHAM NEIGHBOURHOOD DEVELOPMENT PLAN

EQUALITIES IMPACT ASSESSMENT

1st December 2025

Boreham Parish Council
Village Hall
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1. Introduction

- 1.1 This document is the Equalities Impact Assessment (EqIA) that has been prepared to accompany the submission version of the Boreham Neighbourhood Development Plan.
- 1.2 The Equalities Act places a duty on 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. 'Protected characteristics' are age, disability, gender reassignment, marriage & civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 1.3 This report assesses the submission version of the Boreham Neighbourhood Development Plan to ensure that Boreham Parish Council (as the qualifying body responsible for preparing the Neighbourhood Plan) is satisfying its statutory duties in this regard.
- 1.4 EqIA is a systematic analysis of a policy or policies, in order to explore the potential for an adverse impact on a particular group or community. It is a method of assessing and recording the likely differential and/or adverse impact of a policy on people from different groups. If a policy results in unfairness or discrimination, then changes to eliminate or lessen the impact should be considered.
- 1.5 The purpose of the analysis is to increase participation and inclusion, to change the culture of public decision-making and to place a more proactive approach to the promotion of equality and fairness at the heart of public policy. The processes involved in conducting the analysis should not be looked on as an end in themselves. Instead, it should be borne in mind that the aim is the promotion of fairness and equality of opportunity and thus it is the outcomes that are of primary concern. In undertaking the EqIA, it is important to keep in mind why the Boreham Neighbourhood Plan is needed, what the intended outcomes are, and how it will be ensured that the policies will work as intended.
- 1.6 For this purposes of this EqIA an assessment has been made on whether the Boreham Neighbourhood Development Plan has a positive, negative or neutral impact on each of the protected characteristics (in so far as data is available).

2. Baseline Data

- 2.1 Data for the Boreham Neighbourhood Development Plan area is available from the 2021 Census for the following protected characteristics: age, sex, disability, race and religious belief. These are summarised and illustrated overleaf (Figure 1).
- 2.2 No data is available for the following protected characteristics: gender reassignment, pregnancy and maternity and sexual orientation.

Boreham Neighbourhood Area – Population Characteristics

Total Population: 3,970

Age: 25.4% of the population are aged 19 or less, 50.2% are in the working age groups (ages 20-60), with 24.4% in the older age groups (over 60).

Sex: 1,953 (49.2%) males; 2,017 (50.8%) females.

Country of Birth: 93% of residents were born in the UK; 7% were born in other countries.

Ethnic group: 91.3% of residents are White; 3.1% are Asian/Asian British; 2.4% are Black, African, Caribbean or Black British; 2.6% of residents are Mixed/multiple ethnic groups; and 0.6% are of another ethnic group.

Religion: 48.7% of residents are Christian; 43.1% of residents do not have a religion; 1.9% of residents are of another religious affiliation. (The balance, 6.2%, did not answer this question on the Census).

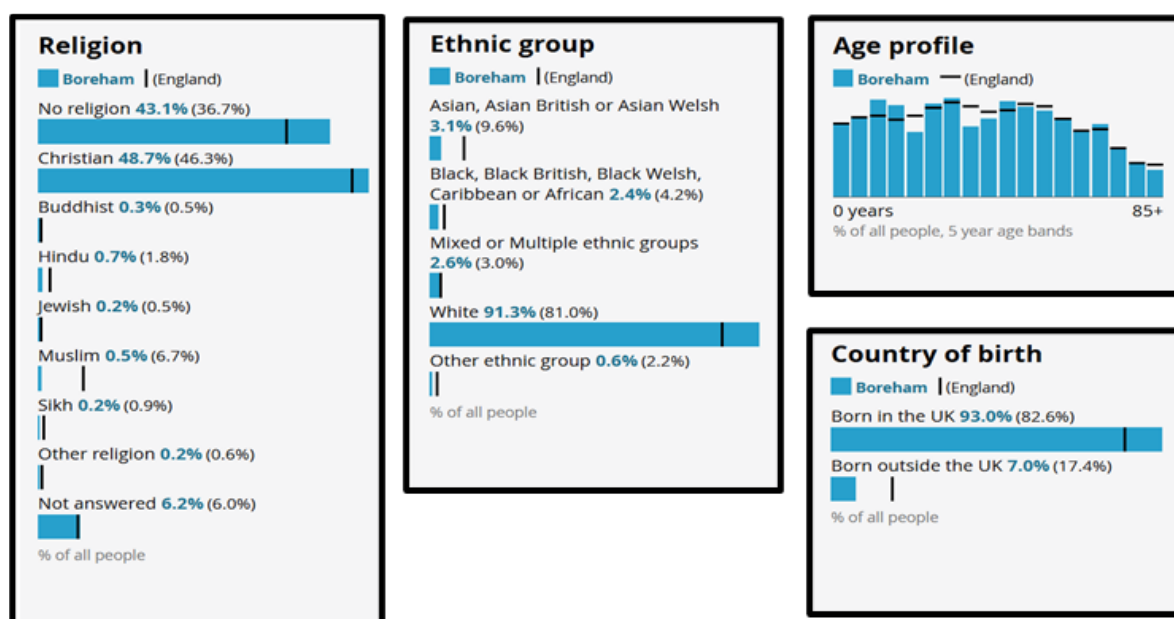


Figure 1 Boreham Population Characteristics

3. Process of Community Consultation

- 3.1 All written communications were in English. It was not considered necessary to translate them into any other language.
- 3.2 Throughout the Plan preparation process the Neighbourhood Plan Steering Group has sought to ensure that local residents, their representatives, local businesses, interest groups and wider interested parties, including statutory and regulatory bodies, have been actively consulted and their views sought.
- 3.3 Agendas, key reports and updates have been regularly provided online on the Boreham Neighbourhood Plan website. High level progress reports have been included in the quarterly Boreham Village Magazine which is delivered to every residence in the parish.
- 3.4 The overarching principles of the stakeholder engagement process has been to engage in a manner that is extensive, effective, inclusive, fair, transparent and proportionate. Various communication channels have been used to keep residents informed, invite participation and share views. These included:
 - 3.4.1 Updates on the Neighbourhood Plan website which is a bespoke website created specifically for the Neighbourhood Plan, including notes of meetings, progress updates, information, documents and contact details.
 - 3.4.2 Regular meetings of the Steering Group.
 - 3.4.3 Publication of updates and consultation information in the quarterly village magazine distributed to all households in the Parish.
 - 3.4.4 Information notices posted to the Boreham Parish Council Facebook page, the Boreham Village Facebook page and on the notice boards throughout the village.
 - 3.4.5 Presentations and updates at Annual Parish Meetings.
- 3.5 Widespread consultation was carried out during the preparation of the Neighbourhood Plan and the Steering Group made every effort, using a variety of methods, to reach all of the local community. This included the following:
 - 3.5.1 Launch of the Boreham Neighbourhood Plan website. A new site was created in 2021.
 - 3.5.2 Resident Questionnaires, exhibitions and drop-in sessions in 2017, 2020, 2022 and 2024.
 - 3.5.3 Issuing of a Questionnaire to businesses in 2020.
- 3.6 Ongoing liaison with Chelmsford City Council took place during production of the Plan to seek input and advice on the emerging Plan.
- 3.7 The Regulation 14 consultation including informal meetings, communications and a questionnaire, which was undertaken from September to November 2024.
 - 3.7.1 More on the above can be found in the Consultation Statement prepared and submitted alongside the Neighbourhood Plan. Document is available online via the Boreham Neighbourhood Plan website.

3.8 Consideration has been given to all comments and responses made in the preparation of the Neighbourhood Plan. In particular, the responses to events and surveys in the early stages of the plan-making process were used to shape the vision and objectives for the Neighbourhood Plan.

4. Likely Impact on Groups with Protected Characteristics

4.1 The Boreham Neighbourhood Plan Vision is:

For Boreham to retain its identity as a village, distinct and separated from Chelmsford by protected open space in an agricultural landscape/rural setting, and to develop in ways which protect our environment and are supported by our local residents, businesses and organisations.

4.2 The vision of the Neighbourhood Plan is expected to have a positive likely impact on groups with protected characteristics. It recognises the value of the village community with access to green space and a healthy environment.

4.3 The vision is the basis for a set of objectives for how the vision will be delivered. The Neighbourhood Plan contains a series of objectives that will determine how the Parish Council delivers its vision for the Parish up to 2036. Delivery of the objectives will be through a combination of policies, projects and community action. Each objective is reviewed to assess whether it is likely to have an impact on groups within the Parish with protected characteristics:

Objective	Likely Impact	Commentary
Objective 1: To maintain Boreham's separation from Chelmsford, ensuring the parish keeps its historic character, as a village settlement set in an agricultural landscape.	Positive	The purpose of Objective 1 is to preserve and enhance the rural setting of the village, the quality of the surrounding landscape, to ensure that open green spaces are protected and available for recreational use, and that where new green spaces are provided these are designed to be accessible to and enjoyed by all. It thus has a positive impact on residents with protected characteristics, providing access to open space as well as good quality green space.
Objective 2: To retain and where possible improve the existing heritage assets and their setting whether designated or not.	Neutral	The purpose of Objective 2 is to ensure that new development responds to and strengthens the historic character of Boreham and responds appropriately to site and context. There is no specific impact on residents with protected characteristics.
Objective 3: To maintain the historic character of Boreham and celebrate the history of the	Positive	Through Objective 3, the history of Boreham is retained for the enjoyment of all residents with the goal of making local history accessible to all. It thus

Objective	Likely Impact	Commentary
village, making local history accessible to the community.		has a positive impact on residents with protected characteristics.
Objective 4: To conserve and enhance Boreham's declining natural environment, to deliver a net gain in biodiversity and improve soil conservation throughout the parish.	Positive	Through Objective 4 the Neighbourhood Plan will deliver a healthier local environment and help nature recover to be enjoyed by all. It therefore has a positive impact on all residents including those with protected characteristics.
Objective 5: To improve wildlife corridors and connectivity throughout Boreham.	Neutral	Objective 5 has the primary goal of protecting biodiversity although it also contributes to the appearance and character of the parish.
Objective 6: To conserve hedgerows which provide habitats and serve as wind breaks and reduce soil erosion by the wind and water run-off.	Positive	The purpose of Objective 6 is to conserve hedgerows in order to retain habitats for wildlife and reduce impacts of climate and climate change by reducing wind damage such as soil erosion and reduce water run-off. This has biodiversity benefits but also helps walkers in the village including those with protected characteristics.
Objective 7: To reduce the conflict between recreational use of environmental assets and biodiversity objectives.	Neutral	This objective has the primary goal of protecting biodiversity. With other objectives it seeks to ensure adequate recreational facilities are available outside of local wildlife sites to avoid conflict. There is no specific impact on residents with protected characteristics.
Objective 8: To maintain a clear separation of Boreham village from the urban edge of Chelmsford.	Neutral	This goal has the primary objective of retaining Boreham's character as a rural village. There is no specific impact on residents with protected characteristics.
Objective 9: To maintain the open agricultural landscape of fields and hedges surrounding the village.	Neutral	This objective has the primary goal of protecting biodiversity and the availability of Best and Most Versatile agricultural land whilst retaining historic hedgerows. There is no specific impact on residents with protected characteristics.
Objective 10: To protect views and open spaces which are a vital and integral part of Boreham's character valued by the community.	Positive	Through Objective 10 the Neighbourhood Plan has a positive impact on all residents including those with protected characteristics, retaining the positive qualities of Boreham and providing access to open space as well as good quality green space.
Objective 11: To facilitate the conservation and enhancement of the Chelmer Valley's landscape character.	Positive	The purpose of Objective 11 is to preserve the beauty and quality of the Chelmer Valley which will ensure that it is protected for nature and for recreational use. It thus has a positive impact on residents with protected characteristics, providing access to open space as well as good quality green space.

Objective	Likely Impact	Commentary
Objective 12: To enhance the built environment to blend in with the natural and historic local character.	Neutral	The primary purpose of this objective is to retain the character of Boreham as an historic and rural village. There is no specific impact on residents with protected characteristics.
Objective 13: To promote high quality design and sustainability in the built environment with specific reference to energy efficiency, water management and use of native landscape planting.	Neutral	The purpose of Objective is to ensure that new development responds to and strengthens the qualities that characterise Boreham. Through site specific policies in the Neighbourhood Plan important design principles are also established to ensure that these are well designed and respond appropriately to site and context, strengthen sense of place. There is no specific impact on residents with protected characteristics.
Objective 14: To support a flourishing and inclusive community through the provision of a mix of housing types, sizes and tenures to meet local need including accommodation that is or can be made adaptable for a variety of life stages, including independent living housing for older people and people with disabilities, elderly accommodation and care, with associated facilities and infrastructure for: community life, health, education and leisure for all ages and abilities.	Positive	Through Objective 14 the Neighbourhood Plan supports housing which meets local needs and it is backed by policies in respect of housing types and tenures. It has a positive impact on everyone, including those with protected characteristics, as it seeks to meet the needs of the entire community and ensure that where new facilities and green spaces are provided these are designed to be accessible to and enjoyed by all.
Objective 15: To provide local, sustainable and high-quality early years education and childcare, and school places for all the children of the parish and to support and promote the provision of healthcare for increased patient numbers within the parish.	Positive	This Objective seeks to ensure that community facilities are available for and serve the needs of the community, supporting daily life, social inclusiveness and community cohesion. It is deemed to have a positive impact on residents with protected characteristics.
Objective 16: To maintain and, where possible, increase the availability of public footpaths, cycle routes and bridleways.	Positive	Through Objective 16 the Neighbourhood Plan seeks to ensure that community amenities are available for and serve the needs of the community, supporting daily life, social inclusiveness and community cohesion. It is deemed to have a positive impact on residents with protected characteristics.
Objective 17: To encourage the retention, creation and growth	Positive	Through Objective 17 the Neighbourhood Plan seeks to sustain existing local small businesses and

Objective	Likely Impact	Commentary
of local employment opportunities without; increased local use of HGVs compromising the nature of the parish as a rural community, or negatively impacting the character and appearance of the village.		encourage new small business to become established, where it fits with the rural nature of Boreham and its surroundings. The provision of employment opportunities is not directly related to but is considered to have a positive impact on residents with protected characteristics.
Objective 18: Improve service to gigabit speed broadband and 5G mobile connectivity within the parish.	Positive	Through Objective 18, the Neighbourhood Plan supports access to quality broadband and mobile telephony services for local residents and businesses. It is deemed to have a positive impact on residents with protected characteristics.
Objective 19: To make it safe and convenient for all people to move around the village and reduce the need for private cars for local journeys.	Positive	This Objective seeks to make it safer and easier for all to move around by means other than the private car, supporting access to local services and facilities, making walking and cycling and public transport an attractive everyday proposition. This will have a positive impact on residents with protected characteristics.
Objective 20: To improve the connectivity by active and sustainable modes between the main village and the area of the parish north-west of the A12 trunk road and the railway line.	Positive	This Objective seeks to make it safer and easier for all to gain access to parish amenities and footpaths north-west of the A12 trunk road and railway line (which divide the parish) by making walking and cycling an attractive proposition. This will have a positive impact on residents with protected characteristics.
Objective 21: To promote the use of active and sustainable modes of travel including walking, cycling and public transport.	Positive	This Objective seeks to make it safer and easier for all to move around by means other than the private car, supporting access to local services and facilities, making walking and cycling and public transport an attractive everyday proposition. This will have a positive impact on residents with protected characteristics.
Objective 22: To improve connectivity across Main Road by slowing traffic and deterring through traffic in order to increase pedestrian safety.	Positive	This Objective seeks to make it safer for pedestrians to access local village services and facilities. This will have a positive impact on residents with protected characteristics.
Objective 23: To deter through traffic from using Church Road/Plantation/Road/Waltham Road.	Positive	This Objective seeks to reduce the volume of traffic around and through Boreham making the roads safer for cyclists and pedestrians. This will have a positive impact on residents, including those with protected characteristics.

5. Conclusion

- 5.1 The Boreham Neighbourhood Development Plan provides a suite of objectives and policies to respond to the vision for the benefit of the local community as a whole including those with protected characteristics.
- 5.2 In preparing the Plan, the Neighbourhood Plan Steering Group and Boreham Parish Council have sought to engage widely with the local community and have gone beyond minimum consultation requirements to gather their views.
- 5.3 In conclusion, the assessment finds the Boreham Neighbourhood Development Plan to be appropriate and that the duty of care prescribed by the Equalities Act (2010) is met.

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