



RUSHMOOR BOROUGH COUNCIL

CABINET

*at the Council Offices, Farnborough on
Tuesday, 15th September, 2026 at 7.00 pm*

To:

Cllr Gareth Williams, Leader of the Council
Cllr Sophie Porter, Deputy Leader and Healthy Communities & Active Lives Portfolio Holder

Cllr Gaynor Austin, Finance & Resources Portfolio Holder
Cllr Keith Dibble, Housing, Planning & Property Portfolio Holder
Cllr Christine Guinness, Pride in Place / Neighbourhood Services Portfolio Holder
Cllr Julie Hall, Economy, Skills & Regeneration Portfolio Holder

Enquiries regarding this agenda should be referred to Chris Todd, Democratic Support Officer, on 01252 398825 or e-mail: chris.todd@rushmoor.gov.uk

A G E N D A

1. DECLARATIONS OF INTEREST –

Under the Council's Code of Conduct for Councillors, all Members are required to disclose relevant Interests in any matter to be considered at the meeting. Where the matter directly relates to a Member's Disclosable Pecuniary Interests or Other Registrable Interest, that Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation (see note below). If the matter directly relates to 'Non-Registrable Interests', the Member's participation in the meeting will depend on the nature of the matter and whether it directly relates or affects their financial interest or well-being or that of a relative, friend or close associate, applying the tests set out in the Code.

NOTE:

On 27th May, 2021, the Council's Corporate Governance, Audit and Standards Committee granted dispensations to Members appointed by the Council to the Board of the Rushmoor Development Partnership and as Directors of Rushmoor Homes Limited.

2. **MINUTES** – (Pages 1 - 2)

To confirm the Minutes of the meeting held on 20th August, 2026 (copy attached).

3. **CRISIS AND RESILIENCE FUND** – (Pages 3 - 18)
(Cllr Sophie Porter, Healthy Communities & Active Lives Portfolio Holder)

To consider Report No. ED2615 (copy attached), which sets out changes to the national welfare provision through the new Crisis and Resilience Fund.

4. **YOUNG PEOPLE'S PLAN** – (Pages 19 - 56)
(Cllr Sophie Porter, Healthy Communities & Active Lives Portfolio Holder)

To consider Report No. ED2616 (copy attached), which sets out the Rushmoor Young People's Plan.

5. **EXCLUSION OF THE PUBLIC** –

To consider resolving:

That, subject to the public interest test, the public be excluded from this meeting during the discussion of the undermentioned item to avoid the disclosure of exempt information within the paragraph of Schedule 12A to the Local Government Act, 1972 indicated against such item:

Item No.	Schedule 12A Para. No.	Category
6	3	Information relating to financial or business affairs

6. **DISPOSAL OF 1 WYNDHAM STREET, ALDERSHOT** – (Pages 57 - 68)
(Cllr Keith Dibble, Housing, Planning & Property Portfolio Holder)

To consider Exempt Report No. PG2616 (copy attached), which sets out the details of the proposed disposal of the freehold interest in No. 1 Wyndham Street, Aldershot, subject to the finalisation of terms.

CABINET

Meeting held on Thursday, 20th August, 2026 at the Council Offices, Farnborough at 3.30 pm.

Voting Members

Cllr Gareth Williams, Leader of the Council
Cllr Sophie Porter, Deputy Leader and Healthy Communities & Active Lives Portfolio Holder

Cllr Keith Dibble, Housing, Planning & Property Portfolio Holder
Cllr Christine Guinness, Pride in Place / Neighbourhood Services Portfolio Holder

Apologies for absence were submitted on behalf of Cllrs Gaynor Austin and Julie Hall.

The Cabinet considered the following matters at the above-mentioned meeting. All executive decisions of the Cabinet shall become effective, subject to the call-in procedure, from **3rd September, 2026**.

23. DECLARATIONS OF INTEREST –

Having regard to the Council's Code of Conduct for Councillors, no declarations of interest were made.

24. MINUTES –

The Minutes of the meeting of the Cabinet held on 4th August, 2026 were confirmed and signed by the Chair.

25. NOS. 16-18 THE MEADS, FARNBOROUGH - ADDITIONAL BUDGET REQUIREMENT –

(Cllr Julie Hall, Economy, Skills & Regeneration Portfolio Holder)

The Cabinet considered Report No. REG2603, which set out a proposal to consider increasing the capital budget allocation to enable the completion of the building works at Nos. 16-18 The Meads, Farnborough.

Members were informed that most of the main contractor works had been completed and that additional unforeseen costs had arisen which had resulted in an overspend of the project's budget allocation. It was explained that these additional costs could be attributed largely to the complexity of the ground conditions alongside risks inherent in carrying out refurbishment works to an ageing asset.

The Cabinet was supportive of the proposed approach to complete the delivery of this important project in the regeneration of Farnborough town centre. Concern was expressed, however, that the cost of this project had exceeded the agreed budget and that this been the case with other recent projects. It was agreed that the method by which project budgets and contingencies were calculated should be thoroughly reviewed.

The Cabinet RESOLVED that an increase to the project's capital budget of up to £35,000, to enable the completion of the works by the end of September, 2026, plus the provision of a contingency of up to £15,000, be approved, both funded from capital receipts balances.

26. **EXCLUSION OF THE PUBLIC –**

RESOLVED: That, taking into account the public interest test, the public be excluded from the meeting during the discussion of the under mentioned item to avoid the disclosure of exempt information within the paragraph of Schedule 12A to the Local Government Act, 1972 indicated against the item:

Minute No.	Schedule 12A Para. No.	Category
27	3	Information relating to financial or business affairs

**THE FOLLOWING ITEM WAS CONSIDERED
IN THE ABSENCE OF THE PUBLIC**

27. **UNION YARD - RIGHT OF LIGHT CLAIM - EMPIRE BANQUETING HALL –**
(Cllr Julie Hall, Economy, Skills & Regeneration Portfolio Holder)

The Cabinet considered Exempt Report No. REG2604, which sought approval to agree a revenue budget to settle a claim for compensation.

Members were advised that a compensation claim had been received from the owners of a nearby property in respect of an interference with its right to light caused by the Union Yard development. It was reported that settlement of the claim would avoid the issue of legal proceedings by the applicants. The Report set out the legal position in relation to this matter and summarised a report that had been commissioned from the Council's rights of light surveyors.

The Cabinet queried whether insurance against such claims might have been appropriate but it was explained that insurance of this type was cost-prohibitive.

The Cabinet RESOLVED that the establishment of a Supplementary Budget within the Revenue Account, in the sum set out in the Exempt Report No. REG2604, be approved, to be funded from the Stability and Resilience revenue reserve.

The Meeting closed at 3.54 pm.

CLLR GARETH WILLIAMS, LEADER OF THE COUNCIL

CABINET

COUNCILLOR SOPHIE PORTER
HEALTHY COMMUNITIES & ACTIVE LIVES
PORTFOLIO HOLDER
REPORT NO. ED2615

15TH SEPTEMBER 2026

KEY DECISION: NO

CRISIS AND RESILIENCE FUND

SUMMARY AND RECOMMENDATIONS:

The purpose of this report is to inform Cabinet about changes to national welfare provision via the new Crisis & Resilience Fund (CRF), and its anticipated local impact.

Recommendation(s) requiring decision:

Cabinet is recommended to note the information within this report, including work underway to support residents' financial resilience.

1. INTRODUCTION

- 1.1. This report outlines changes to national welfare provision via the new Crisis & Resilience Fund (CRF), and its anticipated local impact.
- 1.2. These changes should be considered under the Council's key theme of Community and Wellbeing: Active Lives, Healthier and Stronger Communities.
- 1.3. Under this theme, the Rushmoor Together Plan outlines how the Council will work in partnership to support residents, with a focus on those experiencing inequality and disadvantage. One of the priorities of the Rushmoor Together Plan – Economic Wellbeing – recognises the ongoing impact of increased cost of living on many residents' lives. The objectives of the plan highlight the proactive role the Council plays, alongside many longstanding and valued partners, in strengthening collaboration in ways that positively impact Rushmoor residents.

2. BACKGROUND

- 2.1. From 1st April 2026, central government replaced the Household Support Fund (HSF) with the Crisis & Resilience Fund (CRF). The fund is intended to help people on low incomes who are struggling with money and/or facing an unexpected financial shock.

- 2.2. The CRF is funded by UK Government, via the Department of Work & Pensions (DWP) and is a three-year programme from April 2026 to March 2029.
- 2.3. The introduction of the CRF represents a shift away from short-term, reactive support to something that is intended to support earlier intervention, strengthening financial resilience and increased coordination across the local support landscape. The HSF had annual funding rounds and a narrower focus on urgent food and fuel needs. By comparison, the CRF is a 3-year fund therefore allowing longer term planning and is designed to respond to a broader range of needs in individual residents, in terms of the causes of financial crisis, and how best to build financial resilience longer-term.
- 2.4. CRF funding is delegated to county councils who, using DWP guidance, set out how the scheme will operate across each county. DWP guidance outlines the outcomes, strands and principles of the CRF, regardless of location.
- 2.5. This report outlines the current position of the CRF in Rushmoor, mindful that full details of the scheme are still being developed at both a county and district level.
- 2.6. The CRF forms an important part of broader sources of support for residents struggling with cost of living pressures. These sources of support, largely provided by community partners, are detailed on the [Council's website](#).

3. MAIN SUBJECT

Context

- 3.1. The three delivery outcomes of the CRF are the provision of effective crisis support; improving individuals' financial resilience and; bolstering the local-level support landscape.
- 3.2. This is to be achieved via four delivery strands: Crisis Payments; Housing Payments; Resilience Services; and Community Coordination.
- 3.3. The work of the CRF must be underpinned by five principles: person-centred; needs-based; holistic; no wrong door and; trauma informed.
- 3.4. Information detailing how the total CRF funding will be apportioned to district/borough areas is not available from Hampshire County Council, however the following information is known:
 - Up to £3m per annum is available to eligible Hampshire residents via Crisis Payments for April 2026 to March 2029.
 - £160k per annum is available to eligible Rushmoor residents via Housing Payments for April 2026 to March 2028.

- Up to £1m per annum is available to eligible Hampshire organisations via Resilience Grants for August 2026 to March 2029.
- 3.5. The tender referred to in 3.8 includes management of the Crisis Payment strand, as well as providing wraparound support focused on improving applicants' long-term financial resilience. In addition to this strand, this contract will also cover Resilience Services and Community Coordination with the aim of a holistic offer being delivered by a single organisation at the first point of contact. The Hampshire-wide contract value is up to £2.1m per annum until March 2029. The formal tender process was run directly by HCC and is now closed. The outcome is expected in October 2026, ready for implementation from 1st November 2026.

Strand 1 – Crisis Payments

- 3.6. The Crisis Payment strand of CRF operates on a “cash-first” approach, meaning that the prevention or alleviation of financial crisis should be prioritised first, and then the connection into broader, longer-term support and advice follows second.
- 3.7. Applications should be decided on a case-by-case basis, recognising what constitutes crisis will differ from household to household.
- 3.8. Given the very short timescale provided to stand up implementation of the new CRF from 1st April 2026, HCC have commissioned Citizens Advice across the county, to deliver a transitional service for Crisis Payments. This allows residents in need to access support if they are in financial crisis, whilst the longer-term tender for this service takes place. The outcome of the tender is expected around October 2026.
- 3.9. In Hampshire, applications for Crisis Payments are made through local Citizens Advice branches, with the decision being made by East Hants Citizens Advice.
- 3.10. For the first five months of the fund (Apr-Aug 2026) approximately 93 applications were made by Rushmoor residents, with 35 being approved either fully or in part (approximately £13,409 awarded to date). Of the remaining 58, 12 are pending, and 46 were either unsuccessful or not progressed by the applicant.
- The Council is working closely with Citizens Advice Rushmoor to understand demand, reasons for refusal, and share insights into gaps in service provision.
- The following case studies illustrate how the CRF Crisis Payments can help prevent or alleviate financial crisis.

Anonymised case study of an approved application for essential household equipment and urgent health needs: *Sarah* lived alone and had lost her part-time employment due to ill health. She had no savings, and when her washing machine broke she had to wash her clothes in the bath, which was increasingly difficult because of her health. She was also unable*

to collect her fitted dentures until she paid the outstanding £250 and was struggling to eat without them. Sarah was awarded a Crisis Payment of £550: £250 to collect her dentures and £300 towards a replacement washing machine, the maximum available for that item.*

Anonymised case study of an approved application for flooring: *Aisha* and her six-year-old daughter, Lily*, were preparing to move from a domestic abuse refuge into a new home. However, the property had bare concrete floors throughout. Lily* has non-verbal autism and repeatedly bangs her heels against the floor, putting her at risk of injury. There was also concern that she could pick at loose pieces of concrete and ingest them. Aisha* had very limited savings and could not afford suitable flooring. She provided a quote for £1,950. As the request exceeded £1,000, it underwent a higher-level review and Aisha* was awarded a Crisis Payment of £1,950, enabling Aisha* and Lily* to move into a safe and suitable home.*

**anonymised names*

Strand 2 – Housing Payments

- 3.11. From April 2026, CRF Housing Payments replaced Discretionary Housing Payments (DHP).
- 3.12. Housing Payments provide financial support to eligible residents where additional help is needed to meet their housing costs. As with DHPs, this is administered by the Council's Benefits Team.
- 3.13. Until April 2028, £160k per year has been ringfenced for eligible Rushmoor residents via Housing Payments based on 2025/26 levels. From April 2028, future allocations will be the decision of the new unitary authority – see 4.1.

Strands 3 and 4 – Resilience Services and Community Coordination.

- 3.14. Whilst strands 1 and 2 are intended to help with immediate needs, strands 3 and 4 of the CRF seek to understand the underlying causes of financial stressors and connect residents into longer-term and broader advice and support. It is also the aim of the CRF to strengthen this local support landscape by strengthening existing provision, as well as encouraging development of support to plug any gaps.
- 3.15. Given the very short timescale provided to stand up implementation of the new CRF from 1st April 2026, elements of these strands have only been outlined by HCC in June 2026.
- 3.16. The CRF Resilience Grant was launched in August 2026, replacing the old Household Support Fund Community Grant.
- 3.17. The CRF Resilience Grant is open for applications from organisations whose activities strengthen financial resilience, promote early intervention, and provide longer-term support for residents in financial hardship and/or crisis. Unlike the HSF, district and borough councils are eligible to apply.

- 3.18. Many Rushmoor partners received regular funding via the old HSF so the focus on more preventative/resilience-building work is likely to signal a change in the funding landscape. HCC have indicated this shift will be supported with funding in year one continuing to support direct food provision, with a focus of year 2 funding onwards on reducing dependency on provision like this - see 4.2.
- 3.19. Whilst there is no DWP guidance on how much of the CRF should be allocated to strands 3 and 4, they do outline that given the fund's emphasis on building financial resilience, county councils are expected to allocate a significant amount of their total fund to these.
- 3.20. As part of the Council's ongoing cost of living work as outlined under 1.3, the Community and Partnerships Team has been engaging with partners to promote the opportunities CRF provides and ask for feedback about how the changes outlined under 3.13 and 3.17 might impact them. This work also includes understanding any gaps in the local support landscape - this feedback could form the basis of partnership project applications to the CRF Resilience Grant.

4. IMPLICATIONS

Risks – Housing Payments

- 4.1. DHPs were replaced by Housing Payments from 1 April 2026. The Government confirmed that the level of ring-fenced funding provided for Housing Payments would be maintained at the 2025/26 allocation level until 31 March 2028. Beyond this date, whilst funding will continue to form part of the wider CRF, there is currently no assurance that a specific amount will remain ring-fenced for Housing Payments.
- This presents a risk that funding may be diverted to meet competing demands within the broader CRF, reducing the resources available to support households experiencing housing-related financial hardship. A reduction in available Housing Payments funding could impact the Council's ability to prevent homelessness, sustain tenancies and support vulnerable residents with housing costs, potentially increasing pressure on homelessness and temporary accommodation services. The Council will continue to monitor national policy developments and assess the potential financial and service implications of these changes.

Risks – Resilience Services and Community Coordination

- 4.2. The change in focus of funding may present a risk to community partners who deliver immediate support – ie. food, school uniforms, school holiday support – if that need continues and the funding for this provision starts to scale down. This presents an additional risk to residents as the beneficiaries of this type of provision.

Legal Implications

- 4.3. Making this central government fund available to eligible residents strengthens the Council's compliance with the Equality Act, Public Sector Equality Duty and duties relating to service accessibility and employment. It also creates a clear framework to evidence due regard in decision-making through equality impact assessments and mitigates the risk of discrimination, harassment, victimisation and any other conduct prohibited by or under the Act.
- 4.4. When considering Housing Payment applications, regard must be given for payments of Housing Benefit or Universal Credit Housing Element to avoid duplicate provision. Due diligence is needed when assessing claims.

Financial and Resource Implications

- 4.5. There are no direct additional financial implications for the Council arising from this report.
- 4.6. There may be indirect resource implications for the Community & Partnerships, Housing and Benefits teams in supporting partnership working, grant applications, administration and reporting requirements. These are expected to be managed within existing staffing resources, although demand and workload will continue to be monitored as the CRF arrangements develop.

Equalities Impact Implications

- 4.7. A screening assessment was undertaken, and it was determined that a full Equalities Impact Assessment is not required because the impact is positive. See Annex 1.

Climate Change Implications

- 4.7. Whilst a full climate change impact assessment is not required, the CRF may have positive indirect impacts in regard to adaptation and community resilience. Those experiencing financial hardship can be more vulnerable to climate-related impacts and rising energy costs. The introduction of the CRF should mitigate some of these impacts.

5. CONCLUSIONS

- 5.1. Cabinet is recommended to note the information within this report, including work underway to support residents' financial resilience.

BACKGROUND DOCUMENTS:

[Hampshire County Council Decision Report from the Director of Adult's Health and Care – Department for Work and Pensions Crisis and Resilience Fund – 23rd June 2026.](#)

LIST OF APPENDICES/ANNEXES:

- Annex 1 – Equality Impact Assessment

CONTACT DETAILS:

Report Author – Hannah Shuttler - hannah.shuttler@rushmoor.gov.uk

Head of Service – Karen Edwards - karen.edwards@rushmoor.gov.uk

Equality Impact Assessment: Screening Tool

The **Equality Impact Assessment (EIA) Screening Tool** should be completed for any new proposal, plan or project. It helps staff check if their proposal will positively, neutrally, or negatively affect residents, staff, or service users. If the impact is positive or neutral, a full EIA isn't needed.

A **full EIA** is required if the screening shows a negative impact on specific groups. We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

***After screening, if you identify the need for a full Equality Impact Assessment, you can use your existing answers as a foundation for the full assessment.**

Name of Project	The Crisis & Resilience Fund
Reference number (if applicable)	n/a
Service Area	Community & Partnerships
Date screening completed	29 th July 2026
Screening author name	Hannah Shuttler
Policy Team sign off	Martin Iyawe
Authorising Director/Head of Service name	Karen Edwards

1. Please provide a summary of the proposal
UK Government has replaced the Household Support Fund with the Crisis and Resilience Fund from 1st April 2026. The fund is delegated from the Department of Work & Pensions to Hampshire County Council, who decide how the county's allocation is distributed. CRF provides support to low-income households who experience a financial shock and/or at risk of falling into financial crisis. The fund is intended to provide quick crisis support and then support households more holistically to try and improve their financial resilience.

There are 4 key strands of the fund, and they are in varying stages of development:

1. Crisis Payments for urgent financial needs – currently being administered by Citizens Advice across the county until end of Sept 2026, whilst the longer-term tender process takes place.
2. Housing Payments to assist in housing cost shortfalls – continue to be administered by the council's Benefits Team replacing Discretionary Housing Payments.
3. Resilience Services – still being developed but includes a recently launched Resilience Grant Programme, which replaces the Household Support Fund Community Grants. District and Borough councils can apply to this fund.
4. Community Coordination – still being developed but includes a recent announcement that HCC will be recruiting coordinators to work across the county.

The fund is expected to have a positive impact on residents experiencing financial hardship, particularly those who may be more vulnerable to financial shocks or barriers to accessing support.

2. Who will the proposal impact? Please indicate Yes or No

Group of people	Impacted?
Residents	Yes
Businesses	No
Visitors to Rushmoor	No
Voluntary or community groups	Yes
Council staff	Yes
Trade unions	No
Other public sector Organisations	Yes
Others	n/a

3. What impact will this change have on staff? Please complete where relevant:

The Benefits Team will continue to administer the housing shortfall-related element of the scheme. The change from DHPs to Housing Payments is not expected to constitute a change in resources needed. This work area is solely administered by the Benefits Manager.

The Housing Team may be impacted by the introduction of this fund, as they are able to apply for discretionary funds that HCC intermittently make available to District and Borough Councils. This funding has to be spent in short time frames.

The Community & Partnerships Team will be impacted by the introduction of this fund, via one officer, as we coordinate, facilitate and/or lead grant applications to the CRF Resilience Grant Programme and any appropriate project work/support as a result.

4. What consultation or engagement will you be leading (with residents, staff, or other stakeholders) as part of this project?

There is an ongoing need for internal joint-working across Community & Partnerships, Benefits and Housing.

External community partners will be engaged with to ensure we avoid duplication and identify/cover any gaps in provision with any applications to the CRF Resilience Grant Programme.

At this stage, neither of the above is anticipated to involve the collection of personal data.

5. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Direct and indirect impacts

When completing this table, please consider both **direct and indirect impacts**, see helpful guidance.

Direct discrimination occurs when someone is treated less favourably than another person because of a **protected characteristic**. This includes:

3. **Actual possession** of a protected characteristic.
4. **Perceived possession** of a protected characteristic (discrimination by perception).
5. **Association** with someone who has a protected characteristic (discrimination by association).

A valid comparison must show that someone without the protected characteristic would have been treated better in similar circumstances. It can still be direct discrimination even if the person treating you unfairly shares the same characteristic.

Note: Age discrimination may be lawful if it can be objectively justified. For other protected characteristics, direct discrimination is unlawful regardless of intent or justification.

Indirect discrimination happens when a **policy, rule, or practice** applies to everyone but puts people with a protected characteristic at a **particular disadvantage**. It occurs when:

- A policy is applied equally to all.
- It disadvantages a group sharing a protected characteristic.
- You are personally disadvantaged by it.
- The organisation cannot justify the policy as a proportionate means of achieving a legitimate aim.

If the policy can be objectively justified, it is not considered indirect discrimination.

For example: Closing public toilets may be an example of indirect discrimination, as it affects everyone but disproportionately disadvantages women, due to toilet frequency, alternative options and safety/hygiene factors.

Likely impact

For the groups identified earlier, tick the likely impact (both direct and indirect) on people with protected characteristics (e.g., age, disability, race, etc.):

- **Neutral:** No impact.
- **Positive:** Benefits people with protected characteristics.
- **Negative:** Harms people with protected characteristics.
- **Not Sure:** It's unclear how this affects people with protected characteristics, or more information is needed.

Rate the negative impact as **low**, **medium**, or **high**. Also, consider whether the proposal may be seen as controversial or negative by some groups. See the guidance for help.

Protected characteristic - Age

(for example, young people under 25, older people over 65)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	No	N/A	No	The CRF has no age restrictions. Additionally, the fund may benefit residents of all ages experiencing financial hardship. Rushmoor has a relatively young population, with a median age of 38 years , but has also seen growth in older age groups in recent years. Financial resilience support may therefore benefit both younger and older residents facing financial pressures. The CRF specifically promotes earlier intervention and financial resilience, which may support residents of all ages before financial difficulties become more severe.

Protected characteristic – Disability

(include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	No	N/A	No	Low-income households where someone has a disability will be recognised by CRF as having significant disadvantage. Additionally, disabled residents may face

				additional living costs and increased financial vulnerability due to health conditions or barriers to employment. Census 2021 data shows that 6.0% of Rushmoor residents were identified as disabled and limited a lot, while a further 9.6% were disabled and limited a little. The fund may help eligible households manage financial shocks and improve longer-term financial resilience. The emphasis on person-centred, needs-based and trauma-informed support may help ensure that disabled residents receive support that reflects their individual circumstances.
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Protected characteristic - Gender reassignment and identity

(Include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning)

*Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
No	Yes	N/A	No	No specific impacts have been identified. Support is based on financial need and eligibility criteria rather than gender identity or gender reassignment status.

Protected characteristic - Marriage and Civil Partnership

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
No	No	N/A	No	No specific impacts have been identified. Access to support is not dependent on marital status or civil partnership status and is based on financial need.

Protected characteristic – Pregnancy and Maternity

(Include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>

Yes		N/A	No	Pregnant residents and households with young children may be particularly affected by increases in living costs and changes in household income. Access to crisis support and housing-related assistance may help households maintain stability during periods of financial pressure. The fund may provide support during periods of financial difficulty and help households avoid financial crisis.
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Protected characteristic – Race or ethnicity

(include on the basis of colour, nationality, citizenship, ethnic or national origins)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	No	N/A	No	Rushmoor is more ethnically diverse than Hampshire, the South-East and England. Census 2021 data shows that 10.6% of residents identified as Nepali, the highest proportion of any local authority area in England and Wales. The fund may support residents from a wide range of ethnic backgrounds experiencing financial hardship. The CRF principle of "no wrong door" and the involvement of community organisations may help residents access support regardless of how they first seek assistance.

Protected characteristic – Religion or belief

(include no faith)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
No	Yes	N/A	No	No specific impacts have been identified. Support is provided on the basis of financial need and is available to residents of all faiths, beliefs and those with no religion.

Protected characteristic - Sex

(Under the Equality Act 2010 and following the 2025 Supreme Court ruling on 15 April 2025, a person's legal sex is defined as their biological sex as recorded at birth. Trans individuals are still protected from discrimination under the characteristic of gender reassignment.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	No	N/A	No	The fund may positively support residents experiencing financial hardship regardless of sex. Support is focused on financial need and household circumstances rather than sex.

Protected characteristic - Sexual Orientation

(Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
No	Yes	N/A	No	No specific impacts have been identified. Residents experiencing financial hardship are able to access support regardless of sexual orientation.

Protected characteristic - Other

(e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people with mental health problems, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes	No	N/A	No	CRF will positively impact people on low incomes and people living in poverty, who experience a financial shock and/or are at risk of falling into financial crisis. This is particularly relevant given that 2,115 Rushmoor residents were claiming out-of-work benefits in May 2026, representing 3.0% of the working-age population. The fund is specifically intended to support people on low incomes who are struggling financially or facing unexpected financial shocks and may therefore particularly benefit residents experiencing poverty, housing insecurity or other forms of disadvantage. In addition to crisis support, the CRF seeks to improve long-term financial resilience and strengthen local support networks across the borough.

6. Screening Decision

Outcome	Yes or No
Neutral or Positive – no full EIA needed*.	Yes
Negative – Low Impact – full EIA at the service director’s discretion*.	No
Negative – Medium or High Impact – must complete a full EIA.	No
Is a full EIA required? Service decision:	No
Is a full EIA required? [Policy Team] sign off recommendation:	No
Flag for DPIA (will include engagement that collects personal data). [Policy Team]:	No
Flag for ethics (high risk / will involve engagement with vulnerable residents):	No

CABINET

**COUNCILLOR SOPHIE PORTER
HEALTHY COMMUNITIES & ACTIVE LIVES
PORTFOLIO HOLDER**

15TH SEPTEMBER 2026

KEY DECISION NO

REPORT NO. ED2616

YOUNG PEOPLE'S PLAN

SUMMARY AND RECOMMENDATIONS:

This report plan introduces the Young People's plan for 2026-2028. It outlines a proposed approach for how the council can help improve opportunities for children and young people in Rushmoor and support them to live happy, healthy and rewarding lives.

The plan focuses on 4 priorities:

- Safety, trusted spaces and support.
- Health, resilience and active lives.
- Aspirations, skills and employment.
- Belonging, cohesion and community connection.

It identifies a range of projects and work, some of which specifically target disadvantaged young people or those from deprived areas.

The plan builds on the borough's first Young People's Plan (2025/26), maintaining the internal work developed over that year while adding a new element of engaging external partners more closely, based on feedback received from partner organisations.

Cabinet is recommended to:

Endorse the Rushmoor Young People's Plan (2026-28) and its associated approach to supporting and engaging all young people, with a concerted effort to reach young people who experience disadvantage while noting that further work will be undertaken to refine and develop certain priority areas through ongoing engagement with young people and partners.

Endorse the longer-term approach to developing further iterations of the plan, which seeks to increase young people's role in influencing the work of the council.

1. INTRODUCTION

- 1.1. The Young People's Plan (2026-28) outlines a proposed approach for how the council can help improve opportunities for children and young people in Rushmoor and support them to live happy, healthy and rewarding lives. For the purpose of the plan, a young person is someone aged up to and including 24 years old.
- 1.2. The plan recognises the importance of young peoples' voices in shaping the work of the council and valuing their contribution to the community. It is rooted in empowering young people and supporting them to fulfil their potential.
- 1.3. The plan outlines what the council will do to directly support and engage young people. It has been developed with an understanding of key partners' experiences and focus, to best identify where the council could and should add value. In working with partners, this plan seeks to strengthen where the council can play a role that adds value to the work partners are doing with young people.
- 1.4. The plan builds on the first Young People's Plan (2025/26), which had an initial one-year focus. The 2026-28 plan maintains the internal work developed over that period while adding the element of external partnership working, based on feedback from partners. Development of this refreshed plan has been informed by consultation with young people, feedback from partner organisations, local outreach findings, case-based support data, and service insight from organisations already working with young people in Rushmoor.

2. BACKGROUND

- 2.1. Rushmoor has a population of 99,800, with 28,513 children and young people aged 0-24 (29% of the local population). 41% live in Aldershot and 59% live in Farnborough.
- 2.2. Cherrywood, Aldershot Park and Wellington are in the top 20% most deprived wards in England. 7% of all children and young people living in Rushmoor live in one of these areas of multiple deprivation.
- 2.3. There are significant levels of deprivation throughout the borough in relation to income, health inequalities and education, all of which add to the challenges young people face, such as:
 - 2.3.1. According to the 2021 Census, 6% of children aged 15 and under are considered disabled under the Equality Act. This data includes young people who have been identified as neurodiverse, although it is widely

recognised that the actual number of neurodiverse people is likely be under-reported.

- 2.3.2. The Department of Health and Social Care's Obesity Profile shows that nearly a quarter of all reception-aged children in Rushmoor are overweight, with nearly 11% classed as obese.
- 2.3.3. The Census also recorded 131 children in Rushmoor aged 5-15 who are providing unpaid care, 44 of whom provide in excess of 20 hours unpaid care each week.
- 2.3.4. Rushmoor has low educational attainment levels, with the majority of its state-maintained secondary schools below the Hampshire average.
- 2.3.5. 912 young people are identified as not in education, employment or training (NEET) in the Rushmoor DWP area.
- 2.3.6. Whilst the cost of living crisis, fuel poverty and food insecurity have impacted most people in some way, it has disproportionately impacted families with a low-income. In 2022/23 2,712 children were living in low-income households in Rushmoor (around 12% of all local children), and in the same period Rushmoor was recorded by the End Child Poverty Campaign as having 5,000 children living in poverty.
- 2.4. Whilst the council recognises the challenges that these statistics represent for local young people, the plan seeks to steadfastly recognise and support their potential. It also recognises the universal value of all young people, regardless of their background and/or experience.
- 2.5. The approach to the plan has been informed by the council's new set of priority themes and reflects the drive to put sustainability, diversity and inclusion at the heart of all council activity. These themes are:
 - Skills, economy and business.
 - Homes for all: quality living, affordable housing.
 - Community and wellbeing: active life, healthier and stronger communities.
 - Pride in place: clean, safe and vibrant neighbourhoods.
 - Vision for the future and financial sustainability.The Young Peoples' Plan promotes the importance of young peoples' voices throughout these priorities.
- 2.6. As local government reorganisation progresses and Rushmoor becomes part of the new North Hampshire authority, this plan provides a foundation for ensuring that the needs, aspirations and voices of young people continue to shape services, opportunities and communities across the area.
- 2.7. In recognition of the local and national contexts, the plan seeks to balance an increasingly challenging financial backdrop for local authorities with a renewed ambition to make a positive impact on young people's lives. This balance necessitates strong partnership work and clearly identified ways for local young

people to raise up and engage with the council on the things that matter to them most.

3. Main Subject

About the plan

- 3.1. The Young People's Plan (2026-28) sets out how the council will work to help improve opportunities for children and young people in Rushmoor and support them to live happy, healthy and rewarding lives.
- 3.2. The plan outlines 4 priorities: safety, trusted spaces and support; health, resilience and active lives; aspirations, skills and employment; and belonging, cohesion and community connection. These priorities have been identified from consultation with young people, partner feedback, service evidence and the experience of local delivery.
- 3.3. The plan seeks to benefit a broad range of young people but also highlights opportunities where disadvantaged young people could be prioritised.
- 3.4. Key developments in this refreshed plan include:
 - Placing partnership at the core of delivery through a shared vision and four co-owned priorities.
 - A strengthened focus on safety and awareness.
 - An emphasis on employment pathways, aligned with the development of the Young Adults Employment Hub.
 - The introduction of belonging and community cohesion as a defined priority.
 - The embedding of young people as active partners in shaping priorities and reviewing progress.
 - The creation of a Young People Partner Network to provide a dedicated space for partners to share learning, showcase activity and celebrate impact.
- 3.5. The Council cannot deliver this plan on its own. Progress will depend on continuing partnership work with schools, health partners, police, voluntary organisations, local providers and community groups.
- 3.6. The Council's role is to:
 - Provide leadership.
 - Help connect existing work.
 - Support local delivery.
 - Identify gaps and opportunities.
 - Ensure that children and young people are visible in wider partnership discussions.

- 3.7. Delivery will be supported through the Young People Partner Network, which will meet two or three times a year and bring partners together to share learning, showcase activity and monitor progress against the priorities.
- 3.8. Progress will be monitored through a combination of:
- Delivery against the local actions identified under each priority.
 - Updates and feedback at the Rushmoor Together meeting
 - Partner feedback through the Young People Partner Network.
 - Local participation and engagement data.
 - Feedback from young people who have volunteered to help monitor and review progress.
 - Learning from outreach and service delivery.

Alternative Options

- 3.9. Continue to support children and young people on an ad-hoc basis, without developing a Young Peoples' Plan with them.

Consultation

- 3.10. The plan has been shaped by consultation with young people and feedback from partner organisations. These organisations are:
- Samuel Cody School
 - Cove School
 - The Sixth Form College Farnborough
 - Vision 4 Youth
 - Belong
 - Headroom Young Peoples Charity
 - Citizens Advice Rushmoor
 - VIVID
 - Step by Step Young Peoples Charity
 - TalkPlus
 - The Source Young Peoples Charity
 - Turnstyle
 - RAAG Reaching Accessibility Awareness Group
 - Hart & Rushmoor Young Carers
- 3.11. Development of the plan was informed by:
- Consultation with young people.
 - Feedback from partner organisations.
 - Local outreach findings.
 - Case-based support data.

- Service insight from organisations already working with young people in Rushmoor, including the Community Safety Team and Vision 4 Youth.
- 3.12. Young people's feedback identified three key areas of focus: skills and future opportunities, feeling safe, and health and wellbeing. Young people reported that there are not enough things for them to do where they live, with comments including "More space to hang out", "Make it safer", and concerns about being judged or moved on in public spaces, as well as barriers to gaining work experience.
 - 3.13. Partner feedback highlighted the need for better joined-up working, the value of earlier help and trusted relationships, the need for clear routes into support, the importance of belonging and connection, and the importance of continuing to involve young people in shaping local work.
 - 3.14. Over the life of the plan, engagement will continue through the Young People Partner Network, ongoing consultation with young people (including those who have volunteered to help monitor and review progress), and continued listening through outreach and service delivery. None of this engagement is anticipated to involve the collection of personal data beyond that already managed through existing service and safeguarding arrangements.

4. IMPLICATIONS

Risks

- 4.1. Some activity contained within the plan, notably detached outreach is currently delivered through funding identified as unsecured. There is no core funding to continue the delivery of these aspects of the work over the full life of the plan. In addition, these areas have low staffing resilience, which presents an ongoing risk.
- 4.2. This represents a reputational risk to the council should it not be able to continue these aspects of service delivery. Regular reporting is key to ensure that outcomes are improving, risks are identified, and remedial action is taken to mitigate those risks. The council will continue to identify opportunities to secure longer-term funding for this work, and delivery arrangements will be kept under review.

Legal Implications

- 4.3. The Young People's Plan requires officers to interact directly with children and young people. The Council will ensure that the correct safeguarding provisions are in place to protect children and young people from harm. The Council will ensure that, where relevant, officers have DBS checks and data protection legislation is complied with.

Financial Implications

- 4.4. Some of the projects included within the Plan will be funded through the Community & Partnerships service budget.
- 4.5. Other projects outlined in the plan will be funded from already secured external grants. This includes funding from the National Lottery and Police & Crime Commissioner funding. There is no additional request for funding from the council, other than officer time to support and facilitate the delivery of the plan.
- 4.6. Some activities are currently delivered through unsecured funding, and the Council will need to monitor the sustainability of these arrangements over the life of the plan.
- 4.7. Projects involving children and young people in the borough to improve health, happiness and opportunities may lead to reduced financial requirements from the public sector in the future.

Resource Implications

- 4.8. The Community & Partnership Team are responsible for the co-ordination and delivery of the Young People plan but many of the projects involve other Council services, most notably Community Safety and Economy and Skills Teams. The success of the plan will require ongoing engagement and work from across the council.
- 4.9. Resource implications are expected to be managed within existing staffing arrangements. This includes the Neighbourhood Development Officer, Community and Partnerships Officer, Health and Wellbeing Officer, Climate Change Officer, Community Safety Manager, Community Safety Officer, and Employment and Skills Officer, all of whom have responsibilities for engaging with and supporting young people as part of their roles. Workload and service demand will be monitored and reviewed as delivery of the plan progresses. Successful implementation will require a corporate commitment across the Council to support the plan's priorities and demonstrate the Council's leadership role within the community.

Equalities Impact Implications

- 4.10 The plan will advance the equality of opportunity for children and young people, with a focus upon those who are experiencing, or at increased risk of experiencing, vulnerability and/or deprivation. A screening assessment was undertaken, and it was determined that a full Equality Impact Assessment is not required because the impact is positive. See Annex 1.

Climate Change Implications

- 4.11 Whilst a full climate change impact assessment is not required the plan may have may have positive indirect impacts in relation to community resilience and

connection to the local environment, through activities such as the Youth Climate Ambassadors and the Eco Festival, and through active travel initiatives such as Balance, Glide and Ride.

5 CONCLUSIONS

- 5.1 The Young People's Plan (2026-28) is a council-led plan to deliver structured support and opportunities for young people in Rushmoor, building on the foundations of the first plan and strengthening partnership working.
- 5.2 Cabinet is recommended to: Endorse the Rushmoor Young People Plan (2026-28) and its associated approach to supporting and engaging all young people, with a concerted effort to reach young people who experience disadvantage while noting that further work will be undertaken to refine and develop certain priority areas through ongoing engagement with young people and partners.
- 5.3 Endorse the longer-term approach to developing further iterations of the plan, which seeks to increase young people's role in influencing the work of the council

LIST OF APPENDICES/ANNEXES:

Young People's Plan 2026-28
Equality Impact Assessment

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Rushmoor Young People's Plan 2026/28

Foreword

I am pleased to introduce the Council's Young People's Plan for 2026/28.

This plan captures our ambition for local young people. We know that if we get it right for them, we are building a better future for us all.

Since the first Young People's Plan was introduced, we have continued working with partners, services and young people to better understand the opportunities and challenges facing children and young people in Rushmoor. This refreshed plan builds on that work. It focuses on the areas where the council, working alongside others, can make a practical and positive difference.

There is already a great deal of good work taking place across the borough. We also know that some young people face real barriers — around safety, wellbeing, confidence, employment, belonging or simply knowing where to go for help. Young people have told us they want more places to go, more affordable things to do, better opportunities for the future, and to feel safer and more listened to in the communities where they live.

This plan does not try to do everything. Instead, it sets out a smaller number of priorities that reflect what we have heard so far and where we believe focused action will have the most impact.

Improving opportunities for young people takes consistent and sustained effort. We are immensely grateful for the work of our statutory and non-statutory partners, many of whom have contributed positively to the development of this plan. We are grateful also to the young people who have shared their views and to the council teams who continue to support this work.

The Young People's Plan reflects Rushmoor Borough Council's commitment to helping young people be the best that they can be.

Councillor Sophie Porter

Deputy Leader and Healthy Communities & Active Lives Portfolio Holder

Introduction & Context

This plan builds on the borough's first Young People's Plan (2025-26) and sets out where the council will focus its work between 2026 and 2028. It does not try to cover every issue affecting children and young people, instead, it focuses on a smaller four areas where the Council can make a practical contribution, either directly or through partnership working.

This plan aligns with the priorities set out in the Rushmoor Borough Council Delivery Plan:

- Skills, Economy and Regeneration
- Community and Wellbeing: Active Lives, Healthier and Stronger Communities
- Pride in Place: Clean, Safe and Vibrant Neighbourhoods
- The Future and Financial Sustainability

The Young People's Plan is designed to improve opportunities for children and young people in Rushmoor and to support them to live happy, healthy and rewarding lives. For the purpose of this plan, a young person is someone aged up to and including 24 years old.

The plan outlines how the council will directly support the improvement of opportunities for young people and actively engage those who experience disadvantage.

What's New in This Plan

The 2025/26 Young People's Plan focused on the services, activities and support that Rushmoor Borough Council directly delivers for young people, as well as areas within the Council's control and influence. It helped to improve coordination across departments, increase awareness of the work taking place, and establish a clearer, more joined-up approach to supporting young people.

The 2026-28 Plan builds on these foundations while broadening its scope to reflect the wider system of support available to young people across Rushmoor. Feedback from partners highlighted the value of a more collaborative approach, recognising that many organisations already play a vital role in supporting young people and tackling the challenges they face.

This refreshed Plan therefore maintains the Council's internal commitments while placing greater emphasis on partnership working, shared priorities and collective action. It represents the next phase of the Council's commitment to young people, building on the learning, relationships and momentum developed over the past year and recognising the expertise and contribution of partners across the borough.

Key developments in this refreshed plan include:

Partnership at the core

Partners are placed at the centre of delivery. Building on the relationships and trust developed over the past year, the plan is shaped around a shared vision and four clear priorities that are co-owned. This enables a more coordinated, collaborative approach that makes the most of the collective skills, knowledge, and passion across the partnership.

A strengthened focus on safety and awareness

The plan evolves from a focus on "safe spaces" to a broader, more proactive approach to

safety. This includes raising awareness of serious risks facing young people, such as knife crime. It also continues to build strong connections with frontline partners who play a vital role in safeguarding and building trusted relationships.

An emphasis on employment pathways

Supporting young people into education, employment and training remains a key priority. The plan aligns closely with the development of the Young Adults Employment Hub, positioning it as a central access point with coordinated wrap-around support to help young people engage, navigate services, and sustain positive outcomes

Belonging and community cohesion as a defined priority

Reflecting the community diversity, the plan introduces a clear focus on belonging and cohesion. It recognises the importance of helping young people feel connected, valued, and part of their community as a foundation for positive outcomes.

Young people as active partners

Young people are not only the focus of the plan but active contributors to it. Their voice is embedded in shaping priorities, communication, and ongoing review, ensuring the plan remains relevant, responsive, and grounded in lived experience.

Strengthening connections through a Young People's Network

The creation of a Young People's Network provides a dedicated space for partners to come together regularly to share learning, showcase activity, and celebrate impact. This will strengthen relationships, reduce duplication, and create new opportunities for collaboration and innovation.

Looking Back: What We Achieved in 2025/26

Our priorities in 2025/26 were:

- Raising young voices
- Providing safe spaces and trusted relationships
- Raising aspirations and opportunities
- Supporting better physical and mental health

Here are some highlights from the year:

The Young People's Plan launched in January 2025, setting out how we would improve opportunities for young people in Rushmoor — helping them live happy, healthy, and rewarding lives.

Junior school open days — Several local schools took part in our popular open days, where young people learnt about local democracy through fun and engaging activities.

Youth outreach — We developed outreach work in public spaces and areas affected by antisocial behaviour. This built strong partnerships with local police and community organisations to support young people who may be at risk.

Youth social prescribing pilot — We launched our first pilot with Vision 4 Youth, providing young people aged 11–18 with a trusted relationship to explore what matters to them and connect them with longer-term support.

The 2026-28 Young People Plan

The plan outlines how the council will directly support the improvement of opportunities for young people and actively engage those who experience disadvantage.

The plan has been developed alongside the council's wider priorities of Skills, Employment Active Lives, Healthier and Stronger Communities and Safer Neighbourhoods, reflect the continued importance of sustainability, diversity and inclusion in all council activity. It also recognises that young people have an important role in the future of Rushmoor and in the life of their communities. As local government reorganisation progresses and Rushmoor becomes part of the new North Hampshire authority, this plan provides a foundation for ensuring that the needs, aspirations and voices of young people continue to shape services, opportunities and communities across the area.

In working with partners, this plan seeks to strengthen where the council can play a role that adds value to the work partners are doing with young people. Development of this refreshed plan has been informed by:

- consultation with young people
- feedback from partner organisations
- local outreach findings
- case-based support data
- service insight from organisations already working with young people in Rushmoor

The feedback, alongside local evidence, has highlighted a number of key themes:

- the importance of safe and trusted places for young people that are not linked to school or home
- concerns about mental health, confidence and emotional wellbeing, particularly where needs are increasing and support can be hard to access
- the value of careers work, volunteering, work experience and practical help to support young people into education, employment and training
- the importance of helping young people feel they belong and are listened to

- increasing levels and complexity of need, set against services that are often at capacity or delivered through insecure funding
- a growing recognition of the need for services and opportunities that are accessible to neurodiverse young people, who are overrepresented in local support data and often face additional barriers to engagement

This plan seeks to balance a challenging financial backdrop with a practical ambition to make a positive impact on young people's lives. This requires strong partnership working and clear ways for local young people to continue raising the issues that matter to them most.

The evidence and engagement used to inform it are valuable, but they are only a starting point. Over the life of this plan we want to continue strengthening the ways in which young people's experiences, views and ambitions help shape our work and future versions.

What we have heard so far

In developing this plan, we have drawn on a range of information sources. We have sought to ensure the focus reflects the needs of young people as we currently understand them.

Young people's feedback

We heard from young people through consultation on the draft plan.

This gave a useful indication of where young people think attention should be focused:

- skills and future opportunities
- feeling safe
- health and wellbeing

There was also clear feedback about local opportunities and access to support:

Young people said there are not enough things for young people to do where they live

Young people's comments included:

"More space to hang out."

"Make it safer."

"Getting jobs — a lot of jobs turn young people away and then when older it means lack of experience."

"Anything that teens and young adults can spend time doing that costs very little and we won't get judged for doing."

"Not areas for people to go, banned from town centres. Youth clubs shut down or don't appeal to me."

These responses show that safety, opportunity, belonging and wellbeing are closely linked in young people's everyday lives.

Partner feedback

We also heard from partner organisations, saying they would like to be part of a Young People's Plan partner network, with the other being maybe.

Partner feedback highlighted:

- the need for better joined-up working
- the value of earlier help and trusted relationships
- the need for clear routes into support
- the importance of belonging and connection
- the importance of continuing to involve young people in shaping local work

Partners told us:

"Belonging... without that, the others might be less effective."

"We need a joined up approach when supporting young people."

"Young people love an opportunity to make themselves heard. Their feedback must be actioned though."

Local delivery evidence

The plan is also informed by current work already taking place in Rushmoor.

Between April 2025 and March 2026, targeted outreach work by the Community Safety Team delivered:

- 168 outreach sessions
- visits to 75 locations
- engagement with 112 young people during active encounters

The largest age group engaged was 14 to 15-year-olds. Outreach took place in a range of locations, with over half of all sessions concentrated across 14 areas including Aldershot town centre, Bracklesham Close, Coppice Square, Manor Park, Moor Road Park, Aldershot Park and Farnborough skatepark.

This work has provided local insight into some of the issues young people are facing, including antisocial behaviour, vaping, concerns about safety, and the need for better local spaces and activities.

Case-based support data from Vision 4 Youth Social Prescriber, further underlines the complexity of need locally. One local dataset showed 28 young people supported through

targeted work, with presenting issues including anxiety, ADHD, autism, school avoidance, low mood, offending, family stress and social isolation.

Demographic information: Rushmoor's under-24 population

The 2021 Census shows the make-up of Rushmoor's population aged 24 and under, which is the age range this plan covers.

	Number	%
Female	13570	47.6
Male	14942	52.4
Total	28512	

Age	Number	%
Aged 4 years and under	6196	21.7
Aged 5 to 9 years	6094	21.4
Aged 10 to 15 years	6595	23.1
Aged 16 to 19 years	4034	14.1
Aged 20 to 24 years	5593	19.6

Age	Number	%
Aged under 1 year	1265	4.4
Aged 1 year	1259	4.4
Aged 2 years	1262	4.4
Aged 3 years	1230	4.3
Aged 4 years	1180	4.1
Aged 5 years	1229	4.3
Aged 6 years	1274	4.5
Aged 7 years	1155	4.1
Aged 8 years	1213	4.3
Aged 9 years	1223	4.3
Aged 10 years	1166	4.1
Aged 11 years	1142	4.0
Aged 12 years	1021	3.6
Aged 13 years	1123	3.9
Aged 14 years	1104	3.9
Aged 15 years	1039	3.6
Aged 16 years	1077	3.8
Aged 17 years	1082	3.8
Aged 18 years	944	3.3
Aged 19 years	931	3.3

Aged 20 years	887	3.1
Aged 21 years	1035	3.6
Aged 22 years	1179	4.1
Aged 23 years	1211	4.2
Aged 24 years	1281	4.5

Ethnic group	Number	%
Asian, Asian British or Asian Welsh: Bangladeshi	121	0.42
Asian, Asian British or Asian Welsh: Chinese	110	0.39
Asian, Asian British or Asian Welsh: Indian	601	2.11
Asian, Asian British or Asian Welsh: Pakistani	514	1.80
Asian, Asian British or Asian Welsh: Other Asian	2646	9.28
Black, Black British, Black Welsh, Caribbean or African: African	469	1.64
Black, Black British, Black Welsh, Caribbean or African: Caribbean	163	0.57
Black, Black British, Black Welsh, Caribbean or African: Other Black	285	1.00
Mixed or Multiple ethnic groups: White and Asian	532	1.87
Mixed or Multiple ethnic groups: White and Black African	302	1.06
Mixed or Multiple ethnic groups: White and Black Caribbean	431	1.51
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	322	1.13
White: English, Welsh, Scottish, Northern Irish or British	20042	70.30
White: Irish	38	0.13
White: Gypsy or Irish Traveller	85	0.30
White: Roma	36	0.13
White: Other White	1204	4.22
Other ethnic group: Arab	62	0.22
Other ethnic group: Any other ethnic group	548	1.92

Religion	Number	%
No religion	13500	47.4
Christian	9666	33.9
Buddhist	979	3.4
Hindu	1350	4.7
Jewish	9	0.0
Muslim	1044	3.7
Sikh	53	0.2
Other religion	243	0.9
Not answered	1666	5.8

Disability	Number	%
Disabled under the Equality Act	2267	8.0
Not disabled under the Equality Act	26245	92.0

Length of residence in the UK	Number	%
Born in the UK	25194	88.4
10 years or more	1022	3.6
5 years or more, but less than 10 years	816	2.9
2 years or more, but less than 5 years	775	2.7
Less than 2 years	705	2.5

What the demographic data means for this plan

The 2021 Census shows that Rushmoor's 28,512 under-24s are a large, distinctive and diverse group.

While seven in ten young people are White British (70.3%), the remaining three in ten span a wide range of ethnic identities. Asian or Asian British groups account for around 14%, with the largest single non-White group being "Other Asian" (9.3%, roughly 2,646 young people) — an unusually high figure that very likely reflects Rushmoor's large Nepali community, a distinctive feature of the borough.

Religious identity reinforces this picture. About a third of young people are Christian (33.9%), while nearly half report no religion (47.4%). The remainder reflects the cultural mix — Hindu (4.7%), Muslim (3.7%) and Buddhist (3.4%) communities together account for more than one in nine under-24s, well above the pattern in most of England.

Other characteristics worth noting

Disability is a small but significant presence: 8.0% of under-24s (2,267 people) are disabled under the Equality Act, a group at heightened risk of poorer wellbeing whose needs should be considered specifically.

The data shows Rushmoor's young population is large, distinctive and diverse.

Outcomes

In developing this plan, we recognise the Council is part of a wider system that supports local young people. Many organisations have longstanding work in this area and there are already a range of long-term measures in existence across health, education and employment.

Whilst these capture important outcomes, this plan is also invested with how young people experience life in Rushmoor. This includes whether they feel safe, whether they know where to go for help, whether they have opportunities to take part in local life, and whether they feel hopeful about their future.

Over the life of this plan, we want to strengthen how we understand and measure these experiences locally. This will include continuing to work with young people and partners to review the quality, relevance and reach of what is being delivered.

Our priorities

In identifying the priorities for this plan, we have drawn on consultation, partner feedback, service evidence and the experience of local delivery. For 2026/28, our priorities will be:

- Safety, trusted spaces and support
- Health, resilience and active lives
- Aspirations, skills and employment
- Belonging, cohesion and community connection

Each priority covers a range of work and projects that the council will support over the life of the plan. A summary of these can be found at the end of the document.

Priority 1: Safety, trusted spaces and support

We believe in the importance of spaces and relationships that help young people feel safe, supported and able to ask for help when they need it.

Young people told us they want to feel safer in their local area and want more places to go where they can spend time without feeling judged or moved on. Partners also highlighted the value of trusted adults, school-based awareness work and local outreach.

Current outreach activity shows the value of this approach. It has enabled staff to engage young people in public spaces, respond to concerns linked to antisocial behaviour, talk about issues such as vaping, cycle and e-scooter safety, and raise awareness of local youth clubs and support. It has also provided a route for safeguarding concerns to be identified and acted on where needed.

Under this priority, we want to continue and strengthen practical work that helps young people understand risk, know where to go for help and access trusted support.

What we will do

Think Safe - We will continue to support Think Safe work with schools. In May 2026 this reached 932 children across 13 of 15 schools in the borough, focused on Year 6 pupils aged 10–11.

Detached youth engagement - Provide further funding to Vision 4 Youth for their Youth Social Prescriber project.

Our ambition is continue detached youth engagement linked to recurring reports of antisocial behaviour, using local intelligence to focus support where it is most needed. This work has already helped engage young people and resolve issues linked to antisocial behaviour.

Safety awareness and support

We will continue to promote access to support and advice through existing services and partners, including Fearless, Stop Domestic Abuse, Children's Services, NSPCC and Childline.

Schools-based partnership work

Our ambition is to work with partners to explore school-based sessions, assemblies and themed inputs, including the possibility of school-based days or half days delivered alongside local agencies.

Sustaining outreach

We recognise that some of this work is currently being delivered through unsecured funding. We will continue to identify opportunities to support outreach over the longer term.

Priority 2: Health, resilience and active lives

We are committed to helping support active, healthier and stronger communities. We want to help young people be physically active and adopt behaviours that are good for their health and wellbeing.

This is not just about sport, although we recognise the physical and mental health benefits of regular activity. It is also about confidence, resilience, healthy routines and making it easier for young people and families to take part in local opportunities.

Young people told us that health and wellbeing matters to them. Partners also raised concerns about emotional wellbeing, increasing levels of need and the importance of earlier help, particularly for young people who are neurodiverse or not regularly attending school.

There is also a strong local reason for action on healthy weight. Current data shows that in Rushmoor:

24.8% of children are overweight or obese by Reception age

40.7% of children are overweight or obese by Year 6

Under this priority we want to build on practical work already underway with schools, health partners and activity providers.

What we will do

Balance, Glide and Ride

We will continue to support delivery of Balance, Glide and Ride in primary schools for Year R/1, with support from the Hampshire County Council Active Travel Grant.

Active travel links with schools

Where schools take part in Balance, Glide and Ride, we will support links with the Active Travel Team so conversations can continue around school travel plans and related initiatives.

Cycling activity and equipment

We will build on the delivery of 10 balance bikes to 5 primary schools, helping schools continue activity after the formal programme has ended.

Bike clubs and maintenance sessions

We will continue to support bike maintenance sessions, including those already delivered at Wavell, with further sessions planned at Cove, Bohunt and Alderwood. This includes a planned small group programme for neurodiverse students at Wavell.

Physical activity and wellbeing opportunities

We will continue to promote activity offers such as Sport in Mind sessions for those aged 17+ and Be Active Hampshire sessions for those aged 18+ who are currently inactive.

Healthy eating support

We will continue to support focused healthy eating work in schools where there is identified need, including work already delivered in Cherrywood School and targeted sessions for Nepali families.

Working with schools and partners

We will continue working with the school nursing team, Barnardo's, Energise Me, the Active Travel Team, the physical activity team and the School Games Organiser to support schools to access and promote appropriate offers, including those that meet the needs of neurodiverse young people.

Supporting after-school activity

We will continue supporting schools to identify possible funding for after-school clubs, including schools that have already expressed interest.

Local sports activity

We will continue to support local projects such as football sessions in North Town and Aldershot Park led by the Shots Foundation.

Priority 3: Aspirations, skills and employment

We recognise the potential in every young person, but we also understand that many factors, often outside their control, can affect aspiration, confidence and access to opportunity.

Young people told us clearly that future opportunities matter. Skills and future opportunities was the most selected priority in consultation, with 9 out of 20 young people choosing it as their top concern. Young people spoke about wanting help to get jobs, build experience and feel more prepared for adult life.

Partners also stressed the importance of practical routes into education, volunteering, training and employment.

There is also a clear local context. Current information shared by partners indicates 912 young people identified as NEET in the Rushmoor DWP area. This underlines the importance of practical support and joined-up pathways.

Under this priority, we want to support work that helps young people build confidence, gain experience and move forward.

What we will do

Support for young people who are NEET

We will continue to work alongside local employment support and the Hampshire NEET Team, particularly in relation to support for 16–18-year-olds, while recognising wider needs across 16–24-year-olds.

We will establish the Young Adults Employment Hub, opening in November 2026. Young people aged 16–24 can access dedicated support through the Hub, based at the Council Offices. The service provides tailored careers advice, education and training opportunities, employability and life skills workshops, links with local employers, and referrals to specialist services including housing, financial support, mental health, and drug and alcohol services. The hub will also provide tailored support for neurodiverse young people, recognising the additional barriers they can face in accessing careers, training and employment.

Employment support targets

The Young Adults Employment Hub aims to engage with 400 young people between 1 November and 31 March 2027, with 200 supported by work coaches and 200 by work advisors.

Progression into positive outcomes — this will support work towards outcomes where 50% move into further education or volunteering, and 30% move into employment, training or part-time work.

Work experience

We will continue to build work experience opportunities, including the aspiration of 2 young people per service per academic year. We will build on the 7 placements delivered since March 2026.

Schools-based aspirations work

We will continue to support careers activity in schools and explore opportunities for partners to take part in aspiration days or half days.

Volunteering opportunities

We will work with partners to identify who is already supporting young people through volunteering and where links can be strengthened. This includes working with Rushmoor Voluntary Services and exploring how local opportunities may connect with RVS awards or other forms of recognition.

This priority is important because young people told us that a lack of experience can become a barrier in itself. As one young person put it:

"Getting jobs — a lot of jobs turn young people away and then when older it means lack of experience."

Priority 4: Belonging, cohesion and community connection

We believe it is important that young people feel part of the communities in which they live.

Young people told us that they want more places to go, more things to do, and more opportunities that feel affordable, welcoming and intended for them. Partners also stressed that belonging matters because it affects whether young people are likely to engage in support, take part in activity and feel positive about where they live.

This links strongly to other priorities in the plan. Feeling safe, being active, building confidence and taking up opportunities are all easier when young people feel they belong.

Outreach findings from the detached Youth Work also reinforce the importance of place. Work in parks, skateparks, estates and town centres has shown that young people's experience of public space has a strong effect on whether they feel included, safe and connected.

Under this priority, we want to support community connection in practical ways and improve how we hear from young people over time.

What we will do

Stronger local links

We will continue to support links between young people and local community activity, including through youth clubs, outreach, volunteering, partner-led opportunities and the Youth Climate Ambassadors.

Working better together

We will continue to identify organisations that are already supporting young people in Rushmoor and explore where stronger collaboration and coordination can improve opportunities and reduce gaps in provision.

We will strengthen connections between youth groups and organisations representing Rushmoor's diverse communities, including faith groups, the Nepali community, and the Armed Forces community, helping to create more opportunities for young people to come together, share experiences, and build understanding across different backgrounds.

Community-based opportunities

We will support and promote opportunities that help young people spend time positively in their communities and feel welcome within them. This includes youth clubs and events, including the Eco Festival on Sunday 13 September at the West End Centre.

Listening to young people

We will continue to improve how we hear from young people and how their experiences shape future delivery and future versions of the plan.

This priority reflects what both young people and partners told us. One young person said:

"Anything that teens and young adults can spend time doing that costs very little and we won't get judged for doing."

A partner said:

"Belonging... without that, the others might be less effective."

Delivering the plan

Rushmoor Borough Council cannot deliver this plan on its own. Progress will depend on continuing partnership work with schools, Hampshire County Council services, health partners, police, voluntary organisations, local providers and community groups.

The Council's role is to:

- provide leadership where it can add value
- help connect existing work
- support practical local delivery

- identify gaps and opportunities
- ensure that children and young people remain visible in wider partnership discussions

Delivery will be supported through continued partnership working and regular review of progress against the priorities set out in this plan.

Measuring progress

The plan is intended to support practical action. Progress will therefore be monitored through a combination of:

- delivery against the local actions identified under each priority
- Partners sharing feedback on the priorities through the Young People Partner Network, meeting 3 times a year
- local participation and engagement data
- We will continue to seek feedback from young people who have volunteered to help monitor and review the progress of the plan
- learning from outreach and service delivery
- future updates to local needs information where available

The plan will also be strengthened over time through continued engagement with young people, so that future review points are informed by a wider range of experiences.

Young People's Plan 2026/28 at a glance

Priority 1: Safety, trusted spaces and support

- Continue supporting Think Safe in schools
- Continue detached youth engagement in response to recurring antisocial behaviour
- Promote awareness of and access to Fearless, Stop Domestic Abuse, Children's Services, NSPCC and Childline
- Explore additional school-based safety and awareness sessions with partners
- Continue to seek ways to sustain outreach longer term

Priority 2: Health, resilience and active lives

Continue Balance, Glide and Ride

- Link schools with the Active Travel Team
- Build on provision of 10 balance bikes to 5 schools
- Support bike clubs and bike maintenance sessions
- Promote Sport in Mind and Be Active Hampshire

- Continue healthy eating support in schools, including targeted work where need is highest
- Support physical activity offers and after-school opportunities
- Continue local activity projects such as football sessions with partners

Priority 3: Aspirations, skills and employment

- Support NEET and employability activity, including through the Young Adults Employment Hub
- Support work to engage 400 young people by 31 March 2027
- Support progression into education, volunteering, employment and training
- Continue careers and aspiration work with schools
- Build work experience opportunities
- Strengthen volunteering pathways with partners including Rushmoor Voluntary Services

Priority 4: Belonging, cohesion and community connection

- Support stronger community links for young people
- Improve coordination between organisations already working with young people
- Support positive, affordable local opportunities
- Continue improving how young people's views shape local work

Equality Impact Assessment: Screening Tool

The **Equality Impact Assessment (EIA) Screening Tool** should be completed for any new proposal, plan or project. It helps staff check if their proposal will positively, neutrally, or negatively affect residents, staff, or service users. If the impact is positive or neutral, a full EIA isn't needed.

A **full EIA** is required if the screening shows a negative impact on specific groups. We also advise that a full EIA should be completed when a [key decision](#) is being made. Key decisions are executive actions likely to:

- Significantly affect Council tax, budget balances, or contingencies.
- Have a major impact on communities across two or more Borough wards.
- Expenditure or savings over £100,000 qualify as significant, with a £250,000 threshold for property transactions.

Furthermore, for staff, we generally consider the impact on more than 25 people as significant, which would require a full EIA. If you're unsure, you can seek guidance from the Policy Team.

***After screening, if you identify the need for a full Equality Impact Assessment, you can use your existing answers as a foundation for the full assessment.**

Name of Project	Rushmoor Young People Plan (2026-28)
Reference number (if applicable)	
Service Area	Community & Partnerships
Date screening completed	24/06/26
Screening author name	Jamie Beaton
Policy Team sign off	Martin Iyawe
Authorising Director/Head of Service name	Karen Edwards

1. Please provide a summary of the proposal

The Young People Plan 2026-28 sets out a targeted Children and Young People Plan that focuses on four priority areas where the Council can make a meaningful contribution through direct delivery and partnership working. The plan aims to improve outcomes for children and young people by increasing safety and wellbeing, supporting healthy and active lifestyles, raising aspirations and employment opportunities, and strengthening community connections. The approach is aligned with the Council's wider priorities around Skills and Employment, Active Lives, Healthier and Stronger Communities, and Safer Neighbourhoods.

What are the aims/objectives of this proposal?

The key objectives are to:

- Improve the safety and wellbeing of children and young people through initiatives such as Think Safe education, detached youth work, and greater awareness of safeguarding and support services.

- Promote healthier lifestyles and resilience by encouraging physical activity, active travel, healthy eating, cycling opportunities and access to after-school activities.
- Support aspirations, skills development and employment opportunities, particularly for young people who are not in education, employment or training (NEET), through the Young Adults Employment Hub, work experience opportunities and volunteering pathways.
- Strengthen belonging, social cohesion and community connection by improving coordination between organisations, creating stronger community links and promoting affordable local opportunities for young people.
- Ensure that support reaches young people facing disadvantage, including neurodiverse young people and those experiencing barriers to participation and engagement.

Will this deliver any savings?

The proposal is not primarily intended as a savings initiative. Its focus is on improving outcomes for children and young people through early intervention, prevention and coordinated partnership working. While direct financial savings are not anticipated, there may be longer-term benefits through reducing demand on support services, improving employment outcomes and helping to prevent issues escalating into more costly interventions.

What benefits or change will we see from this proposal?

The expected benefits include:

- Increased awareness of safety, safeguarding and support services among children and young people.
- Greater participation in physical activity, active travel and healthy lifestyle opportunities.
- Improved resilience, confidence and wellbeing.
- More young people accessing education, training, employment, volunteering and work experience opportunities.
- Better support for NEET young people through targeted employment initiatives.
- Stronger relationships between young people, communities and local organisations.
- Improved inclusion and engagement of disadvantaged and neurodiverse young people.
- Better coordination between partners delivering services and support across the borough.
- Increased sense of belonging and access to positive, affordable activities for young people.

Which key groups of people or areas of the borough are involved?

The proposal involves:

- Children and young people across the borough.
- Young people experiencing disadvantage or facing barriers to engagement.
- Neurodiverse young people and those requiring additional support.
- Young people who are NEET or at risk of becoming NEET.
- Schools, colleges and education providers.
- Community and voluntary sector organisations.
- Youth services and outreach providers.
- Health, wellbeing and safeguarding partners.
- Employers, training providers and organisations supporting skills and employment.

- Local communities and neighbourhoods across the borough, particularly areas where young people may benefit from increased access to activities, services and opportunities.

Overall, the plan seeks to deliver positive and lasting improvements to the lives of children and young people through a coordinated, inclusive and partnership-led approach.

2. Who will the proposal impact? Please indicate Yes or No

Group of people	Impacted?
Residents	Yes
Businesses	Yes
Visitors to Rushmoor	no
Voluntary or community groups	Yes
Council staff	Yes
Trade unions	no
Other public sector Organisations	Yes
Others	Please specify:

3. What impact will this change have on staff? Please complete where relevant:

Who will be impacted?

The Young People's Plan will mainly impact the Community & Partnerships Team. It will also involve officers who work with young people, coordinate partnerships, and support community engagement. This includes the including the Community Safety Team and The Young Adults Employment Hub, based at the Council Offices.

How many staff members?

The exact number of staff affected has not yet been determined. The plan is expected to be delivered largely through existing staffing resources, with workload and demand monitored as the programme develops.

What will the impact be?

- Additional responsibilities for staff supporting the delivery of the Young People's Plan.
- Coordination of the Young Adults Employment Hub, including careers advice, employability support, workshops, employer engagement, and referrals to specialist services.
- Increased partnership working through the Young People Partner Network.
- New ways of working involving greater coordination with external organisations and services.

- Ongoing monitoring of staffing and resources, particularly where activities rely on external or currently unsecured funding.

4. What consultation or engagement will you be leading (with residents, staff, or other stakeholders) as part of this project?

The plan has already been shaped by consultation with young people, which gathered feedback identifying skills and future opportunities, feeling safe, and health and wellbeing as key concerns. This included qualitative comments from young people such as "More space to hang out", "Make it safer", and concerns about being judged or moved on in public spaces.

Over the life of the plan, engagement will continue through:

- The **Young People Partner Network**, meeting three times a year, which brings partners together to share learning, showcase activity and monitor the priorities.
- **Ongoing consultation with young people**, including those who have volunteered to help monitor and review progress, to ensure the plan remains relevant and responsive.
- Continued listening to young people through outreach and service delivery, with learning fed back into future versions of the plan.

At this stage, none of this engagement is anticipated to involve the collection of personal data beyond that which is already managed through existing service and safeguarding arrangements.

5. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Direct and indirect impacts

When completing this table, please consider both **direct and indirect impacts**, see helpful guidance.

Direct discrimination occurs when someone is treated less favourably than another person because of a **protected characteristic**. This includes:

- **Actual possession** of a protected characteristic.
- **Perceived possession** of a protected characteristic (discrimination by perception).
- **Association** with someone who has a protected characteristic (discrimination by association).

A valid comparison must show that someone without the protected characteristic would have been treated better in similar circumstances. It can still be direct discrimination even if the person treating you unfairly shares the same characteristic.

Note: Age discrimination may be lawful if it can be objectively justified. For other protected characteristics, direct discrimination is unlawful regardless of intent or justification.

Indirect discrimination happens when a **policy, rule, or practice** applies to everyone but puts people with a protected characteristic at a **particular disadvantage**. It occurs when:

- A policy is applied equally to all.
- It disadvantages a group sharing a protected characteristic.
- You are personally disadvantaged by it.
- The organisation cannot justify the policy as a proportionate means of achieving a legitimate aim.

If the policy can be objectively justified, it is not considered indirect discrimination.

For example: Closing public toilets may be an example of indirect discrimination, as it affects everyone but disproportionately disadvantages women, due to toilet frequency, alternative options and safety/hygiene factors.

Likely impact

For the groups identified earlier, tick the likely impact (both direct and indirect) on people with protected characteristics (e.g., age, disability, race, etc.):

- **Neutral:** No impact.
- **Positive:** Benefits people with protected characteristics.
- **Negative:** Harms people with protected characteristics.
- **Not Sure:** It's unclear how this affects people with protected characteristics, or more information is needed.

Rate the negative impact as **low, medium, or high**. Also, consider whether the proposal may be seen as controversial or negative by some groups. See the guidance for help.

Protected characteristic - Age

(for example, young people under 25, older people over 65)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.		The plan directly targets children and young people aged up to and including 24 years old and is specifically designed to improve their opportunities and support them to live happy, healthy and rewarding lives. Rushmoor has 28,513 children and young people aged 0-24, representing 29% of the borough's population. The plan is specifically designed to improve outcomes for this age group through targeted activity and partnership working. As a result, the plan has a clear positive impact for younger residents by definition. Activities such as Think Safe (reaching Year 6 pupils aged 10–11), Balance, Glide and Ride (Year R/1), and the Young Adults Employment Hub (16–24-year-olds) are age-targeted interventions intended to benefit these groups. The plan does not disadvantage older

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
				residents; its focus is the additional, targeted support offered to young people rather than the withdrawal of services from other age groups.

Protected characteristic – Disability

(include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.		The plan explicitly recognises that neurodiverse young people are overrepresented in local support data and often face additional barriers to engagement, and it commits to ensuring services and opportunities are accessible to them. According to the 2021 Census, 6% of children aged 15 and under in Rushmoor are considered disabled under the Equality Act. The plan recognises that neurodiverse young people may be underrepresented in official data and seeks to ensure support is accessible and responsive to their needs. Case-based support data from the Vision 4 Youth Social Prescriber identified presenting issues including ADHD and autism alongside anxiety, low mood, school avoidance and social isolation. Specific commitments include a planned small group programme for neurodiverse students at Wavell for bike maintenance, tailored support for neurodiverse young people through the Young Adults Employment Hub, and working with partners to ensure offers meet the needs of neurodiverse young people. The plan is therefore expected to have a positive impact on disabled and neurodiverse young people by actively seeking to remove barriers to participation and progression.

Protected characteristic - Gender reassignment and identity

(Include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning) *Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.		No specific positive or negative impacts have been identified in relation to gender reassignment or identity. The plan's activities are open to all young people regardless of gender identity. The emphasis on safe, trusted spaces and on promoting access to support services (including Stop Domestic Abuse, NSPCC and Childline) may indirectly benefit young people who identify across the trans umbrella and who may face particular vulnerabilities to safety concerns or isolation. However, the plan does not propose activity specifically targeted at this group, so the impact is assessed as broadly neutral with a potentially positive safety-related dimension.

Protected characteristic - Marriage and Civil Partnership

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.		No specific impacts have been identified. The plan is focused on children and young people up to age 24, and marriage or civil partnership status is not a determinant of access to any of the planned activities or support. Access is based on age, need and engagement rather than marital status.

Protected characteristic – Pregnancy and Maternity

(Include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.		The plan targets young people up to age 24, which includes young parents and young people who may be pregnant. While the plan does not set out specific maternity-focused activity, its priorities around health and wellbeing, aspirations, skills and employment, and access to safe and trusted support may indirectly benefit young parents by improving pathways into employment and training (including through the Young Adults Employment Hub, which provides referrals to specialist services including housing and financial support) and by strengthening community connection. No negative impacts have been identified.

Protected characteristic – Race or ethnicity

(include on the basis of colour, nationality, citizenship, ethnic or national origins)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.		The plan explicitly commits to strengthening connections between youth groups and organisations representing Rushmoor's diverse communities, including faith groups, the Nepali community and the Armed Forces community, helping to create opportunities for young people to come together, share experiences and build understanding across different backgrounds. Rushmoor has a significant and diverse population, including the highest proportion of residents identifying as Nepali of any local authority area in England and Wales. The plan's commitment to targeted healthy eating work (including sessions for Nepali families) and its focus on belonging and cohesion are designed to reduce barriers and improve outcomes for young people from all ethnic backgrounds. This is assessed as a positive impact.

Protected characteristic – Religion or belief

(include no faith)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.		No specific impacts have been identified on the basis of religion or belief, and support is available to young people of all faiths, beliefs and none. However, the plan's explicit commitment to strengthening links with faith groups as part of its belonging and cohesion priority may indirectly create positive opportunities for young people from faith communities to connect with local activity and with one another. The impact is assessed as broadly neutral with a positive community-connection dimension.

Protected characteristic - Sex

(Under the Equality Act 2010 and following the 2025 Supreme Court ruling on 15 April 20205, a person's legal sex is defined as their biological sex as recorded at birth. Trans individuals are still protected from discrimination under the characteristic of gender reassignment.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.		The plan's activities are open to young people of all sexes, and no activity is restricted on the basis of sex. The focus on safety — including awareness of serious risks such as knife crime, antisocial behaviour and access to support services — may touch on issues that affect young people of different sexes in different ways, but the plan does not differentiate access or outcomes by sex. The impact is assessed as neutral with a generally positive safety and opportunity dimension for all young people.

Protected characteristic - Sexual Orientation

(Include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
	Yes	Choose an item.		No specific activities target young people on the basis of sexual orientation, and access to all planned opportunities is open regardless of sexual orientation. The plan's emphasis on safe, trusted spaces, on helping young people feel they belong and are listened to, and on promoting access to support services such as Childline may indirectly benefit LGBTQ+ young people, who can face particular vulnerabilities to bullying, isolation and safety concerns. This is assessed as broadly neutral with a potentially positive dimension relating to safety and belonging.

Protected characteristic - Other

(e.g. people on low incomes, people living in poverty, looked after children, people with care experience, people who are homeless, people with mental health problems, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
Yes		Choose an item.		The plan is focused strongly on young people experiencing disadvantage. It actively seeks to engage those who face additional barriers, including: Young people identified as NEET — there are 912 young people identified as NEET in the Rushmoor DWP area (data from Rushmoor DWP), and the plan

Positive impact	Neutral impact	Negative impact	Not Sure	Description of the impact (if applicable) <i>Consider both direct and indirect impacts when completing this table</i>
				prioritises support for these young people through the Young Adults Employment Hub and partnership with the Hampshire NEET Team. Young people at risk of antisocial behaviour or safety concerns — outreach work engaged 112 young people across 168 sessions between April 2025 and March 2026, with the largest age group being 14–15-year-olds. Young people experiencing poor mental health or emotional wellbeing — case-based support identified presenting issues including anxiety, low mood, self-harm risk and school avoidance. Neurodiverse young people — who are overrepresented in local support data and face additional barriers to engagement. Young people from low-income families — the plan seeks to provide affordable, welcome opportunities and to address the finding that young people feel there are "not enough things to do where they live". The plan is therefore expected to have a positive impact on disadvantaged young people by improving access to safety, health, employment and community opportunities, and by making local activity more inclusive and affordable.

6. Screening Decision

Outcome	Yes or No
Neutral or Positive – no full EIA needed*.	Yes
Negative – Low Impact – full EIA at the service director's discretion*.	No
Negative – Medium or High Impact – must complete a full EIA.	No
Is a full EIA required? Service decision:	No
Is a full EIA required? [Policy Team] sign off recommendation:	No
Flag for DPIA (will include engagement that collects personal data). [Policy Team]:	No
Flag for ethics (high risk / will involve engagement with vulnerable residents):	Yes

Once you've completed the screening tool and determined that the proposal is likely to have a positive or neutral impact on people with protected characteristics, the following can be included in the 'Equality Impact Assessment' part of the report. ***'An equality impact check found that this proposal would have a positive or neutral impact on people with protected characteristics. Therefore, a full assessment is not required.'***

Please send this completed EIA Screening Tool to Policy@rushmoor.gov.uk for quality checking by the policy team.

If required, please continue to the full assessment below.

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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