

CABINET

**COUNCILLOR KEITH DIBBLE
HOUSING, PLANNING & PROPERTY
PORTFOLIO HOLDER**

2 JUNE 2026

KEY DECISION? NO

REPORT NO. PG2610

**ALDERSHOT AND FARNBOROUGH (RUSHMOOR BOROUGH) LOCAL PLAN
SCOPING CONSULTATION**

SUMMARY AND RECOMMENDATIONS:

In order to progress a new Local Plan for Rushmoor, a scoping consultation must be undertaken. It is therefore proposed that a 6-week consultation is run between 19th June and 31st July 2026 to meet the requirements of the Local Plan Regulations. The consultation will combine online and in-person engagement and will focus on what the local plan should include and how future engagement should be carried out.

Recommendations requiring decision:

1. It is recommended that the Cabinet approves the scoping consultation to be undertaken between 19th June and 31st July 2026.
2. It is recommended that the Cabinet delegate authority to the Executive Head of Property and Growth to finalise the Sustainability Appraisal/Strategic Environmental Assessment Scoping and Habitats Regulations Assessment Pre-Screening for consultation.
3. It is recommended that the Cabinet delegate authority to the Executive Head of Property and Growth in consultation with the Portfolio Holder for Housing and Planning to finalise the Consultation and Engagement Strategy after the scoping consultation to reflect the feedback received.

1. INTRODUCTION

- 1.1. The purpose of this report is to present the proposed scoping consultation for the new Rushmoor local plan for approval. This consultation is the next stage in the preparation of the local plan. This report sets out the details of the proposed consultation approach, proposed consultation content and the Sustainability Appraisal/Strategic Environmental Assessment and Habitats Regulations Assessment reports which will be published alongside the consultation. A draft Consultation and Engagement Strategy which will be published as part of the consultation is also appended. This report seeks approval from the Cabinet to undertake the scoping consultation between 19th

June and 31st July 2026, alongside delegations for finalising the additional documents required.

2. BACKGROUND

- 2.1. The Council Delivery Plan 2026-28 contains a priority within the Homes for All section to develop a new Local Plan that maximises the delivery of new homes. In March 2026 the Cabinet agreed a timetable for the preparation of a new Local Plan. In line with the timetable, on 18th May 2026 a ‘notice to commence plan-making’ was published. This began a four month ‘notice period’ before the 30-month plan-making process begins. Within this notice period, the Council is required to undertake a scoping consultation. This requirement is set out in the Town and Country Planning (Local Planning) (England) Regulations 2026 (“the Local Plan Regulations”).
- 2.2. The Local Plan Regulations require that the Council consults the specific and general consultation bodies listed in the Regulations on matters relevant to the preparation of the local plan, including what the plan should contain, and how the authority should engage with them in the preparation of the local plan. Planning guidance sets out that the consultation should last for at least 21 days.

3. DETAILS OF THE PROPOSAL

General

Consultation approach

- 3.1. Whilst there is no requirement in the Local Plan Regulations to invite representations on the scoping consultation from anyone other than the specific and general consultation bodies, the planning guidance also emphasises that this consultation stage provides the local community and other key stakeholders with the opportunity to have their say at the very start of the plan-making process. It is therefore proposed to also invite representations from the public and to engage with residents throughout the consultation period both online and in-person. It is also proposed that the length of consultation is 6 weeks running from 19th June to 31st July 2026.
- 3.2. The following consultation approach is proposed:

Where will the consultation be available?	How will the consultation be advertised?
<ul style="list-style-type: none"> • Consultation hosted online using ArcGIS StoryMaps (a web-based tool that the Council already has access to which allows information to be presented in an interactive and multimedia focused way) • An online response form/survey to capture representations 	<ul style="list-style-type: none"> • Email notification to the specific and general consultation bodies listed in the Regulations and to residents/businesses registered to receive notification of consultations • The consultation will be advertised on the Council’s website, via the Council’s social

<ul style="list-style-type: none"> • Hard copies of the consultation material available at the Council offices and Aldershot and Farnborough libraries 	<p>media channels, on the Council's public notice boards and other appropriate locations around the borough</p>
<p>How will residents & stakeholders be directly engaged?</p>	<p>How will we make sure that responses are representative of the community?</p>
<ul style="list-style-type: none"> • Officers will tend an information stall in the town centres on some market/event days during the consultation period • Officer attendance at local groups and/or events to target engagement from specific groups of residents • Workshops and/or meetings will be held for local businesses and other stakeholders 	<ul style="list-style-type: none"> • Online survey will collect high-level demographic information, and this will be reviewed throughout the consultation period • If a specific part of the community is under-represented, additional engagement will be undertaken to target this group

Consultation content

- 3.3. As required by the Local Plan Regulations, the consultation will seek views on:
- What the new Local Plan should include
 - How future engagement on the Local Plan should be carried out
- 3.4. The full consultation content and response form/survey questions are set out in Annexe 1. This is structured around seven key topic areas that local plans are expected to cover, based on national policy and guidance: housing, employment and the economy, town and district centres and local shops, heritage, the natural environment, infrastructure and community facilities, and climate change and flooding.
- 3.5. For each topic, the consultation sets out the relevant background for Rushmoor, the current Local Plan and/or what will be required in the new Local Plan. It then sets out a series of proposed priorities for that topic in the new Local Plan. The priorities have been informed by national policy and guidance and the workshops held with Members and officers at the end of 2025, facilitated by Design South East. There are between one and four questions on each topic, with the first of which always being whether the proposed priorities are the right ones for the new Local Plan.
- 3.6. The consultation then seeks views on a Draft Consultation and Engagement Strategy (see Annexe 2) and asks how respondents would like to be consulted/engaged with at future stages of local plan preparation, if they experience any barriers to engaging with planning policy preparation in Rushmoor and what future stages of local plan preparation they would like to be notified of.

Sustainability Appraisal/Strategic Environmental Assessment (SA/SEA) and Habitats Regulations Assessment (HRA)

- 3.7. There is a requirement when preparing a local plan to consider the environmental impacts of the proposals. There is a requirement to assess the environmental impacts under the Environmental Assessment of Plans and Programmes Regulations 2004 and the impacts on certain protected sites under the Conservation of Habitats and Species Regulations 2017. Under these regulations, a Sustainability Appraisal/Strategic Environmental Assessment (SA/SEA) and a Habitats Regulations Assessment (HRA) may need to be produced alongside the new Local Plan.
- 3.8. The first stage in preparing an SA/SEA is a process to screen whether it is required and to scope what it will need to assess. Consultation must then be undertaken on the outcome of this process. Following a screening process, it has been determined that an SA/SEA will need to be produced for the new Local Plan. It is proposed to undertake the required consultation alongside the scoping consultation.
- 3.9. A HRA will also likely need to be produced for the new Local Plan due to the presence of protected sites both within and in close proximity to the borough. To assist with the preparation of this at future local plan stages, a pre-screening assessment has been undertaken. It is proposed to also publish this alongside the scoping consultation.

Next steps

- 3.10. Following the scoping consultation, the Council will need to undertake the Gateway 1 self-assessment. The earliest this can be published is four months after the start of the notice period (the date on which the Notice to Commence Plan-Making was published). Publication of the Gateway 1 self-assessment starts the 30-month plan-making process. The purpose of the Gateway 1 self-assessment is to act as a “readiness-check” and set out information on how the Council has made preparations for undertaking the plan-making process.
- 3.11. For the Gateway 1 self-assessment information will need to be published on:
 - The timetable for preparing the local plan (approved by Cabinet on 3rd March 2026)
 - Project management and governance arrangements
 - How the Council will consult on the local plan (i.e. the Consultation and Engagement Strategy)
 - Scoping the content of the local plan (including the proposed scoping consultation detailed in this report)
 - Progress on the SA/SEA
- 3.12. In addition, the Council will need to publish a summary of the consultation no earlier than one day after the publication of the Gateway 1 self-assessment.

Alternative Options

- 3.13. The regulations require a scoping consultation to be undertaken on matters relevant to the preparation of the local plan, including what the plan should contain, and how the authority should engage with consultees in the preparation of the local plan for a minimum of 21 days before the next stage of local plan preparation can be undertaken.
- 3.14. The alternative options would be:
- To not undertake the scoping consultation
 - To undertake the scoping consultation at a different time (e.g. a later date)
 - To undertake the scoping consultation with different content or in a different manner
- 3.15. Not undertaking the scoping consultation at all would mean that the Council could not progress with the preparation of the new Local Plan and has therefore been rejected. Undertaking the scoping consultation at a different time (e.g. a later date) would result in a delay to the recently agreed Local Plan Timetable and has therefore been rejected.
- 3.16. The Council could undertake the scoping consultation with different content or in a different manner, however the proposed content and methods of consultation/engagement meet and exceed the requirements for this stage of consultation in the Local Plan Regulations. The proposals have been developed using national policy and guidance, input from both officers and Councillors and best practice. This is therefore the recommended approach. Additionally, changing the content or approach would require additional work and delay the timing of the consultation, which would result in a delay to the Local Plan Timetable.

Consultation

- 3.17. The recommendation of this report is to undertake the Scoping Consultation as part of the preparation of a new Local Plan. Part of the consultation will also be to seek views on a draft Consultation and Engagement Strategy which sets out the proposed approach to future consultation and engagement on the new Local Plan.
- 3.18. In September 2025 Design South East were appointed to undertake a series of training and workshops for both officers and Councillors, focusing on design and the new Local Plan. The discussion and feedback from these sessions has informed the proposed priorities for the new Local Plan which are set out in this consultation.

4. IMPLICATIONS (of proposed course of action)

Risks

- 4.1. The risk associated with undertaking the scoping consultation is that there is currently limited guidance from the Government on undertaking the scoping consultation and very few other local planning authorities have undertaken this stage of the new plan-making system. There is the risk that the Government later publishes further guidance on how the scoping consultation is expected to be undertaken, which sets out something different to the consultation proposed in this report. However, this would only be guidance and the proposed consultation set out in this report is compliant with the requirements of the Local Plan Regulations.
- 4.2. Additionally, the proposed consultation has been informed by a review of the scoping consultations that have already been published and by discussions with other Hampshire local planning authorities who will also be undertaking a scoping consultation in the near future.
- 4.3. The recommendation is still to proceed with the scoping consultation to meet the adopted Local Plan Timetable, which aligns with the ambition of the Council to consult on a draft new Local Plan ahead of the vesting of the unitary authorities in Hampshire in 2028.

Legal Implications

- 4.4. There are no specific legal implications arising from the proposed consultation, which is in line with regulations and with planning policy.

Financial Implications

- 4.5. The budget estimates include £200k towards the cost of preparing the local plan.

Resource Implications

- 4.4. The consultation will be primarily undertaken using the existing resources available for Local Plan preparation in the Planning Policy team. A small amount of support is required from the IT and Communications teams to facilitate and promote the consultation. The Place Protection team will provide support to the Planning Policy team when they attend public events/markets in the town centres.

Equalities Impact Implications

- 4.5. A screening assessment was undertaken, and it determined that a full Equalities Impact Assessment is not required because the impacts are positive or neutral.

Other

4.6 None - all implications are detailed above.

5 CONCLUSIONS

5.5 In order to progress the new Local Plan for Rushmoor, a scoping consultation must be undertaken. It is therefore proposed that a 6-week consultation is run between 19th June and 31st July 2026 to meet the requirements of the Local Plan Regulations. The consultation will combine online and in-person engagement and will focus on what the local plan should include and how future engagement should be carried out.

5.6 The proposal supports the Homes for All section in the Council Delivery Plan 2026-28, which contains a priority within the to develop a new Local Plan that maximises the delivery of new homes.

LIST OF APPENDICES/ANNEXES:

Annexe 1 – Aldershot and Farnborough (Rushmoor Borough) Local Plan Scoping Consultation

Annexe 2 – Draft Consultation and Engagement Strategy

Annexe 3 – Equalities Impact Assessment Screening

BACKGROUND DOCUMENTS:

There are no background documents.

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Aldershot and Farnborough (Rushmoor Borough) Local Plan Scoping Consultation

Help shape Rushmoor's future growth

What does our borough need in the future? More homes? Better jobs? Stronger climate action? Now is the chance to have your say as we start work on developing a new Local Plan for Rushmoor.

About the Local Plan

Local plans help shape how an area will develop in the future. They set out a long-term vision for things like new homes, jobs, community facilities and infrastructure. They also guide how the natural and historic environment will be protected, how climate change will be addressed, and how good-quality places will be created.

Every local council must have a local plan. It is the main document used to decide what can be built and where. It explains the type, scale and location of future development and includes detailed policies for deciding planning applications. Rushmoor's [current Local Plan](#) was adopted in February 2019.

The law requires councils to keep their local plans up to date and to review them regularly. The government expects councils to review their plans at least every five years. Because Rushmoor's plan is now more than five years old, the Council has decided to prepare a new Local Plan for the borough.

[link to LP webpages with timetable etc.]

About the Consultation

The purpose of this consultation is to seek views from those who live and work in the borough and other stakeholders on what the new Local Plan should include and how we should carry out future local plan engagement.

We would like to hear your views on the key issues that will shape our borough. This will help us to confirm the content of the new Local Plan. To help you respond to the consultation, this document sets out matters which the Council considers to be relevant to the preparation of the new Local Plan.

The consultation will run from 19th June 2026 to 31st July 2026.

[Details and link of how to respond to the consultation]

Housing

Overview

Planning for new homes remains at the heart of the planning system to ensure that everyone has access to a safe and secure place to live. One of the key things for a new local plan to consider is how many homes are needed in an area, what type of homes are needed and where they will go.

The current Local Plan aims to deliver at least 436 homes per year in the borough. The government now uses a national formula called the '[Standard Method](#)' to work out the minimum number of new homes that each area should plan for. For Rushmoor, this means that the Council should now be planning for a minimum of 599 new homes per year. Over the next 15-20 year this means we need to plan for around 9,000-12,000 new homes.

We will need to identify and assess the housing needs of these different groups and work out what the need is for different sizes, types and tenures of housing in Rushmoor, such as:

- Those who require affordable housing
- Older people (including retirement housing and care homes)
- Disabled people
- People who rent their homes,
- Families with children
- Looked-after children
- Specialist community-based accommodation
- Students
- Travellers and travelling showpeople
- People wishing to commission or build their own homes

The map below shows the sites that we already know about and which we believe may have the potential to deliver new housing in Rushmoor. These have been assessed through a document called a Land Availability Assessment (LAA). However, Rushmoor is already heavily built up, and we have not yet identified enough sites which could deliver the new homes that the government says we should be planning for, so we will need to find additional sites.

[map of current LAA sites]

If you would like to suggest a site which you think could be suitable for new housing or any other use, please let us know via our [Call for Sites website](#).

Proposed New Local Plan Priorities

- To establish how much housing can be delivered in the borough and when and where it will be delivered
- To meet the identified housing needs of everyone in the community and to secure a range of housing types and tenures
- To secure the delivery of affordable housing for those whose needs are not met by the market
- To secure the delivery of pitches and plots for the Gypsy, Traveller and Travelling Showpeople communities
- To ensure that all new homes facilitate healthy living, and are safe, inclusive and well-integrated into existing communities

Questions

1. Are these the right priorities for housing in the local plan? If not, why or what else should we include/exclude?
2. Which of these opportunities for providing new homes should we prioritise? (select multiple)
 - Redevelopment of vacant, previously developed (brownfield) sites
 - Redevelopment of office or other employment (business) sites that are surplus to requirements
 - Town centre regeneration (updating the town centre to be a better place to live, work and visit, which can include providing more homes)
 - Increased density on sites already identified for housing potential
 - Redevelopment of existing residential areas to increase the density and provide more homes (e.g. the North Town redevelopment)
3. Are there any other opportunities for providing new homes that we should explore?
4. Are there any specific types, tenures or sizes of homes that the new Local Plan should prioritise?

The Economy and Employment

Overview

A strong local economy is important so that people have good job opportunities and businesses can succeed. To support this, we need a mix of employment spaces - like offices, industrial units, warehouses and data centres - to meet the needs of different businesses.

Rushmoor has traditionally had a successful economy because of its location and the range of industries based here. The area has a good mix of businesses, including those in defence, finance, business services, logistics, distribution and environmental technologies.

The current Local Plan identifies key employment areas — called Strategic and Locally Important Employment Sites — where many businesses are already based. These areas are protected so they can continue to be used for jobs and business activity. As well as helping existing businesses to grow and innovate, we also want to attract new companies to Rushmoor. To do this, we need to make sure there is enough suitable land and premises available.

[map of employment sites]

Farnborough Airport also plays an important role in the local and wider economy by attracting aviation-related and high-tech and knowledge-based businesses, and the biennial Farnborough Airshow brings major national, regional and local economic benefits.

Many businesses now operate differently to how they did in 2019, so their need for business space may have changed. At the same time, online shopping has increased, which means there is more demand for warehouses and distribution centres. We will need to gather new up-to-date evidence to understand what types of employment space Rushmoor needs for the future.

Proposed New Local Plan Priorities

- To protect and enhance the borough's diverse economy by safeguarding key employment sectors and businesses that support this
- To facilitate the enhancement of existing and creation of new high-quality employment space
- To guide new employment development to the most suitable locations, with a focus on existing Strategic and Locally Important Employment Sites
- To enable existing businesses to adapt and grow, whilst encouraging new businesses to locate into the borough
- To ensure a balanced range of employment opportunities, including continued support for aerospace sector and its supply chain, business aviation and the Farnborough Airshow as important economic assets

Questions

1. Are these the right priorities for the economy and employment in the local plan? If not, why or what else should we include/exclude?
2. Are there any employment sectors or types of businesses that need to be further supported in Rushmoor?

3. Do the skill sets available in the borough reflect the employment opportunities? E.g. are the colleges creating engineers that cannot get employment locally.

Town and District Centres and Local Shops

Overview

Whilst town centres are an important factor in a growing economy, they also offer a sense of community. A strong town centre makes a place feel like *somewhere*, not just *anywhere*.

Aldershot and Farnborough Town Centres are important in meeting the shopping, leisure and service needs of residents. But it's safe to say that the town centres have changed significantly over the last few decades. The rise in online shopping means that many retailers have chosen to have less and/or smaller shopping units. A good mix of active uses (places that people visit) as well as shops is therefore important to protect the vitality and viability of our town centres and ensure they are places that people still visit regularly.

[old and current images of the town centres]

The current Local Plan highlights major opportunities to revitalise our town centres. In Farnborough, the Civic Quarter site provides the opportunity for a lively mixed-use neighbourhood with new homes, local services, and high-quality public spaces that connect better with existing green areas and the town centre. In Aldershot, the Galleries provides the opportunity for a residential-led development with attractive public spaces, new landscaping, and mature tree planting to help green the town centre.

As well as the town centres, North Camp District Centre and a range of smaller shopping parades provide residents with access to day-to-day shops and facilities, such as convenience shops, hairdressers, banks, takeaways and estate agents.

[map of the town centres, district centre and local neighbourhood facilities]

Proposed New Local Plan Priorities

- To support vibrant and successful town centres in Aldershot and Farnborough by prioritising retail, leisure, entertainment, cultural, tourism, restaurants and other 'town centre uses' in these locations
- To support a strong and resilient retail, service & leisure core by concentrating these uses in the most central areas and protecting their long-term role, whilst supporting broader diversification in the wider town centres
- To contribute to regeneration of the town centres, by prioritising major projects such as the Galleries and the Farnborough Civic Quarter and encouraging good-quality homes above ground-floor level where appropriate
- To facilitate the reuse and redevelopment of vacant floorspace within the town centres
- To safeguard valued local shopping areas, including North Camp District Centre and neighbourhood parades, to maintain access to local shops and services

Questions

1. Are these the right priorities for retail, town centres and leisure in the local plan? If no, why or what else should we include/exclude?
2. Is there any key service and leisure provision missing from the town/district centres that you'd like to see?

Heritage

Overview

The historic environment is valuable because it preserves the stories, buildings, and places that shape our community's identity. Historic sites and heritage features help us understand where we've come from, create a sense of pride and belonging, and make our area more distinctive and attractive.

By preserving, restoring, and celebrating our historic structures, we can protect the distinct identities that define our area, from Aldershot's heritage as the home of the British Army, to Farnborough's pioneering role in aviation, as well as the royal connections linked to Farnborough Hill School, Farnborough Abbey, and Queen Elizabeth Park.

Rushmoor has 97 listed buildings, including four Grade I and four Grade II* listings, which are the highest designations. We also maintain a list of [locally listed heritage assets](#), which are buildings that don't meet the requirements to be nationally listed, but are still of local historical importance. There are also nine conservation areas in Rushmoor, which are designated to protect the character of their architectural or historic interest.

[Map of heritage assets]

Proposed New Local Plan Priorities

- To preserve the borough's unique military and aviation heritage
- To protect and enhance the borough's heritage assets, including listed buildings, conservation areas, locally listed buildings, and other features of historic, landscape and archaeological importance
- To guide development away from sensitive locations
- To encourage new and appropriate uses to historic assets, particularly where this would support the long-term use or re-use of vacant or underused buildings

Questions

1. Are these the right priorities for heritage in the local plan? If no, why or what else should we include/exclude?

Natural Environment

Overview

The natural environment is essential because it supports our health, wellbeing, and local quality of life. Green spaces, clean air, and healthy ecosystems provide places to relax, exercise, and connect with nature. They also help reduce pollution, mitigate climate change and support wildlife.

The natural environment in Rushmoor includes locally, nationally and internationally designated sites, irreplaceable habitats, trees, landscaping and rivers. Collectively these are known as green and blue infrastructure. See the [Green Infrastructure Strategy](#) for more information.

[map to show designated sites etc.]

Of particular importance in Rushmoor is the Thames Basin Heaths Special Protection Area (SPA) which is designated for its international importance as a habitat for ground nesting birds. These sites are particularly vulnerable to disturbance from recreational use (e.g. people walking their dogs), so when planning for additional homes in the borough, we must ensure that new, alternative greenspace is created for people to use. This is called Suitable Alternative Natural Greenspace (SANG).

There is now a national mandatory requirement for many types of development to achieve at least a 10% net gain in biodiversity – known as Biodiversity Net Gain. This ensures that development leaves the natural environment in a better state than it was before.

Whilst most of Rushmoor is urban, there are some small pockets of undeveloped area or ‘countryside’ around the edges of our towns and some important open areas within our towns. These can help create separation within and between our urban areas and neighbouring areas.

Proposed New Local Plan Priorities

- To protect and enhance the quality and character of the natural environment and green and blue infrastructure through the creation and integration of a connected network of greenspaces
- To guide development away from sensitive ecological areas and mitigate the impact of new housing on the Thames Basin Heaths Special Protection Area
- To protect and safeguard against the unnecessary loss of existing trees, woodland, hedgerows and other tree cover
- To preserve the character and appearance of the countryside outside the urban area
- To ensure new development includes high-quality landscaping and appropriate tree planting to support a greener, more attractive borough

Questions

1. Are these the right priorities for natural environment in the local plan? If no, why or what else should we include/exclude?

Infrastructure and Community Facilities

Overview

A community facility is a shared space and/or service that helps a neighbourhood function, connect, and thrive. They're the backbone of everyday life — the spaces where people learn, play, meet, stay healthy, and access support.

Infrastructure and community facilities include:

- Transport: the road network, cycle and footpaths, train stations and the rail network, bus stops, airports
- Education: nurseries, primary and secondary schools, colleges and universities
- Health: doctor's surgeries, acute care and general hospitals, mental care hospitals, health centres, ambulance services
- Social infrastructure: supported accommodation, facilities for groups such as children and people with disabilities, community centres, cultural facilities, indoor sports facilities/leisure centres
- Green infrastructure: open spaces, parks and playgrounds, outdoor sports facilities
- Public services: waste management and disposal, libraries, cemeteries, emergency services, places of worship, prisons, public toilets, drug treatment centres
- Utility services: gas supply, electricity supply, heat supply, water supply, wastewater and sewerage treatment, phone and broadband infrastructure
- Flood defences: flood storage areas, embankments
- Suitable Alternative Natural Greenspace (SANG)

Proposed New Local Plan Priorities

- To ensure that new development is supported by the right infrastructure and community facilities, requiring developers to provide or contribute to what is needed so that growth creates well-designed, successful places without placing additional pressure on existing services
- To support the delivery of new infrastructure and facilities that meet local needs, and ensure they are well-located and accessible to all
- To safeguard existing community facilities, making sure they are not lost or reduced unless there is a clear and justified reason
- To protect and enhance existing open space, sport and recreation facilities, playing fields and children's play spaces and prevent their unnecessary loss
- To support the delivery of a sustainable and active travel focused transport infrastructure network to allow residents to make healthy and active choices for how they move around

Questions

1. Are these the right priorities for infrastructure and community facilities in the local plan? If no, why or what else should we include/exclude?
2. Do the infrastructure and community facilities in your area meet your needs?

Climate Change and Flooding

Overview

Climate change is far more than extreme weather and environmental damage. It's already affecting our day-to-day lives and will continue to do so into the future. Tackling climate change requires an international and national approach, but there are things that we can do locally to help. We can take practical action to reduce future risks.

Some of the ways a local plan can support climate change mitigation and adaptation are:

- Encourage energy efficient building design (orientating homes).
- Support renewable energy installations (solar panels, heat pumps, district heating etc.).
- Encourage the reuse of existing building.
- Require flood resilient design and suitable drainage risk for new development.
- Preserve trees and natural habitats.
- Improve public transport infrastructure.

Climate change is leading to hotter, drier summers and warmer, wetter winters in the south of England. It is therefore more important than ever that we manage flood risk. Flooding can result from a number of different sources including rivers and the sea, direct rainfall on the ground surface, rising groundwater, overwhelmed sewers and drainage systems, reservoirs, canals and lakes and other artificial sources. The Environment Agency defines different zones from low to high probability of river and sea flooding. They also define the areas at risk from surface water flooding. You can see where these areas are in Rushmoor on the map below.

[map of flood zones etc.]

Proposed New Local Plan Priorities

- To ensure all new homes and buildings are resilient to the impacts of climate change throughout their lifetime and deliver high-quality, climate-responsive design that keeps homes comfortable, reduces energy use and supports healthier and sustainable living
- To support renewable energy projects that are well-designed and in suitable locations
- To use nature-based solutions to tackle climate change while enhancing biodiversity, protecting the borough's green and blue infrastructure, and ensure new developments include landscaping and tree planting to store carbon, reduce flood risk, and limit urban heat
- To promote sustainable and active transport alternatives to the car and ensure that new development is accessible to all modes of transport
- To ensure that new development does not increase flood risk and incorporates appropriate flood-resilience measures and sustainable drainage to reduce vulnerability to water stress and surface-water flooding

Questions

1. Are these the right priorities for climate change in the local plan? If no, why or what else should we include/exclude?

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2. Are there other ways the Local Plan can mitigate climate change and flood risk that you would like to suggest?

Future Consultation on the Local Plan

Overview

We've prepared a draft Consultation & Engagement Strategy which sets out our proposed approach to consultation and engagement with you over the remaining stages of preparing the Local Plan.

Consistent Local Plan Branding

A unified visual identity will be applied across all Local Plan materials to clearly distinguish these consultations from other council engagement activities.

Capturing Community Demographics

Demographic information will be collected at each consultation event to ensure engagement reflects the diversity of the Rushmoor community. Where events are open and informal, officers will record approximate demographic details.

Monitoring Responses

Responses will be reviewed throughout each consultation period to ensure they remain balanced and representative of the wider community.

Using a Mix of Engagement Methods

Engagement will combine digital tools, non-interactive materials and in-person events, with face-to-face interaction remaining central to the process.

Meaningful Stakeholder Engagement

Engagement activities will be tailored to the needs and interests of different stakeholder groups to ensure participation is relevant, purposeful and effective.

Guiding Principles

1. Ensuring equal opportunity – All participants will be treated fairly and without discrimination.
2. Keeping the community informed – Clear, balanced information will be provided about when consultations take place and how the process works.
3. Ensuring the community is involved – Engagement will be easy to access, with documents available online and in public places, and digital communication used.
4. Ensuring relevance – Engagement will focus on groups and individuals for whom the subject matter is relevant, including non-statutory consultees.
5. Providing feedback – All responses will be analysed and outcomes shared through consultation statements, research reports and monitoring documents showing how feedback has informed the Local Plan.

Questions

1. Which of these methods would you prefer us to use to get your views on the local plan as we prepare it? (select multiple)

List options

2. Are there any barriers you face when engaging with us on local planning?

3. Which of these future stages of local plan preparation would you like us to notify you of?
(select multiple)

Consultation on the proposed local plan content and evidence

Publication of the outcomes of Gateway 2 and Gateway 3

Consultation on the proposed local plan

Submission of the local plan for independent examination

Publication of the details of the examination hearings

Decision of the inspector to pause the examination

Publication of any document or evidence provided to the inspector

Publication of the recommendations and reasons of the inspector (the inspector's report)

Adoption of the local plan

Local Plan Environmental Assessments

Overview

As part of preparing the new local plan, we need to consider whether we need to prepare some technical documents to assess the sustainability and environmental impacts of the local plan. These are called:

- A Sustainability Appraisal/Strategic Environmental Assessment
- A Habitats Regulations Assessment

At this stage we have prepared a screening and scoping for the Sustainability Appraisal/Strategic Environmental Assessment, which considers whether this document is required for the local plan (screening) and what areas it will need to cover (scoping). We've also prepared a pre-screening for the Habitats Regulations Assessment, which considers the relevant habitats sites in and around Rushmoor that will need to be assessed in the future full assessment.

[Link to SA/SEA scoping document]

[Link to HRA screening document]

Questions

1. Do you want to comment on the technical environmental assessment documents for the local plan?
2. Do you agree with the scoping conclusions for the Sustainability Appraisal/Strategic Environmental Assessment?
3. Do you have any other comments on the Sustainability Appraisal/Strategic Environmental Assessment Scoping?
4. Do you agree with the pre-screening conclusions for the Habitats Regulations Assessment?
5. Do you have any other comments on the Habitats Regulations Assessment?

Demographic Information

Name

Email address (if you want to be notified of future local plan stages)

Are you responding on behalf of:

- an individual/family,
- an organisation
- or are you a Cllr/RBC staff?

Organisation (if applicable)

Sex (Male, Female, prefer not to say)

Age bracket (tick all that you are representing 0-17, 18-24 etc.)

Postcode

Do you consider yourself to have any health conditions or disabilities, which limit your daily activities? (yes/no, prefer not to say)

Do you consider yourself to be part of an underrepresented group, for example: young people, older people, ethnic minorities, people with disabilities, member of the armed forces, (yes, no, prefer not to say)



Consultation and Engagement Strategy for the Local Plan

DRAFT



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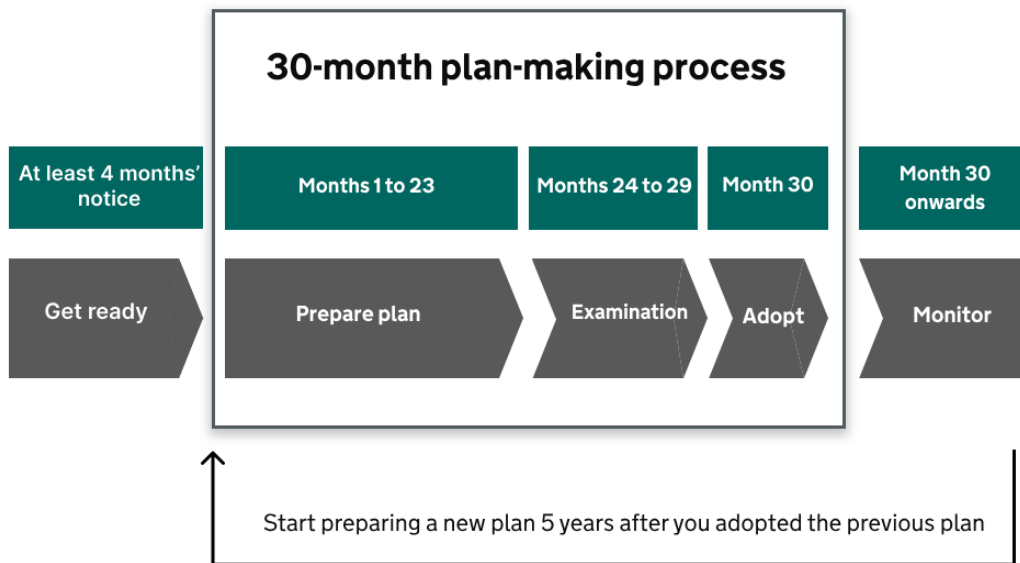
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Introduction

1. Planning reforms

1.1 The Levelling-up and Regeneration Act 2023 (LURA)¹ introduced significant changes to the planning system in the UK. The Act aims to make local plans simpler, faster and more accessible, with the plan making process subject to a 30-month time frame.

Figure 1. The main stages and timings in the 30-month process.



1.2 There are three mandatory consultations as part of the local plan making process. Firstly, a scoping consultation to take place during the getting ready phase. The scoping consultation will invite early engagement and form an understanding on how best to engage throughout the plan making process.

1.3 Two further consultations will be undertaken during the plan preparation stage. The first will invite representations on the draft vision and any aims and objectives, lasting for a minimum of 6 weeks. The second will invite representations on the proposed plan, lasting a minimum of 8 weeks.

1.4 It is a requirement for all local authorities to produce a Project Initiation Document [PID] as part of Local Plan preparations under the new plan making system. The PID is intended to be published at Gateway 1 of the new plan making system. This is immediately prior to the beginning of the 30-month plan making process (as shown in figure 1).

¹ [Levelling-up and Regeneration Act 2023](#)

- 1.5** The PID is required to set out the consultation methods to be used at the key stages of the plan making process. In particular, the PID should identify how the local authority should seek to engage with hard-to-reach groups, or groups historically underrepresented in the planning consultation process.
- 1.6** Engaging underrepresented groups marks a significant challenge for local authorities and may require innovative methods to encourage participation where previous methods have failed to be effective.
- 1.7** In addition to this, and in order to fully achieve this, local authorities will have to identify which groups have been historically underrepresented. In the first instance, this requires a comprehensive demographic review of the population of the borough to establish a baseline. This can then be cross-referenced with equalities data collected from previous consultations. This process can help establish which groups are under and overrepresented in planning consultations. This will then allow the Council to establish the approach to ensure a comprehensive and inclusive engagement.
- 1.8** This consultation and engagement strategy will form part of the PID.

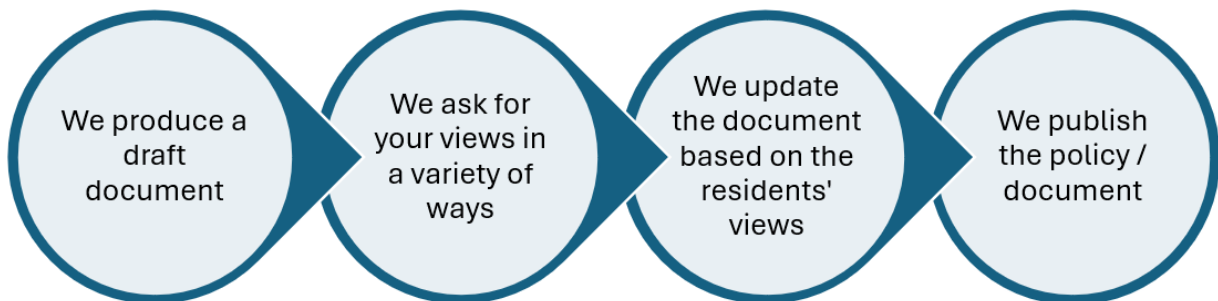
2. Statement of community involvement

- 2.1** The Statement of Community Involvement (SoCI) adopted September 2019² sets out the ways in which residents, businesses and other interested parties can become involved in planning for land use and development in Rushmoor.
- 2.2** It also helps us, as a council, to meet the requirements for consultation and engagement that are set out in national planning legislation. We will always meet these requirements and, where resources allow, will try to go beyond them to seek broader community involvement in plan-making.
- 2.3** As set out in the SoCI, we aim to involve the full cross-section of Rushmoor's community, including 'hard-to-reach' groups who are under-represented in the planning process.
- 2.4** Such groups may have specific needs and include, but are not limited to:
- young people
 - older people
 - ethnic minorities
 - people with disabilities
- 2.5** To achieve wider involvement, we intend to:
- use social media (e.g. Facebook, X) where appropriate
 - Involve the Senior Citizens Forum and Rushmoor Youth Forum (Rushmoor Youth Voice)
 - Work closely with organisations who represent and / or support young people, older people, people with disabilities and ethnic minorities, including the Nepali community
- 2.6** Overall, understand our communities better, using the most up-to-date information available including census data and other sources, so that we can meet the needs of our community in terms of how best to involve them

² [Statement of Community Involvement - Rushmoor Borough Council](#)

4. Strategic context

- 4.1** Whilst councils have a duty to engage with its residents as set out in a variety of legislation, we understand that effective communication is at the heart of any successful decision making. Understanding what the residents of Rushmoor are saying, and having them understand what the council can achieve, helps us to prioritise and deliver the essential services.
- 4.2** This strategy is designed to be a useful tool for all, as it sets out a framework for our communication and engagement activities to ensure our policies and documents reflect the needs of the residents in Rushmoor.

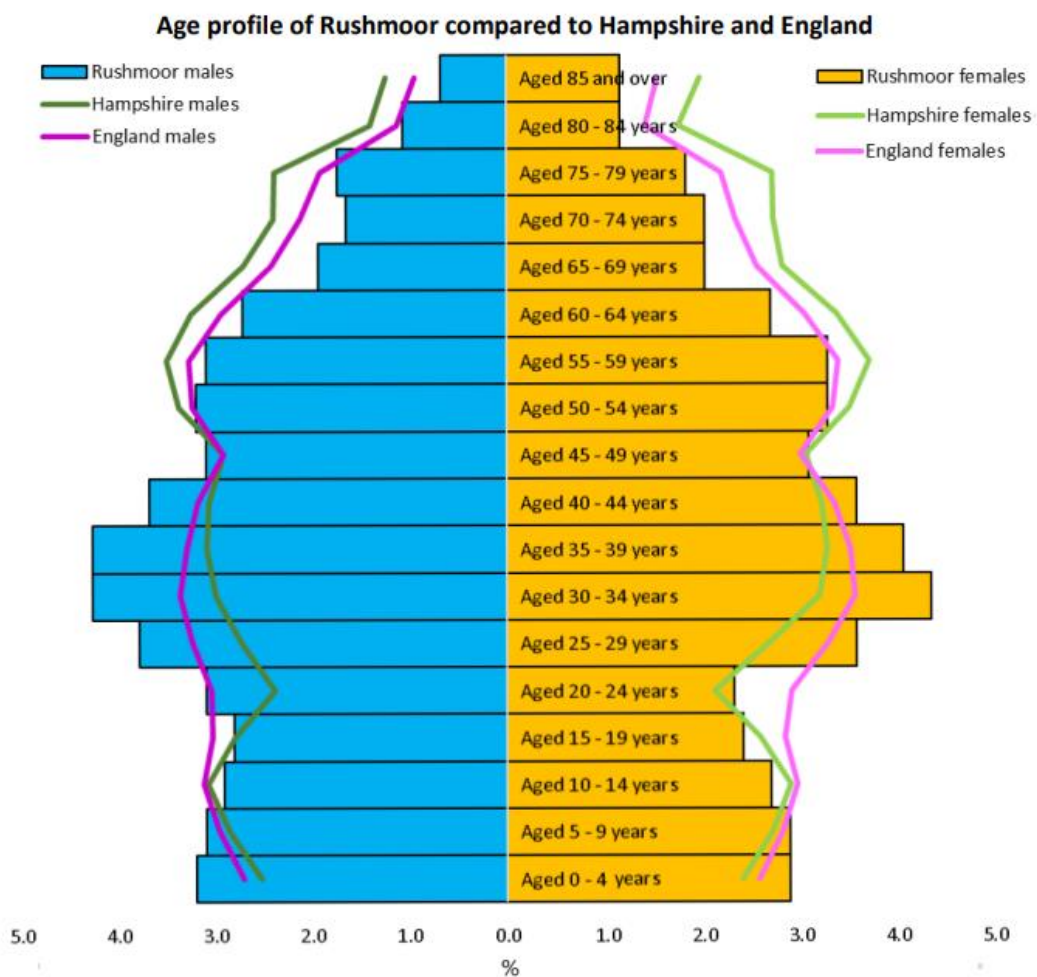


The Rushmoor Community

5. Demographics

5.1 The data in this section has been extracted from the 2021 census data on the Office for National Statistics website NOMIS³. The information will provide an overview of the Rushmoor community and ensure the communication and engagement strategy is an effective strategy to support the Local Plan.

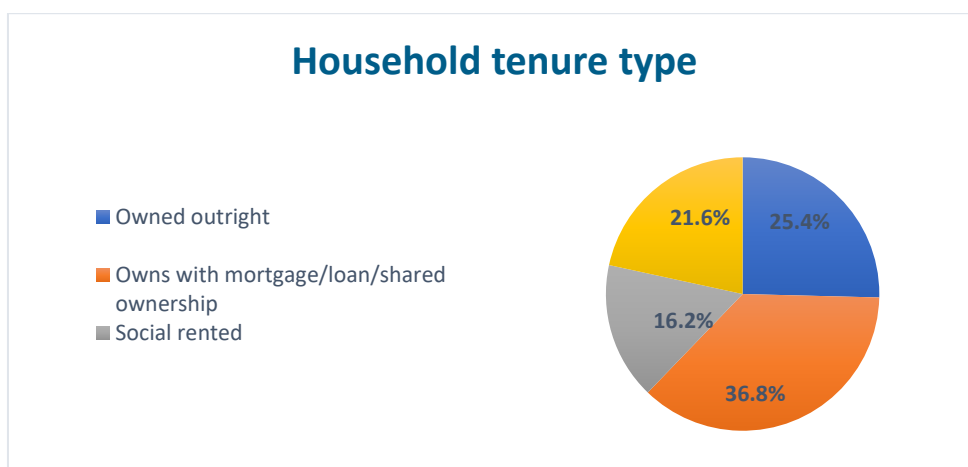
5.2 **Population** - Rushmoor has a total of 99,754 residents, with a very evenly split female and male population. As of 2021, census data reports 49,866 females, and 49,888 males live within the local authority of Rushmoor. The largest age demographic group of residents lie within the 35 to 49 years category, followed closely by those ages 50-64 years, and then 25 to 34 years. The population pyramid below⁴ shows that Rushmoor has a younger population than both Hampshire and England. This may be due to the transient nature of the army population in Rushmoor, where young people move in and out of the borough.



³ [Nomis - Official Census and Labour Market Statistics](#)

⁴ [Age profile data sheet](#)

- 5.3 Ethnicity, country of birth and main household language** - The ethnic population of Rushmoor is largely White, with 77,219 residents (77.4%) identifying as white. The second largest ethnic group is the Asian, Asian British, or Asian Welsh Community, accounting for 14,658 residents (14.7%). The smallest ethnic group accounted for in Rushmoor was Black, Black British, Black Welsh, Caribbean, or African, making up only 2.5% of the population, with 2,531 residents.
- 5.4** Of the residents, 76.2% were born in the United Kingdom, with a further 6.6% having been born in a European Country outside of the United Kingdom. 13.6% of Rushmoor’s residents were born in a country in the Middle East and Asia.
- 5.5** Data suggests that English is the main language spoken for most residents of Rushmoor. In 85.4% of households in Rushmoor, English is the main spoken language for all adult residents. In 4.7% of households, at least one adult speaks English as the main language, and in in 2% of households, at least one person aged 3 to 15 speak English as their main language, despite no adults using it as their main language. In 7.8% of households in Rushmoor, no residents speak English as their main language.
- 5.6** Rushmoor is more ethnically diverse than Hampshire, the Southeast and England. This is mainly due to the Nepali Community which makes Rushmoor’s demographics unique.
- 5.7 Housing and Household Tenure** - There are 39,304 households in Rushmoor, in which 98.5% of Rushmoor’s residents live within. 25.4% of these households are owned outright, and 36.8% are partially owned, with a mortgage, loan, or shared partnership. 16.2% of households are socially rented properties, and a further 21.6% are either privately rented, or its inhabitants are living rent free. Of these households, 64.9% belong to single family households, and 26.7% are one-person households. 8.4% of households in Rushmoor have another variation of household composition. The majority of Rushmoor’s residents (62.2%) either own or partially own their house.



- 5.8 Economic Activity and Employment** - 68.7% of Rushmoor's population aged 16 and over are economically active, including those that are also full-time students. As of 2021, 53,017 residents (66.1%) were currently in employment, however these numbers are likely to have changed somewhat due to varying factors, such as the global covid-19 pandemic. The primary reason for economic inactivity in Rushmoor is retirement, making up 13,875 members of the population. Other primary reasons for economic inactivity were long-term sickness and disabilities, looking after the home or family, and being a student.
- 5.9** 16,651 residents were identified as being a student, making up 17% of Rushmoor's population. When looking at the education level of residents aged 16 and above, 18.3% have no qualifications at all, while 29.8% of the population have level 4 qualifications or above
- 5.10 Health and Disability** - The majority of Rushmoor's population have either good health (34.9%), or very good health (49.5%). These statistics could be due to Rushmoor's larger youth and working-class populations, as health tends to be better for these demographic groups. People who were identified as being in poor health accounted for 3% of the population, whilst those in very poor health only accounted for 0.8% of the population. 14.4% of the population experience some form of limitations in their day-to-day activities due to a disability registered under the equality act. Of these residents, 5,360 (5.4%) suggested that their day-to-day activities were limited a lot.
- 5.11 Deprivation** - 39,304 households in Rushmoor responded to the census data with sufficient information to ascertain whether they belonged to any of the dimensions of deprivation. The four dimensions of deprivation are Education, Employment, Health and Housing. The census sets out the definition of each dimension⁵. 20,081 of these households (51%) were categorised as having no deprivation in any of the four dimensions.
- 5.12** 12,889 households (32.8%) experienced deprivation in one of the four dimensions, 5,038 households (12.8%) experienced deprivation in two of the four dimensions, 1212 households (3%) experienced deprivation in three of the four dimensions and 84 households (0.2%) experienced deprivation in all four of the dimensions.
- 5.13** From this data, it is clear that just over 50% of households do not live in any dimension of deprivation. However, 49% of households were categorised as being in at least one dimension of deprivation.

⁵ [Household deprivation variable: Census 2021 - Office for National Statistics](#)

Key Demographic Highlights

6. Population

- 6.1 Rushmoor has a younger age profile than the average for Hampshire and England, with almost half (46%) of the population aged between 19-50 (23,383 males, 22,337 females). Community engagement and consultation should capture the age demographic to monitor who is answering any responses to ensure that the respondents are broadly representative of the population composition.
- 6.2 With the top three age groups, 35-49, 50-64 and 25-34 making up 56.2% of the population, this shows that Rushmoor has a large working age population. Community engagement and consultation should consider the day-to-day activities of this age demographic and tailor communication and research methods to suit.

7. Ethnicity, country of birth and main household language

- 7.1 Although 92.2% of households in Rushmoor have a resident that speaks English as their main language, 7.8% do not. Rushmoor also has a large Nepali community. This data should be taken into account when engaging and consulting with the community in order to ensure that all demographic populations are able to contribute and communicate their views.

8. Housing and Household Tenure

- 8.1 Overall, the data shows that home ownership is the majority housing tenure, with families being the dominant household type. Renting, both social and private, plays a meaningful role in housing provision. Single family households are the most common (64.9%) and one person households account for just over a quarter (26.7%). Homeowners often value long-term planning, renters may feel less connected and one-person households can be isolated. Community engagement should have regard to housing tenures and be tailored to ensure the methodology is suitable for all.

9. Economic Activity and Employment

- 9.1 Around 68.7% of residents aged 16+ are economically active. 31.3% of residents are considered economically inactive. This number is mainly due to the number of retired residents 13,875 (13.9%) and the 16,651 students (17%). The Ministry of Defence is the area's main employer and it's relatively young average workforce age of 31, may explain the high level of economic activity. Consultation events should have regard to the workforce and be tailored to suitable times/days.

10. Health and Disability

- 10.1** 14.4% of the population experience some form of limitations in their day-to-day activities due to a disability registered under the equality act. Of these residents, 5,360 (5.4%) suggested that their day-to-day activities were limited a lot. The local plan should set out to establish ways in which daily life for these residents can be made more accessible, and limitations can be minimised.

11. Deprivation

- 11.1** 16% of households were categorised as being in at least two dimensions of deprivation. This is a segment of the borough that is likely to be under-represented in engagement and consultations. It is therefore essential that communications and engagement are targeted in known areas of deprivation to ensure any decision making does not further exacerbate deprivation.

12. Key Demographic Highlights Summary

- 12.1** Sufficient information should be captured to ensure that it can be monitored and then demonstrated that the responses are representative of the demographics in the borough. Information should be available in several formats to ensure it is accessible to all within the borough. Consultation and engagement events should be tailored to engage with those in areas of deprivation, the Nepali community, the military community and those who are economically active.

Stakeholders

13. Stakeholders

- 13.1** The changes to the Planning and Compulsory Purchase Act 2004 made by the Levelling Up and Regeneration Act 2023 to introduce the new plan-making system did not save Section 33a relating to the “duty to cooperate”. Section 33a required on-going collaboration and engagement between neighbouring local authorities and other relevant bodies throughout the preparation of any development plan.
- 13.2** The duty to cooperate therefore no longer applies to plan-making, but there is still an expectation for plan-making authorities to maintain cooperation with infrastructure providers, neighbouring and other plan-making authorities and other relevant bodies to identify and address cross-boundary matters that need to be addressed in their plans.
- 13.2** The below sections list the specific and general consultation bodies as set out in the Town and Country Planning (Local Planning) Regulations 2026 and where not a singular body, identifies those which are relevant in Rushmoor.

14. Specific Consultation Bodies⁶ (Statutory Consultees)

- Active Travel England
- Any person to whom the electric communications code applies and who owns or controls electric communications apparatus within the area
- Canal & River Trust
- Civil Aviation Authority
- Coal Authority (Mining Remediation Authority)
- English Sports Council (Sport England)
- Environment Agency
- Forestry Commission
- Highway Authority within or adjoining (Hampshire County Council and Surrey County Council⁷)
- Historic Buildings and Monuments Commission for England (Historic England)
- Homes and Communities Agency (Homes England)
- Integrated Care Board (NHS Thames Valley Integrated Care Board)
- Electricity company (Scottish and Southern Electricity Networks)
- Gas company (Southern Gas Network)
- Sewerage undertaker (Thames Water and Severn Trent Services)
- Water undertaker (South East Water)
- Marine Management Organisation
- Natural England

⁶ As set out in the Town and Country Planning (Local Planning) Regulations 2026

⁷ From April 2027 Surrey County Council will be replaced by West Surrey Council

- Neighbourhood forums within or adjoining
- Network Rail Infrastructure Limited
- Office for Nuclear Regulation
- Office of Rail and Road
- Education authority (Hampshire County Council)
- Lead Local Flood Authority (Hampshire County Council)
- Responsible authority for Local Nature Recovery Strategy (Hampshire County Council)
- Within or adjoining the local plan area:
 - Local planning authorities (Hart District Council, Surrey Heath Borough Council, Guildford Borough Council, Waverley Borough Council⁸)
 - Minerals and waste planning authorities (Hampshire County Council and Surrey County Council⁹)
 - Parish councils
 - Local policing bodies (Hampshire Police and Crime Commissioner and Surrey Police and Crime Commissioner)
 - Combined authorities
 - Combined county authorities (Hampshire and the Solent County Combined Authority)

15. General Consultation Bodies¹⁰ (Statutory Consultees)

- Voluntary bodies, some or all of whose activities benefit all or part of the planning authority's area
- Bodies which represent the interests of persons in the planning authority's area who share a protected characteristic under the Equality Act 2010
- Bodies which represent the interests of persons carrying on business in the planning authority's area

16. Other Consultees/Interest Groups

Many other bodies and individuals are registered on our planning policy database. These have been grouped and include:

- Individual residents, residents' associations, local strategic partnership, community groups, societies and political parties
- Councillors - Local and County
- Local businesses, business associations, chamber of commerce, commercial companies
- Planning Officers in other local authorities, developers, agents, planning consultants, architects, surveyors, landscape architects, housing associations
- Landowners, Estate agents (residential and commercial)

⁸ From April 2027, Surrey Heath, Guildford and Waverley Borough Councils will be replaced by West Surrey Council

⁹ From April 2027 Surrey County Council will be replaced by West Surrey Council

¹⁰ As set out in the Town and Country Planning (Local Planning) Regulations 2026

- Disabled groups, public agencies, charity organisations, voluntary organisations, ethnic groups, care providers, health providers, leisure groups, minority groups, religious groups, sports bodies, young people, allotments groups, police, older people, faith groups, equalities groups, community support groups.
- Environment, nature and historic groups, Conservation Area Advisory Committees
- Infrastructure providers, schools and education institutes, transport groups
- Members of Parliament
- Government Departments

18. Hard to reach Groups

Hard to reach Groups/Groups who have had traditionally low levels of engagement, as set out in the Statement of Community Involvement¹¹ (para 1.7):

- young people;
- older people;
- ethnic minorities; and
- people with disabilities.

¹¹ [Statement of Community Involvement - Rushmoor Borough Council](#)

Engagement

19. Digital Engagement

- 19.1** There are now many different ways to communicate digitally, each of which helps reach a wide range of generations.
- 19.2** Social media is a useful platform where the public can interact directly with the council and obtain specific information such as event location and times. It can be used to convey important information quickly; however, this has fuelled service users' expectations around the speed of updates, creating pressure for rapid updates in a short concise format. Rushmoor Borough Council currently have over 15,000 followers on Facebook and 5,500 followers on X (Formerly Twitter).
- 19.3** The council's website is widely used by residents, who rely on it to access a range of services such as planning applications, council tax, and the latest local news. As a central hub for residents, the website is an essential tool for communicating and providing information to the public. It also serves as the primary space for hosting more detailed or comprehensive content that would be impractical to share on social media, such as policy documents and consultations.
- 19.4** Video content, including drone footage, can play an important role in conveying information to the public. It can make complex topics more engaging and easier to understand. Longer or more detailed videos can break down information that might feel overwhelming in written form, guiding viewers through processes step-by-step. By combining visuals, narration, and real-world examples, video allows for communication in a more relatable way that meets the expectations of modern audiences.
- 19.5** Questionnaire tools such as Microsoft Forms and SurveyMonkey are valuable for gathering structured feedback from residents in a quick and accessible way. They can be designed in-house for surveys, consultations, and questionnaires that can be completed on any device, making participation easier for a wide range of service users. They can easily be shared through websites, social media, and email, which broadens engagement and ensures that residents can contribute their views at a time and pace that suits them.
- 19.6** Consultation platforms, such as Survey123 for example, provide a central, user-friendly way for residents to take part in local consultations. They are designed to share proposals, gather feedback, and present information clearly through surveys, interactive maps, and document libraries. These tools also streamline analysis by collecting responses in one place, helping councils understand public views and demonstrate how feedback has influenced decisions. However, they do have financial implications.

20. Non-interactive Communications

20.1 Non-interactive communication methods, such as the weekly staff newsletter, the borough-wide quarterly magazine (ARENA), email updates to residents on the council's database, and councillors' own email communications, all play an important role in keeping both residents and employees informed and engaged.

20.2 Although these methods do not invite responses or create a space for input, each method reaches different audiences in different ways:

- Internal newsletters ensure staff are well briefed and able to share accurate information.
- The quarterly magazine provides a broad overview of local news, and upcoming consultations to every household.
- Councillors' emails add a more personal, community focused method of communication
- Targeted emails deliver timely updates and consultations directly to those who have opted in.

21. Employee Engagement

21.1 Employees of the council are a valuable asset in supporting communication and engagement across the borough. Through their day-to-day roles, such as the community safety team, local liaison officers, the communications team, and town centre teams, they naturally interact with residents and local groups, helping to share information.

21.2 Employees of the council also act as ambassadors for the council within their own communities. When internal colleagues are aware of current consultations or engagement activities, they can promote them through local networks, including neighbourhood WhatsApp groups, community Facebook pages, and other informal channels, helping to extend the council's reach and encourage wider participation.

Previous engagement

21. Council Consultations

21.1 A variety of departments across the council undertake consultations, and in the period of August 2024 to September 2025, twelve separate consultations were undertaken by different departments within the council (full details can be found in Appendix A).

21.2 An overview of three of these consultations, as shown in table 1, demonstrates that using a digital platform and a targeted approach positively affects the response rate.

Table 1: Consultation Event Findings

	South Farnborough Conservation Area Review	Open Space Study	Community Safety Resident Survey
Consultation Period	6 weeks	6 weeks	28 days
Method	<p>Information about the review was available at:</p> <ul style="list-style-type: none"> • Council offices. • Local Libraries. <p>The review was advertised on the:</p> <ul style="list-style-type: none"> • Councils’ website. • Social media pages. <p>Letters were sent to targeted addresses.</p> <p>An email was sent to those on the policy database.</p> <p>One in-person event was held mid-afternoon on a weekday.</p>	<p>Information about the survey was available at:</p> <ul style="list-style-type: none"> • Council offices. • Local Libraries. <p>The review was advertised on the:</p> <ul style="list-style-type: none"> • Councils’ website. • Social media pages. <p>An email was sent to those on the policy database.</p> <p>Posters were displayed in 35 of the open spaces.</p> <p>Officers actively engaged with users in the open space to complete the survey.</p>	<p>Information was available on the:</p> <ul style="list-style-type: none"> • Councils’ website. • Social media pages. <p>The survey was shared with local schools and colleges.</p> <p>The survey was shared on the social media platforms of local police.</p> <p>Officers actively engaged with the public to complete the survey.</p>
Response was invited via	Email	Microsoft Form Survey	SurveyMonkey survey
Responses Received	15	610	1016

Proposed Consultation and Engagement Strategy

22. Principles

22.1 Draft Consultation and Engagement Strategy

This consultation and engagement strategy has been drafted, developed by the findings to date, covering all consultation stages required under the Levelling Up and Regeneration Act. The draft Consultation and Engagement Strategy will be subject to a 6-week consultation, as part of the Scoping Consultation, ahead of adoption.

22.2 Apply Consistent Local Plan Branding

A unified visual identity will be applied across all Local Plan materials to distinguish these consultations from other council engagement activities during the plan-making period.

22.3 Capture Community Demographic Information

In order to ensure there is a true representation of the Rushmoor community demographic questions will be included in each consultation event, or an approximate record will be taken by the officer where an open event is held.

22.4 Monitor Responses Throughout Each Consultation

Responses will be periodically reviewed to ensure responses remain balanced and representative of the wider Rushmoor community.

22.5 Use a Mix of Engagement Methods

A range of digital, non-interactive materials and in-person events will be used, although face to face engagement will remain a core part of the consultation process.

22.6 Follow the Five Principles in the Statement of Community Involvement (SCI)

Ensure all consultation activities align with the principles set out in the SCI guiding how the council engages with the community:

- Ensuring equal opportunity – we are committed to ensuring that all members of the community involved in engagement are treated fairly without discrimination;
- Keeping the community informed - we will inform the community when we are consulting and how the consultation process will work, aiming to provide balanced and objective information to help people understand the process;
- Ensuring the community is involved – we want as many interested parties to be involved as possible, so we want to make the process of having your opinion heard as easy as possible throughout the process. Community engagement will be readily accessible, with the relevant documents available for inspection at specified public places and on the Council's website. Electronic forms of communication will be used where it is best placed to serve the community; Ensuring community engagement is relevant – we aim to focus

our engagement on the groups/individuals to which the subject matter is relevant. This includes those who are not recognised as a statutory consultee.

- Providing feedback – we will analyse all responses to consultations and respond as appropriate. This may be in the form of consultation statements, reports following any research and the Authority Monitoring Report, which will show how we are performing against our adopted Local Plan policies. guiding how the council engages with the community.

22.7 Engage in a Meaningful and Relevant Way

Tailor engagement to the needs and interests of different groups to ensure participation is purposeful and effective, examples of which are set out in Table 2.

Table 2. Examples of ways we may engage with hard-to-reach or under-represented groups

Groups	Example of ways we may engage
<p>Younger people <i>(specific demographic data will not be collected)</i></p>	<p>‘Hands On’ stall at events with use of materials to engage with children to ask relevant questions about matters such as play parks, skate parks etc.</p> <p>Place an information article in school newsletters encouraging parents to get the views of their children.</p> <p>Hold an in-person event at lunchtime within the local colleges.</p> <p>Include QR codes on information posters and liaise with local colleges to encourage participation.</p>
<p>Older people</p>	<p>Hold events that are physically accessible, clearly signposted and offer rest areas.</p> <p>Where possible, the event location should provide hearing loops.</p> <p>Ensure all digital information is accessible and compatible with assistive technology.</p>
<p>Working parents/busy families</p>	<p>Information poster with QR link to questionnaire in playgrounds, waiting areas (e.g. soft play, swimming pool viewing gallery, Gymnastics centre, ski centre).</p> <p>In person events at weekends to include ‘distractions’ such as games or sweets for children.</p>
<p>Military Community</p>	<p>Information/manned stand at Aldershot Garrison Community Hub (HIVE).</p> <p>Information/manned stand in a dining Hall within an Army Camp.</p> <p>Liaise with Garrison Families Officer to attend organised events at the Community Hub, such as ‘stay and play.’</p>

	Information posters within Aldershot Garrison Sports Centre.
People who identify as having a disability	<p>Ensure liaison with all schools in the area, including those that support pupils with a learning disability.</p> <p>Liaise with local specialised groups, such as Parity for Disability or Rushmoor Accessibility Action Group, to encourage participation by their members</p> <p>Use tactile aids, such as models to demonstrate the proposals to allow those with a visual impairment to respond to the consultation.</p>
Language Barrier	<p>Where possible, ensure information and digital / non-digital questionnaires are available in multi-lingual options.</p> <p>When available, have a multi-lingual representative at manned stalls/events.</p> <p>Engage with the Greater Rushmoor Nepali Community (GRNC).</p> <p>Ensure cultural respect, contacting elders within the community, rather than individuals.</p> <p>Liaise with the Community Engagement Officer on events/groups etc. that can be used as an information channel.</p>

Table 3. Proposal

When	Why	How
<p>Scoping Consultation <i>(6 weeks)</i></p>	<ol style="list-style-type: none"> 1) Official notification of the Councils intention to start the plan making process (4 months' notice). 2) Invite the views of the public and local councillors on the key issues that the new Local Plan should address. 3) Provide an understanding of the plan making process and emphasise the importance of community involvement in subsequent consultations. 4) Capture minimal demographic detail to ensure responses are representative. 5) Request feedback on the consultation process to form an adopted Consultation and Engagement Strategy. 	<ul style="list-style-type: none"> ➤ Internally through staff newsletters, councillors' newsletters and internal communication forums. ➤ Make information available on the council's website, including a calendar that advises of the current stage of engagement and any future engagements. ➤ Add information to the council's social media channels (Facebook, X). ➤ Make documentation available in both local libraries and the Council Office. ➤ Display information in the council's public notice boards. ➤ Display information materials (e.g. posters) in public areas such as town centres, shopping centres or high foot fall areas. ➤ Collate responses and demographic details (received online or in hard copy) through the use of digital software. ➤ Undertake community reaching events such as: <ul style="list-style-type: none"> ○ Drop in event(s) at the council office/Princes Hall ○ Have an information stall in the town centres on event days and/or market days ○ Attend local groups and events. ➤ Use audio aids, webinars, recorded short videos to share on social media, website and other audio platforms. ➤ Target the hard-to-reach and underrepresented groups using methods as set out in Table 2. ➤ Encourage stakeholders to participate through targeted information and stakeholder only workshop(s). ➤ Encourage local businesses and business owners through targeted information and business only workshop(s).

When	Why	How
<p>Mandatory Public Consultation (6 weeks)</p>	<p>1) To invite views on the vision, aim and objectives of the local plan as established in the early engagement process</p> <p>2) Fully engage with as many people as possible, targeting stakeholders and hard to reach groups.</p> <p>3) Capture specific demographic data to ensure a true representative response.</p>	<ul style="list-style-type: none"> ➤ Internally through staff newsletters, councillors’ newsletters and internal communication forums. ➤ Make information available on the council’s website, including a calendar that advises of the current stage of engagement and any future engagements. ➤ Add information to the council’s social media channels (Facebook, X). ➤ Make documentation available in both local libraries and the Council Office. ➤ Display information in the council’s public notice boards. ➤ Display information materials (e.g. posters) in public areas such as town centres, shopping centres or high foot fall areas. ➤ Collate responses and demographic details (received online or in hard copy) through the use of digital software. ➤ Undertake community reaching events such as: <ul style="list-style-type: none"> ○ Drop in event(s) at the council office/Princes Hall ○ Have an information stall in the town centres on event days and/or market days ○ Attend local groups and events. ➤ Use audio aids, webinars, recorded short videos to share on social media, website and other audio platforms. ➤ Target the hard-to-reach and underrepresented groups using methods as set out in Table 2. ➤ Encourage stakeholders to participate through targeted information and stakeholder only workshop(s). ➤ Encourage local businesses and business owners through targeted information and business only workshop(s).

When	Why	How
Mandatory Public Consultation <i>(8 weeks)</i>	<ol style="list-style-type: none"> 1. To invite views on the proposed local plan, proposed local plan policies and evidence. 2. Provide a summary of the main issues raised previously and how these have been addressed. 3. Capture specific demographic data to ensure a true representative response. 	<ul style="list-style-type: none"> ➤ Internally through staff newsletters, councillors’ newsletters and internal communication forums. ➤ Make information available on the council’s website, including a calendar that advises of the current stage of engagement and any future engagements. ➤ Add information to the council’s social media channels (Facebook, X). ➤ Make documentation available in both local libraries and the Council Office. ➤ Display information in the council’s public notice boards. ➤ Display information materials (e.g. posters) in public areas such as town centres, shopping centres or high foot fall areas. ➤ Collate responses and demographic details (received online or in hard copy) through the use of digital software. ➤ Undertake community reaching events such as: <ul style="list-style-type: none"> ○ Drop in event(s) at the council office/Princes Hall ○ Have an information stall in the town centres on event days and/or market days ○ Attend local groups and events. ➤ Use audio aids, webinars, recorded short videos to share on social media, website and other audio platforms. ➤ Target the hard-to-reach and underrepresented groups using methods as set out in Table 2. ➤ Encourage stakeholders to participate through targeted information and stakeholder only workshop(s). ➤ Encourage local businesses and business owners through targeted information and business only workshop(s).

When	Why	How
Examination	Let people know about the hearing. Timetable/days/location etc.	Timetable on the council's website Email local authorities

When	Why	How
After adoption	Thank people for taking part Where to find the new local plan	Update council's website

Appendix A

Overview and Scrutiny Community Engagement Report Oct 2025

23rd October 2025

COMMUNITY CONSULTATION

1. INTRODUCTION

The Overview and Scrutiny Committee often reviews consultation reports as part of items on the work plan and the Committee has requested a report setting out how the Council undertakes its consultation work with residents.

The purpose of this report is to inform Members of the Overview and Scrutiny Committee about how the council consults with residents and how the council are working to improve engagement with harder to reach groups.

2. SCOPE

The Council carries out a varying number of consultations in any year. Some of these will be delivered in house by council officers (e.g. the Community Governance Review) and others may be delivered by external companies (Hampshire Council's joint Local Government Review Survey)

The focus of this report is on the consultations that are open to the public, where demographic questions have been asked that enable us to review how representative the consultation responses are.

This report will set out:

- How we use surveys to engage the community to inform Council decision making
- How we ensure that consultations and surveys responses provide reliable and useful data
- How might we improve response rates and representation across the community

At Appendix A is list of the consultations the Council has carried out in the past year and their response rates.

3. BACKGROUND

The council consults on a wide range of issues from service delivery changes, to council structural changes (Local Government Review & Community Governance Review), to understanding residents views and priorities (annual residents surveys).

The online survey tool (SurveyMonkey) was first purchased in 2012 as a way of engaging residents with surveys via the council's website. Before the move to digital, consultations were often carried out by external companies, either by paper, face to face interviews or by telephone.

The online surveying tool was originally used as an addition to paper surveys for specific council services surveys, for example Council Tax Support surveys. In 2017 the council engaged with residents with the 'Option to convert Southwood Golf Course into new natural open parkland', this survey received 2,413 responses with 93.4% being online responses. After this survey it seemed clear that online surveys were effective and cost efficient, particularly when the subject matter was of wide interest or, as with the golf Course closure, controversial.

After this the council carried out a pilot residents survey in 2018, to see if an online based residents survey would get the responses needed to understand residents' views. The 2018 survey received 1,042 responses (with 99.6% of responses online), at the time getting over 1,000 responses with a population 95,800 (2017 ONS mid-year population estimate) fell within the range for the results being statistically significant with a low margin of error at the appropriate confidence interval.

In recent years due to budget constraints, the majority of council's surveys have been carried out in-house. This has limited consultation costs to in-house staff resources (approximately 0.2 dedicated FTE) plus input from the Communications and where appropriate the Community Development Team. In addition there is a small budget for licensing costs and printing. Having the data in house means it can easily be investigated and interrogated. Also, it can ensure a quick turnaround from when a consultation closes to when the consultation report is published.

If a project or service has a budget for a consultation they may use external companies for their surveys. Sometimes this is the most appropriate method, particularly for specialist or targeted consultation.

However, whilst the online self-selection method of engaging with the residents may often receive 1,000 plus responses, respondents may not be representative of the population of the Borough. This differs from surveys carried usually out by external companies which a quota can be specified to ensure numbers of respondents and enable sample respondents to be more representative of our borough demographic.

Note: some consultation surveys must be self-selecting (open for anyone to fill in) for legal reasons.

4. CREATION OF SURVEYS FOR CONSULTATIONS

For surveys carried out in house, services will usually contact the Communications team in the first instance. The Communications team alongside the policy and performance officer who holds Councils online surveying account, will work together with Services create the questions that will give them the information they need, in a non-bias and easy to understand way. However, some services will need to some questions written in a certain way for legal purposes.

If a project or service uses external companies, the Communications team will usually be involved to some extent. Whenever a survey issue is to impact residents, the team are generally involved at an early stage, and if not with survey creation, then in terms of review, publication of the website and promotion.

5. PROMOTING CONSULTATIONS

Generally, for self-selecting online surveys the main methods of sharing consultations include;

- Emails to all those who have signed up to receive news and consultations (6,374 people)
- Shared via social media (Facebook, X, Nextdoor, Instagram)

In addition there may also be:

- Articles in Arena
- Paper copies at the Council Offices reception and/or other locations across the Borough
- Attendance at events it details of the survey or paper copies
- 'Roadshows', drop-ins at the Council offices or other place and static displays
- Letters sent to directly those most affected
- Some surveys will be shared with/by partner organisations
- Some surveys will be shared with/by schools and colleges
- Some surveys will be shared with businesses

The extent of the methods used will be dependent on what the survey is about, the timelines of when the consultation happens and for how long they run for and the budget and resources available.

Some consultations have a statutory amount of time the consultations must run for, this could be four, six, eight weeks or even longer. Good practice would suggest four weeks would be the minimum and eight weeks maximum.

Where multiple methods are used it is difficult to determine how a respondent found out about a survey and this is not currently measured. It is possible to correlate higher numbers of on-line survey being completed with, for example, a social media post or delivery of Arena. Appendix B of this report sets out 2 examples showing responses received over a timeline of promotions of a survey.

There are other limitations to understanding the response rate including :

- Some consultations are technical and specialist, therefore do not have a board appeal
- No control of when someone might share a social media post to a large group (for example Aldershot and Farnborough social media communities)
- No control of when someone might share and email with a larger group (for example schools and colleges)
- Paper copies are not always inputted straight away (there could be a delay of a few days)
- There maybe a few surveys running at the same time risking consultation fatigue
- Not everyone will look at their emails or at Arena the moment they receive it

Note: Arena may take up to a week to be delivered to households and normally some residents will request paper copies.

6. ACCESSIBILITY OF SURVEYS

All surveys are produced with a view to enabling easy responses taking into account reading ages and to provide those with limited English the best chance of understanding. Where questions are repeated in survey year after year, to get an understanding to if views are changing, the council will consider minimal changes to the wording to make the question easier to understand but still be appropriate to be considered a comparison with previous years. to

questions asked previously. For example, changing satisfied and unsatisfied, to maybe happy and unhappy.

For the digitally excluded making paper copies of surveys available on request or at events is very important. When a survey is advertised via Arena there is always be an option to request a paper survey.

Online surveys have the ability to be read aloud by a browser or other technology and work to ensure all aspects of the survey are accessible, including images. The council may also considered larger print versions for those with eyesight issues on request.

7. SHARING RESULTS OF CONSULTATIONS WITH PUBLIC

Survey results similarly are published in an accessible format and usually on the Council's website. In some instances a consultation report will be shared as part of a decision report and will be available via the councils meeting agendas. The council is working towards sharing all results of its consultations via a single web page:

[Results from our consultations - Rushmoor Borough Council](#)

8. COLLECTING CHARACTERISTICS OF RESPONDENTS

As part of the Equality Act 2010, the council must make sure their services are open and accessible to everyone, and that they treat people fairly and appropriately and in consultations, and hear all views. Council surveys often include demographic/personal questions to check they are doing this and help them to understand better the answers we receive.

The council should only collect personal data when there is a reason for it to be collected and it will used for this purpose.

If the council collects demographic information from respondents, the council generally collects the following data for our residents (examples of the questions can be seen in appendix B):

- Age
- Sex
- Ethnic group
- If they have any health condition that affect their day-to-day living
- And more recently an armed forces veteran question

The questions are all voluntary and have a prefer not to say option.

The council no longer collects this data from those under 18 years of age as UK GDPR treats children as vulnerable data subject, therefore minimising data collection from those under 18 years of age reduces possible safeguarding concerns and risks.

Town and ward data is also sometimes collected to understand whether the respondent's geographic location effects their view.

Note: External companies may have their own demographic questions that they require to ask to maintain their own ethical and professional standards.

9. SURVEY RESPONDENTS

Not all surveys the Council undertakes receive a representative response or a level of response that would be considered statistically significant or could be relied upon in isolation to make a decision. Appendix D show the characteristics of the respondents to the councils most recent or larger surveys. In appendix D the only survey that is fully representative is the Local Government Review survey where an external company carried out the consultation. The other surveys had the following themes of underrepresentation:

- In Rushmoor the largest ethnic group is the Nepali community accounting 10.6% of all residents (2021 Census). In all the surveys listed in Appendix D the 'Asian other' group which includes the Nepali community is often underrepresented in responses.
- In all surveys, residents under 34 years of age are underrepresented.
- In Surveys that collect data on where people live and invite residents to select their town Aldershot residents are generally underrepresented.
- Males are also generally underrepresented. Interestingly this not the case in the Community Governance Review survey and one of the Local Government Review surveys. This may suggest the number responses from male and female respondent also depends on the topic of the survey.

10. BENEFITS OF USING EXTERNAL COMPANIES FOR REPRESENTATIVE SURVEY SAMPLES

The cost of using external companies for surveys varies depending on type, survey size, sample size, method and analysis. For example, a representative face to face residents survey with a sample size of 500 could cost between £15,000 and £25,000. However, the company can ensure that the survey is representative of the borough by how it collects responses and by weighting responses. As mentioned above, out the councils' recent surveys only part of the Local Government Review survey carried out by an external company is representative.

11. CURRENT IDEAS ON REACHING THOSE THAT ARE UNDERREPRESENTED

A group of Officers have been working to understand how to increase responses, and in particular from those who are underrepresented. The current ideas from this group are:

For an increase in total numbers responding:

- Where appropriate offer a prize draw (for example pantomime tickets)
- Attend more events and town centres at the weekends (these could be focused in areas of low response) – resource implications

For an increase from the Nepali community

- Have the survey in Nepali. However, this has to be paper version or possibly a PDF form. Responses to the open question will need to be translated back into English – resource implications
- Working with the *Citizens Advice* to increase survey respondents – budget implications

For an increase from male respondents and those under 34 years of age

- Ask sports and fitness groups/clubs to share surveys

- Share with colleges and possible have a stand at colleges during the day – resource implications

12. HOW DO WE KNOW IF THE COUNCIL IS DOING CONSULTATION WELL

There are no specific targets for surveys, as the range in size, scope and complexity varies. The council aims for in-house surveys to have over 1,000 responses and be as representative as possible.

The following residents survey question has been identified as a key measure in the Council's performance monitoring:

To what extent do you think the Council acts on the concerns of local residents?

This question can be used to indicate whether the residents feel like they are being listened to. This question was last asked in 2023 with 33.5% indicating that they thought the council acted on their concerns a great deal and a fair amount. The question is due to be asked again in the 2025 residents survey, due to commence in late October/November.

13. SUMMARY

Carrying out surveys in house can provide enough responses to be statistically significant. However, the respondents may not be representative of the local community. The groups that are often underrepresented are the Nepali community, those under 34 years of age, males and those from Aldershot. The type of survey also affects the response rate. The council has ideas to improve responses rates form particular groups but have not had the chance to carried these out.

Level of budget and other resources has a significant impact on the decision to undertake survey's in-house or externally.

APPENDICIES

Appendix A - List all of the consultations the Council has carried out in the past year

Appendix B – Responses to sharing methods used with in-house surveys

Appendix C – Example of demographic questions

Appendix D– Survey respondents

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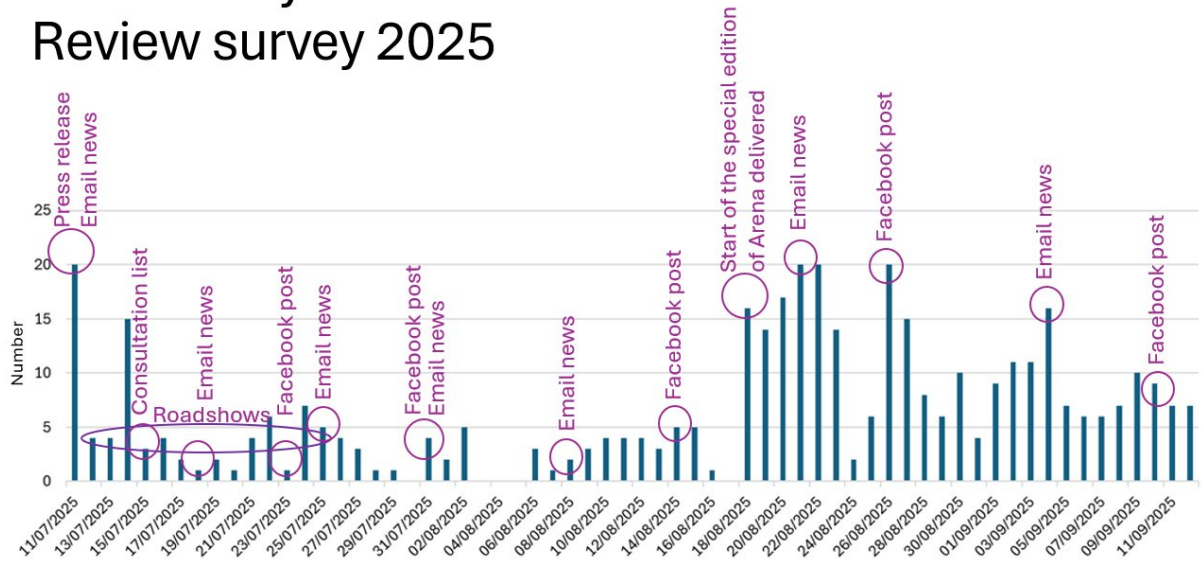
Appendix A - list all of the consultations the Council has carried out in the past year

A list of all public consultations and resident surveys	Date	The total number of responses	Links to any final reports or summaries produced	Details of how the findings were used in council decision-making or strategy.	The total spend on consultations, surveys.
Community Governance Review Consultation	July to September 2025	412	https://democracy.rushmoor.gov.uk/documents/s15558/Annex%20%20-%20Community%20Governance%20Review%20Update%20and%20Next%20Steps.pdf	Currently being used to make decisions about introducing Parish Councils or Neighbourhood Committees in Rushmoor	Carried out in house using SurveyMonkey. Staff time and social media promotion. Special edition of the Council Magazine to advertise the survey (printing and postage) - £5123
Basingstoke and Dene, Hart and Rushmoor Local Government Reorganisation Survey - Joint Survey	June to August 2025	507 face to face 483 self-selecting	Summary not published yet	Used to make a business case to Government around the future of Hampshire Councils	£12,175 payment to external company
Farnborough New Leisure Centre proposals - Have your say Consultation	July 2025	483	Survey Analysis: New Farnborough Leisure Centre	Results used to inform design proposals for the FLC and in the statement of community involvement for planning	Staff time, social media promotion and external contractors £2,769.13
Our Place, Our Future: Shaping council services in Hampshire, Southampton, Portsmouth and the Isle of Wight (Local Government Reorganisation) - Joint survey	June to July 2025	All - 13334. Rushmoor - 156	lgr-appendices.pdf	Used to make a business case to Government around the future of Hampshire Councils	£6,853 payment to external company
Welfare reforms survey	May to June 2025	58	https://forms.office.com/Pages/AnalysisPage.aspx?AnalyzerToken=VBw5dwobxaALPUyqsEeEU6QGxrlxW5Q&id=xrIKROOSyU6L_0zpYWLz9mQkQR0brVvHuzt9kk5Z2sdUMzBZSVBSOVVOQUFVNUVHTFUxUjk1MFZGTC4u	Used to respond to a governments consultation	Carried out in house using Microsoft Forms. Staff time and social media promotion

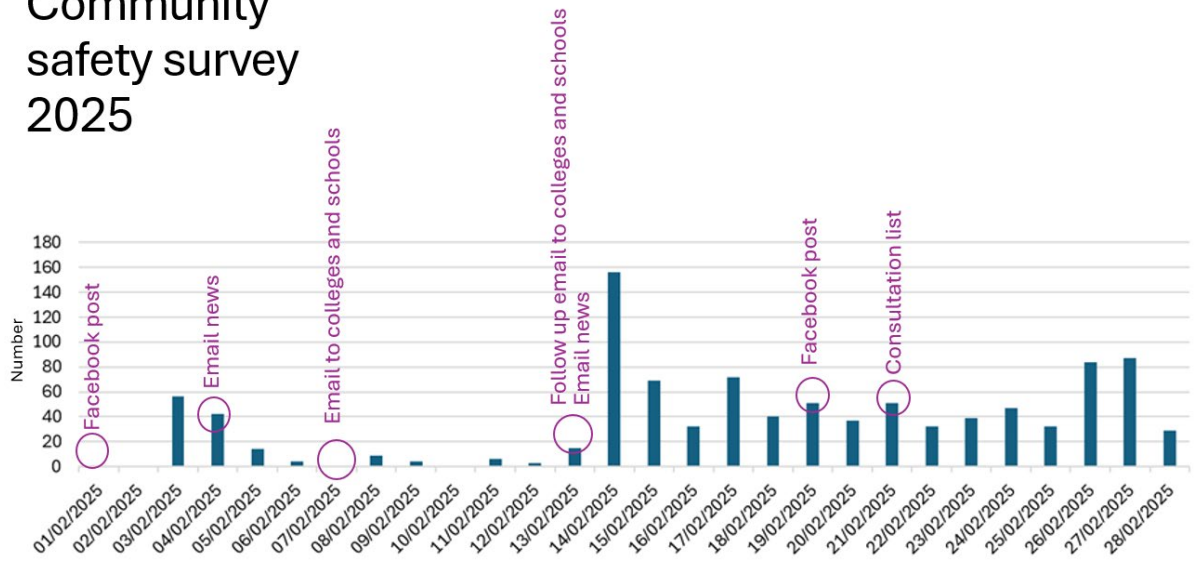
Rushmoor Physical Activity Survey 2025	April 2025 to May 2025	565	Results not published yet	This formed part of placemaking information and some of the responses were used to inform the leisure centre	£2,400 for this survey and the Rushmoor Children and Young People Health & Physical Activity Survey
Rushmoor Children and Young People Health & Physical Activity Survey	April 2025 to May 2025	3	No report from the 3 responses	Used in future Rushmoor Youth meetings.	As above
Have your say on the polling place in Fernhill FB polling district	April to May 2025	72	Summary not published yet	Results will be used to inform a decision about the polling Places in Fernhill Ward	Carried out in house using SurveyMonkey. Staff time and social media promotion
Local Validation List	February to March 2025	1187	Local validation list - Rushmoor Borough Council	Responses were used to form the published validation requirements list.	Carried out in house, using email correspondence, staff time and social media promotion.
How safe do you feel living in Aldershot and Farnborough	February 2025	1016	Community Safety Survey Results 2025	We used the survey results to inform the partnership strategic assessment, an annual document analysing local crime and antisocial behaviour data, which helps to set priorities for the next year.	Carried out in house using SurveyMonkey. Staff time and social media promotion
Aldershot West. South Farnborough, Farnborough Street and Farnborough Hill Conservation Area Adoption	December 2024 to February 2025	250	Conservation areas - Rushmoor Borough Council	Responses used to create the respective Conservation Area Character Appraisal and Management Plans	Carried out in house, using email correspondence, staff time and social media promotion.
Open Space Survey	August to September 2024	610	Open Space, Sport and Recreation Study, which is due to be adopted and published by the end of 2025	Responses will form part of the Open Space, Sport and Recreation Study, which is due to be adopted and published by the end of 2025	Carried out in house using Microsoft Forms, staff time and social media promotion.

Appendix B – Responses received timeline and promotion method examples

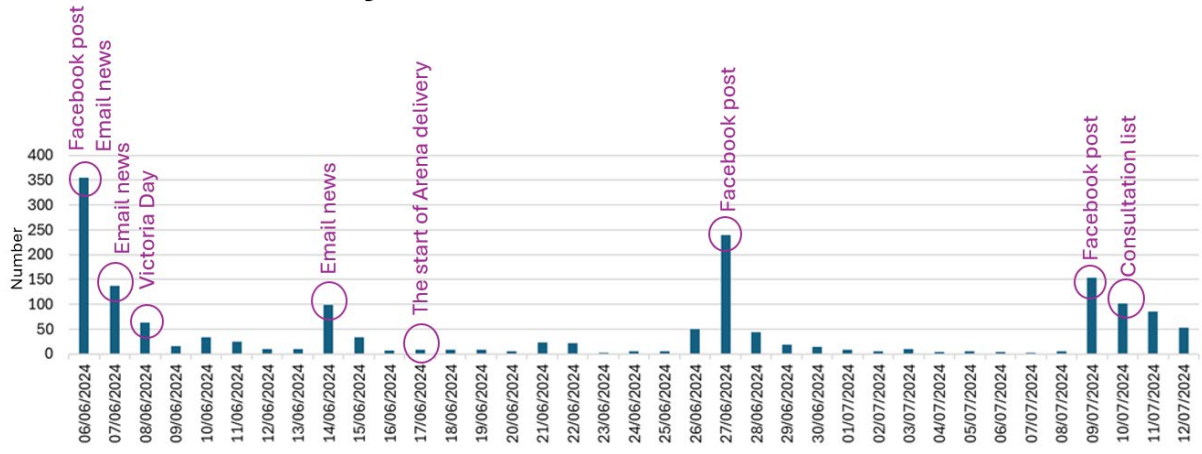
Community Governance Review survey 2025



Community safety survey 2025



Resident survey 2024



Appendix C – Example of demographic questions

What is your sex?

- Male
- Female
- I'd prefer not to say

Which one of the following age bands do you belong to?

- 18 - 24 years
- 25 – 34 years
- 35 – 44 years
- 45 – 54 years
- 55 – 64 years
- 65 - 74 years
- 75 - 84 years
- 85+ years
- I'd prefer not to say

Do you consider yourself to have any health conditions or disabilities, which limit your daily activities?

- Yes
- No
- I'd prefer not to say

Are you currently serving in the UK Armed Forces or have you previously served in the UK Armed Forces?

- Yes, I am currently serving in the UK Armed Forces
- Yes, I previously served in the UK Armed Forces
- No
- I'd prefer not to say

What is your ethnic group?

- White - British
- White – Irish
- White – Gypsy/Traveller
- White – other
- Mixed - white and black Caribbean
- Mixed - white and black African
- Mixed - White and Asian
- Mixed – other
- Asian or British Asian – Nepali
- Asian or British Asian – Indian
- Asian or British Asian – Pakistani
- Asian or British Asian – Bangladeshi
- Asian or British Asian – Chinese
- Asian – other
- Black or British black – Caribbean
- Black or British black – African
- Black – other
- Arab
- I'd prefer not to say
- Any other background (Please specify)

Appendix D – Survey respondents

Key

Overrepresented in survey respondents	Underrepresented in survey respondents
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Rushmoor residents’ surveys 2023 and 2024

- Self-selecting survey
- In-house surveys shared via social media and email news
- Article in Arena
- Shared at some events (including Victoria Day)

Residents Surveys	Rushmoor 18+ from 2021 Census	2023 Survey 18+	2024 Survey 18+
Aldershot	40.7%	35.3%	39.2%
Farnborough	59.3%	34.7%	60.8%
Female	50.5%	58.0%	67.8%
Male	49.5%	42.0%	32.2%
Health/disability	16.5%	18.2%	20.8%
Previously served in UK armed forces	6.7%	N/A	4.6%
Age 18 -24	9.5%	0.7%	0.9%
Age 25 - 34	20.8%	8.5%	9.0%
Age 35 - 44	18.6%	22.2%	21.9%
Age 45 - 54	17.1%	28.1%	21.7%
Age 55 - 64	14.8%	27.4%	22.3%
Age 65 - 74	10.5%	11.9%	18.0%
Age 75 - 84	6.5%	1.2%	5.6%
Age 85+	2.2%	0.0%	0.5%
White British	71.3%	86.9%	85.6%
Other Asian including Nepali	11.2%	1.0%	2.2%
Total number of respondents		1,509	1,686
Link to published results		Resident Survey Report 2023	Living in Rushmoor 2024 – Tell us what you think

Survey respondent figures calculated excluding the prefer not to says and respondents under 18

Community Safety Survey 2025

- Self-selecting survey
- In-house survey shared via social media and email news
- Shared with local schools and colleges (most of these are based in Farnborough)

Note: over 45% of all respondents to this survey were under 18 years of age as we were keen to get views of young people.

2025	Rushmoor 18+ from 2021 Census	Survey 18+	All survey respondents
Aldershot	40.7%	42.2%	32.4%
Farnborough	59.3%	57.8%	67.6%
Female	50.5%	63.2%	59.7%
Male	49.5%	36.8%	40.3%
Health/disability	16.5%	21.1%	15.9%
Age 18 -24	9.5%	2.6%	N/A
Age 25 - 34	20.8%	10.8%	N/A
Age 35 - 44	18.6%	20.1%	N/A
Age 45 - 54	17.1%	18.9%	N/A
Age 55 - 64	14.8%	22.5%	N/A
Age 65 - 74	10.5%	18.2%	N/A
Age 75 - 84	6.5%	5.7%	N/A
Age 85+	2.2%	1.2%	N/A
White British	71.3%	88.6%	75.7%
Other Asian including Nepali	11.2%	0.7%	4.0%
Total number of respondents		418	1,016
Link to published results		Community Safety Survey Results 2025	

Survey respondent figures calculated excluding the prefer not to says

Community Governance Review

- Self-selecting survey
- Survey shared via social media and email news
- Special edition of Arena
- Shared at some events and roadshows

2025	Rushmoor 18+ from 2021 Census	Survey 18+
Aldershot	40.7%	35.9%
Farnborough	59.3%	64.1%
Female	50.5%	48.5%
Male	49.5%	51.5%
Health/disability	16.5%	18.8%
Previously served in UK armed forces	6.7%	10.1%
Age 18 -24	9.5%	1.1%
Age 25 - 34	20.8%	3.0%
Age 35 - 44	18.6%	14.2%
Age 45 - 54	17.1%	16.9%
Age 55 - 64	14.8%	25.5%
Age 65 - 74	10.5%	25.8%
Age 75 - 84	6.5%	11.8%
Age 85+	2.2%	1.6%
White British	71.3%	93.4%
Other Asian including Nepali	11.2%	0%
Total number of respondents		412

[Link to published results](#)[Cabinet report template](#)

Survey respondent figures calculated excluding the prefer not to says

Local Government Reorganisation Survey - North Hampshire Survey

- A Self-selecting survey running on the three council websites conducted by Lake Market Research.
- A research company running interviews with residents.
- Workshops with businesses, public sector partners and service providers, voluntary and community groups and parish & town councils.
- In Rushmoor a series of roadshows over a two-week period engaged directly with 980 residents

North Hampshire Survey 2025	Rushmoor 18+ from 2021 Census	Sampled survey	Self selecting online
Female	50.5%	50%	52%
Male	49.5%	50%	44%
Age 18 -34	30.3%	30%	4%
Age 35 - 54	35.7%	36%	35%
Age 55+	34.0%	34%	57%
White	77%	77%	95%
Ethnic minority groups	23%	23%	5%
Total number of respondents		507	483
Link to published results		Results not published yet	

Local Government Reorganisation Surveys – KPMG Hampshire wide

- The survey and information about LGR and the engagement were hosted on specialist engagement platform Commonplace (not by Rushmoor)
- The survey was disseminated via social media channels, email, and out-of-home advertising (e.g. posters, flyers, paper tags on domestic waste bins) including QR links

All 2025	Hampshire 16+ (including Portsmouth, Southampton and the Isle of Wight)	Survey all respondents
Female	51.4	46%
Male	48.6	50%
Age 16-24	12.7%	1%
Age 25 - 34	15.3%	5%
Age 35 - 44	15.1%	10%
Age 45 - 54	16.1%	15%
Age 55 - 64	15.9%	24%
Age 65 - 74	13.0%	26%
Age 75+	11.9%	17%
All White	91.6%	95%
All Asian	4.6%	1%
Total number of respondents		All – 13,334
Link to published results		lgr-appendices.pdf

Rushmoor Physical Activity Survey 2025

- Self-selecting survey
- Carried out by an external company
- Survey shared via the council's social media and email news

2025	Rushmoor 18+ from 2021 Census	Survey all responses
Aldershot	40.7%	21%
Farnborough	59.3%	72%
Female	50.5%	65%
Male	49.5%	31%
Age 18 -24	9.5%	0.4% (16-24)
Age 25 - 34	20.8%	4%
Age 35 - 44	18.6%	15%
Age 45 - 54	17.1%	23%
Age 55 - 64	14.8%	27%
Age 65 - 74	10.5%	19%
Age 75 +	8.7%	12%
White British	71.3%	83%
Other Asian including Nepali	11.2%	2.4%
Total number of respondents		565
Link to published results		Results not published yet

Equality Impact Assessment: Screening Tool

The **Equality Impact Assessment (EIA) Screening Tool** should be completed for any new proposal. 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	Scoping Consultation (New Local Plan for Aldershot and Farnborough (Rushmoor Borough))
Reference number (if applicable)	
Service Area	Planning Policy – Property & Growth
Date screening completed	13 th May 2026
Screening author name	Karen Fotheringham – Planning Policy
Policy Team sign off	Martin Iyawe (Policy & Projects Officer)
Authorising Director/Head of Service name	Tim Mills (Executive Head of Property & Growth)

1. Please provide a summary of the proposal

The Scoping Consultation is the first stage in developing a new Local Plan and invites everyone in the borough to share their views. It introduces the background to the new plan, outlines the key priorities we are proposing, and asks for feedback on whether these priorities are the right ones.

As part of this process, we are also seeking views on our proposed consultation and engagement strategy, which explains how we intend to involve residents, community groups, and other stakeholders in future stages of the Local Plan.

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

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

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

None

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

The consultation aims to involve a broad and representative range of people, including residents, those who work in the borough, and key stakeholders. Engagement will take place in several ways, such as through the Council's website, social media channels, information stands in town centres, workshops for staff and councillors, outreach to businesses via business forums, and direct contact with stakeholder organisations.

We will also be reaching out to schools, colleges, and community groups, with additional efforts focused on engaging groups who typically participate less in consultations.

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	No	N/A	No	As part of the consultation, schools and colleges will be asked to support and promote feedback. The impact will be positive for younger age groups as the Local Plan will likely lead to investment/improvement in key areas such as education, employment and housing. The impact will likely be positive for older age groups as the Local Plan will likely lead to investment/improvement in key areas such as town centres and local and community facilities.

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>
No	No	N/A	Yes	The consultation documents will be available on the Council's website in formats that are accessible, including versions compatible with screen readers and options for larger print. All consultation materials, including the Consultation and Engagement Strategy, have been written in plain, easy-to-understand language rather than technical wording. As part of our approach, we will also specifically engage with disability groups to ensure their views are fully represented.

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	No	N/A	Yes	The consultation aims to engage with all genders. however, the demographic information collected is high level and has limited options (Woman, Man, non-binary and prefer not to say).

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	This information is not being collected as part of the consultation.

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>
No	No	N/A	No	This information is not being collected as part of the consultation.

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>
No	No	N/A	Yes	The consultation aims to engage with residents in the borough, however as part of our public engagements we are aiming to liaise with The Greater Nepali Community and have a Nepalese speaker at market day events.

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	No	N/A	No	This information is not being collected as part of the consultation.

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>
No	No	N/A	Yes	As part of the consultation some demographic information will be collected.

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	No	N/A	No	This information is not being collected as part of the consultation.

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>
No	No	N/A	Yes	As part of the consultation some information will be collected on protected characteristics.

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*.	
Negative – Medium or High Impact – must complete a full EIA.	
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]:	Yes
Flag for ethics (high risk / will involve engagement with vulnerable residents):	

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.