

# Public Document Pack

## APPENDIX 4

## Joint Local Plan - Equality Impact Assessment Form

An equality impact assessment (EIA) is an evidence-based approach designed to help organisations ensure that their policies, practices, events, and decision-making processes are fair and do not present barriers to participation or disadvantage any protected groups from participation. This covers any service changes, strategic, and operational activities.

The councils are committed to promoting equality and participation in all their activities, whether this is related to the work we do externally or whether this is related to our responsibilities as an employer.

By completing this form, you will provide evidence of how your service is helping to meet South Oxfordshire and Vale of White Horse District Councils' General Equality duty:

*The Equality Act 2010 states that:*

*A public authority must, in the exercise of its functions, have due regard to the need to –*

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in Section 3

## Section 1: Summary details

<b>Service Area</b>	Policy and Programmes
<b>What is being assessed</b> (e.g. name of policy, service, strategy, function, or proposed service change).	Joint Local Plan Preferred Options Consultation (Regulation 18 Part 2). This is the second stage in the process of the production of a new Joint Local Plan. The draft policies proposed in this consultation are the subject of this Equality Impact Assessment.
<b>Is this a new or existing policy, service, strategy or function?</b>	The Joint Local Plan will be a new plan covering South Oxfordshire and Vale of White Horse. Once adopted, the Joint Local Plan will replace the South Oxfordshire Local Plan 2035 and the Vale of White Horse Local Plan 2031 (Parts 1 and 2).
<b>Summary of assessment</b>  Briefly summarise the change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community?  (following completion of the assessment).	<p>South Oxfordshire and Vale of White Horse District Councils are working on a new Joint Local Plan which sets policies that planning permissions will be determined by. In early 2024, the “Preferred Options” for the Joint Local Plan, including proposed draft policy options, will be presented as part of a public consultation.</p> <p>We consider that all the draft policies that have been proposed would deliver a positive impact for residents as a whole. Through this Equality Impact Assessment, we have identified the preferred draft policy options that may differentially impact different groups within the community, considering the nine protected characteristics, rural communities and areas of deprivation.</p> <p>The findings of the assessment are detailed in Section 3 of this Equality Impact Assessment. In summary, while the majority of policies were considered unlikely to differentially impact different groups of the community, we anticipate that the following policies would have an impact on different groups:</p> <ul style="list-style-type: none"> <li>• Policy CE1 – Sustainable design and construction <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability, pregnancy and maternity and race.</li> </ul> </li> <li>• Policy CE4 – Sustainable retrofitting <ul style="list-style-type: none"> <li>○ Positive impacts relating to rural communities.</li> </ul> </li> <li>• Policy CE8 – Water quality and wastewater infrastructure <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability, pregnancy and maternity and race.</li> </ul> </li> <li>• Policy CE9 – Air quality <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity and race.</li> </ul> </li> <li>• Policy CE10 – Pollution sources and receptors</li> </ul>

- Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy SP1 – Spatial strategy
  - Mixed impacts relating to rural communities and positive impacts relating to areas of deprivation.
- Policy SP3 – The strategy for Didcot Garden Town
  - Positive impacts relating to all protected characteristics.
- Policy SP4 – A strategy for Abingdon-on-Thames
  - Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy SP5 – A strategy for Faringdon
  - Positive impacts relating to age and disability.
- Policy SP6 – A strategy for Henley-on-Thames
  - Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy SP8 – A strategy for Wallingford
  - Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy HOU3 – Affordable housing
  - Positive impacts relating to age, disability and race.
- Policy HOU4 – Housing mix and size
  - Positive impacts relating to age and disability.
- Policy HOU5 – Housing for older people
  - Positive impacts relating to age.
- Policy HOU7 – Affordable self and custom-build housing
  - Positive impacts relating to age, disability and race.
- Policy HOU8 – Replacement dwellings in the countryside
  - Positive impacts relating to rural communities.
- Policy HOU10 – Meeting the needs of Gypsies, Travellers and Travelling Showpeople
  - Positive impacts relating to race.
- Policy HOU11 – Proposals for/affecting Gypsies, Travellers and Travelling Showpeople’s sites
  - Positive impacts relating to race.
- Policy HOU12 – Rural and First Homes exception sites
  - Positive impacts relating to age, disability, race and rural communities.
- Policy HOU17 – Rural workers’ dwellings
  - Positive impacts relating to rural communities.
- Policy JT4 – Community Employment Plans

- Positive impacts relating to age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.
- Policy JT5 – Supporting the rural economy
  - Positive impacts relating to rural communities.
- Policy JT6 – Supporting sustainable tourism and the visitor economy
  - Positive impacts relating to age, disability and pregnancy and maternity.
- Policy LS1 – Proposals for Large Scale Major Development
  - Positive impacts relating to age and disability.
- Policy AS1 – Land at Berinsfield Garden Village
  - Positive impacts relating to age and areas of deprivation.
- Policy AS2 – Land adjacent to Culham Science Centre
  - Positive impacts relating to age, disability, pregnancy and maternity and race.
- Policy AS3 – Land south of Grenoble Road, Edge of Oxford
  - Positive impacts relating to age and areas of deprivation.
- Policy AS4 – Land at Northfield, Edge of Oxford
  - Positive impacts relating to age.
- Policy AS5 – Land at Bayswater Brook, Edge of Oxford
  - Positive impacts relating to age and areas of deprivation.
- Policy AS8 – North West of Grove, Grove
  - Positive impacts relating to age.
- Policy AS9 – North West of Valley Park, Didcot
  - Positive impacts relating to age.
- Policy AS10 – Land at Dalton Barracks Garden Village, Shippon
  - Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy TCR2 – Strategy for town and local service centres
  - Positive impacts relating to age and disability.
- Policy TCR3 – Retail floorspace provision (convenience and comparison goods)
  - Positive impacts relating to age and disability.
- Policy TCR4 – Retail and service provision in villages and local centres
  - Positive impacts relating to age, disability and rural communities.
- Policy DE1 – High quality design
  - Positive impacts relating to age, disability, race, religion or belief, sex and sexual orientation.

- Policy DE3 – Delivering well-designed new development
  - Positive impacts relating to disability, gender reassignment, race, religion or belief and sexual orientation.
- Policy DE6 – Outdoor amenity space
  - Positive impacts relating to age.
- Policy HP1 – Healthy place shaping
  - Positive impacts relating to age, disability and areas of deprivation.
- Policy HP2 – Community facilities and services
  - Positive impacts relating to all protected characteristics.
- Policy HP3 – Health care provision
  - Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy HP4 – Existing open space, sport and recreation facilities
  - Positive impacts relating to age.
- Policy HP5 – New facilities for sport, physical activity and recreation
  - Positive impacts relating to disability.
- Policy HP7 – Open space on new developments
  - Positive impacts relating to age and disability.
- Policy HP8 – Provision for children’s play and spaces for young people
  - Positive impacts relating to age and disability.
- Policy IN2 – Sustainable transport and accessibility
  - Positive impacts relating to age and disability.
- Policy IN5 – Parking standards
  - Positive impacts relating to age and disability.
- Policy IN8 – Digital connectivity
  - Positive impacts relating to rural communities.

Please refer to Section 3: Impact Assessment of this report for more detail on the anticipated impacts of each policy.

<b>Completed By</b>	Rosalynn Whiteley, Planning Officer
<b>Authorised By</b>	Lucy Murfett, Policy Manager
<b>Date of Assessment</b>	02/10/2023

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02/10/2023

## Section 2: Detail of proposal

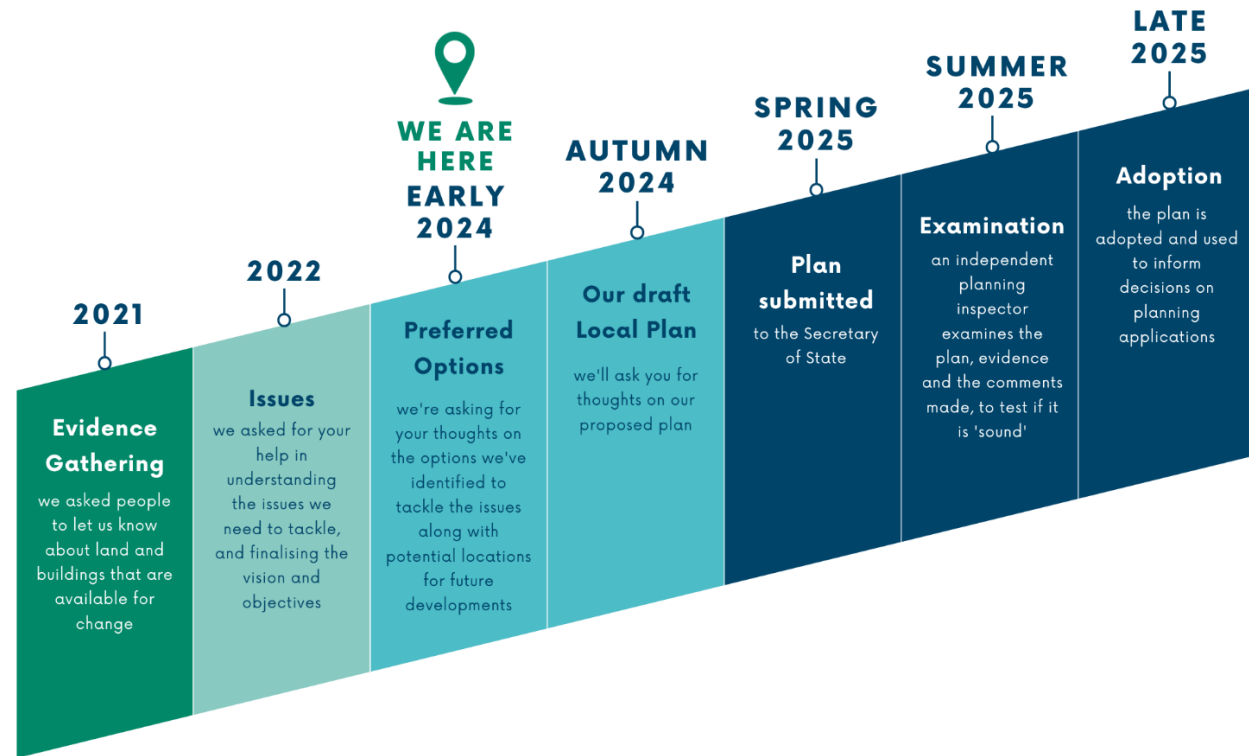
### Context / Background

Briefly summarise the background to the change, including reasons for any changes from previous versions.

South Oxfordshire and Vale of White Horse District Councils are working on a Joint Local Plan which will guide the kinds of new housing and jobs needed and where they should go for the two districts.

Local Plans should provide a positive vision for the future of their area and the framework for addressing housing needs and other economic, social and environmental priorities. They should be based on robust evidence and consistent with the [National Planning Policy Framework](#).

The preparation of the Joint Local Plan must follow the process as set out in [The Town and Country Planning \(Local Planning\) \(England\) Regulations 2012](#). This process involves a series of stages as summarised in the graphic below:



	<p>The development of the Joint Local Plan is currently at the “Preferred Options” stage of the process. We have created a consultation that outlines the options we could take for different policy areas, identifies which ones we prefer and proposes draft policy text for the preferred approach.</p> <p>The proposals and policies in the plan are subject to change between now and the publication of the draft Local Plan at the next consultation stage. We will need to reflect on the feedback we receive at this consultation stage, as well as emerging evidence, to inform the next stages of plan preparation.</p> <p>Once adopted, the Joint Local Plan will form part of the development plans for both districts and will replace the South Oxfordshire Local Plan 2035 and the Vale of White Horse Local Plan 2031 (Parts 1 and 2). From this point, planning applications will be determined in accordance with the policies in the plan as adopted.</p>
<p><b>Proposals</b></p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The Corporate Plans have inspired the key themes and direction of the Joint Local Plan.</p> <p>The Joint Local Plan aims to achieve the following <b>draft objectives</b>, which are being consulted on during the Preferred Options Consultation:</p> <ol style="list-style-type: none"> <li>1. Create a <b>unified set of policies</b> for South Oxfordshire and Vale of White Horse, bringing in the best from each previous local plan and building in latest thinking to create an ambitious and fresh joint plan, which sets a framework for successful neighbourhood plans.</li> <li>2. Help transition to <b>net zero carbon districts</b> by 2030 for South Oxfordshire and 2045 for Vale, by keeping the amount of development within the districts’ carbon budget, locating new housing and employment development in places which minimise the need to travel by private car, requiring buildings to be designed to the highest achievable standards for reducing energy and water use, encouraging suitable renewable energy generation and supporting nature-based carbon and stormwater storage.</li> <li>3. Help <b>nature recover</b> by protecting wildlife and expanding natural habitats, requiring developments to achieve the highest viable net gain in biodiversity so that it leaves the natural environment better than it was before.</li> <li>4. Focus new allocations of land for development at <b>well-located brownfield sites</b>, recycling land that is already developed, using land efficiently and re-using buildings and materials rather than expending new resources.</li> </ol>



5. Help communities lead **healthy and more active lifestyles**, by providing high-quality greenspace, promoting active travel, and controlling air, water, light and noise pollution from new developments, so that people and nature can be safe, healthy and thriving.
6. Cherish and protect **natural and built heritage**, with policies that make sure the location and design of development respects landscape character and the local distinctiveness of towns and villages.
7. Plan for enough **new homes to meet our needs**, including significant numbers of homes that are affordable to rent or buy, and different kinds of homes to meet the needs of our communities, including older people and those with care needs.
8. Plan for enough new jobs, a **flourishing local economy and a wide range of jobs**, not only in the science and innovation sector for which the districts are well known, but in the foundational economy which underpins this and provides people's day to day needs.
9. Ensure that new developments **create great places** that make our districts better, leaving a positive legacy for the future.
10. **Plan for infrastructure** in the right places and built at the right times to serve our growing communities, like transport, water, energy and digital networks, along with health, education and cultural facilities.
11. Help create and sustain communities by **protecting community facilities** and supporting new local facilities that help residents live healthier, more active, sustainable lifestyles without the need to rely on cars.

The Joint Local Plan will contain policies that relate to the development of land. These policies will be used to make planning decisions on planning applications, enforcement, and appeals.

Some policies are geographically specific, for example, policies that allocate land for specified types of development such as housing, employment, retail or mixed uses, and policies that protect assets or areas of land through designations e.g., Green Belt, local wildlife sites. The plan will also contain generic policies including policies promoting good design, policies protecting local shops, policies that set standards like minimum home sizes, affordable housing percentages and green building standards. These policies will influence development across the whole of the two districts.

The proposals have been organised into 13 chapters listed below for the Preferred Options Consultation, with Chapters 4 – 13 outlining the proposed policy options for the Joint Local Plan. Each individual draft policy has been assessed in Section 3 of this Equality Impact Assessment.

The 13 chapters for the Preferred Options Consultation are as follows:

- Chapter 1 – Introduction
- Chapter 2 – About the districts
- Chapter 3 – Vision and objectives
- Chapter 4 – Climate change and improving environmental quality
- Chapter 5 – Spatial strategy and settlements
- Chapter 6 – Housing
- Chapter 7 – Jobs and tourism
- Chapter 8 – Site allocations and Garden Villages
- Chapter 9 – Town centres and retail
- Chapter 10 – Well-designed places for our communities
- Chapter 11 – Healthy places
- Chapter 12 – Nature recovery, heritage and landscape
- Chapter 13 – Infrastructure, transport and connectivity

## **Evidence / Intelligence**

List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities, or groups.

The proposals in the Joint Local Plan have been informed by a wide range of evidence and data, including technical studies, national policy and guidance, and public consultation.

Our [Statement of Community Involvement](#) sets out the overall approach we take to involving the community with land use planning, and all consultations related to the Joint Local Plan have and will be carried out in accordance with this document.

### **Issues Consultation**

South Oxfordshire and Vale of White Horse District Councils undertook an initial “Issues Consultation” between 12 May and 23 June 2022 during which we sought thoughts on the main issues facing our districts and how we could use the Joint Local Plan to address them.

We launched an innovative new interactive website for this consultation, with interactive maps, a video, and images. We set out to try to engage new audiences, so we made the consultation work easily on a tablet, computer or mobile phone. For those who preferred a more traditional document, we created a PDF version of the Joint Local Plan Issues Consultation. We also placed hard copies at libraries and other locations throughout the districts.

We sent email notifications and letters to statutory bodies, Town and Parish councils, district councillors and individuals, organisations and groups who have asked to be on the councils’ consultation database. We also issued a press release and posted social media messages during the engagement period and sent posters via email to all Town and Parish Councils.

We analysed the responses to the Issues Consultation and published the results via updates to our [interactive Issues Consultation website](#). We also produced a detailed [Joint Local Plan Issues Consultation Results](#) document which summarises the responses received during the consultation and outlines actions we propose to take in response.

### **Preferred Options Consultation**

The councils will be undertaking a consultation on Preferred Options for the Joint Local Plan in early 2024. During this consultation, we will seek thoughts and views on the proposed policies and options for the Joint Local Plan.

The methods of engagement will be similar to the previous consultation and in line with our Statement of Community Involvement. We will produce an interactive website, which we will promote via a press release and

social media. We will directly contact statutory consultees, district councillors, Town and Parish councils, and individuals, organisations and groups who have asked to be on the councils' consultation database. We will also produce hard copies to be available at deposit locations throughout the districts.

We will hold in-person events to provide an opportunity for communities to engage with us in a format that isn't online. We will contact venues prior to booking to ensure that they are accessible. We are preparing materials for engagement with schools and colleges so that we can tailor the content to reach a younger audience.

Following the conclusion of the Preferred Options Consultation, we will analyse the results and produce a report outlining the actions we propose to take in response. This will inform our full draft Local Plan which will be subject to a further round of consultation before it is submitted to the Secretary of State for examination.

### Section 3: Impact Assessment - Protected Characteristics

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>CE1 – Sustainable design and construction</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that new development is designed in accordance with the cooling hierarchy to reduce risk of overheating associated with increasing temperatures. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to overheating.
<b>CE2 – Net zero carbon buildings</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE3 – Reducing embodied carbon</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE4 – Sustainable retrofitting</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE5 – Renewable energy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE6 – Flood risk and drainage</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Agenda Item 1

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>CE7 – Water efficiency</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE8 – Water quality and wastewater infrastructure</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	Where development may have an adverse impact on water quality, this policy requires applicants to provide evidence that identifies potential impacts (including for human health, the natural environment and amenity) and suitable mitigation. This should provide a positive impact for children, the elderly, disabled people, and pregnant people, who are the most vulnerable to health issues relating to problems with wastewater infrastructure and consequent poor water quality.
<b>CE9 – Air quality</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy seeks to protect and enhance air quality in the districts. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>CE10 – Pollution sources and receptors</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy ensures that new development proposals do not result in significant adverse impacts on

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										human health and does not permit development in locations likely to be adversely impacted by pollution, including noise, vibration, odour and dust. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to pollution.
<b>CE11 – Light pollution and dark skies</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy is not considered to differentially impact groups with protected characteristics.</p> <p>It is acknowledged that lighting has a role to play in making us feel safer, particularly for women. However, this policy will be reducing light in areas where it is deemed appropriate, with consideration given to safety. Therefore, is considered to have a neutral impact.</p>
<b>CE12 – Soils and contaminated land</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE13 – Minerals safeguarding areas</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>SP1 – Spatial strategy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>SP2 - Settlement hierarchy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>SP3 – The strategy for Didcot Garden Town</b>	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	<p>This policy encourages the planning of Didcot Garden Town to be community-focused, creating accessible and vibrant neighbourhoods around a strong town centre offer of cultural, recreational and commercial amenities that support well-being, social cohesion and vibrant communities. This should have a positive impact for all groups.</p> <p>Within the Didcot Garden Town Masterplan area, development proposals will be required to address the delivery of recreational provision for all abilities and a programme of activities to contribute to improving health statistics in Didcot, informed by the Leisure Strategy and the Active Communities Strategy. This should have a positive impact for disabled people.</p>



Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>SP4 – A strategy for Abingdon-on-Thames</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy supports development proposals that would improve or maintain air quality in Abingdon-on-Thames. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>SP5 – A strategy for Faringdon</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy supports development proposals that enhance existing pedestrian and cycle routes and links between them to improve pedestrian safety along narrow streets. This would have a particularly positive impact on elderly and disabled people who may have mobility issues.
<b>SP6 – A strategy for Henley-on-Thames</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy is supports development proposals that improve air quality in Henley-on-Thames. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>SP7 – A strategy for Thame</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>SP8 – A strategy for Wallingford</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy is supports development proposals that improve air quality in Wallingford. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>SP9 – A strategy for Wantage</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU1 – Housing requirement</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU2 – Sources of housing supply</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU3 – Affordable housing</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy sets the affordable housing requirement for the districts, increasing this to 50% (which is higher than the current requirement). The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic groups, such

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										<p>as young people, BAME groups and disabled people.</p> <p>The policy will also set specific requirements for affordable housing contributions for specialist elderly accommodation. We are awaiting evidence to inform these requirements, which should be available by our next public consultation. This is expected to have a positive impact for elderly people.</p>
<b>HOU4 – Housing mix and size</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy will set out the standards that are expected for new homes in terms of the size, number of bedrooms, and accessibility and adaptability standards.</p> <p>We are awaiting evidence to inform these standards, which should be available by our next public consultation. The evidence will tell us how many homes, and what type of homes we need to deliver over the plan period to meet the needs of our residents. This covers the size of home (i.e. the number of bedrooms) and how many of them need to be</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										accessible, adaptable and wheelchair adaptable to meet the needs of older people and people with disabilities. This is expected to have a positive impact for elderly and disabled people.
<b>HOU5 – Housing for older people</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy will set our approach to delivering homes that meet the needs of older people over 55 years of age.</p> <p>We are awaiting evidence to inform how we will meet these needs, which should be available by our next public consultation. The policy is expected to have a positive impact for older people.</p>
<b>HOU6 – Self-build and custom-build housing</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU7 – Affordable self and custom-build housing</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy will set out how and where we will permit self-build or custom-build homes to be delivered as affordable homes. This should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic groups, such

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										as young people, BAME groups, and disabled people.
<b>HOU8 – Replacement dwellings in the countryside</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU9 – Sub-division of houses</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU10 – Meeting the needs of Gypsies, Travellers and Travelling Showpeople</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy will identify the need for pitches and plots to address the accommodation needs for Gypsies, Travellers and Travelling Showpeople and allocate sites if necessary.</p> <p>We are awaiting evidence to identify each districts’ needs for new pitches and plots arising during the plan period, which should be available by our next public consultation. It is anticipated that this policy will have a positive impact on people from this ethnic group, as it should help to address their accommodation needs.</p>
<b>HOU11 – Proposals for/affecting Gypsies, Travellers</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy will set the criteria for proposals for new pitches and plots for Gypsies, Travellers and Travelling Showpeople (outside of those

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
and Travelling Showpeople's sites										allocated by Policy H10). The policy also seeks to protect existing authorised sites from being lost unless certain criteria are satisfied. This policy should have a positive impact on people from this ethnic group in helping address their accommodation needs and protect existing pitches and plots.
<b>HOU12 – Rural and First Homes exception sites</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy expands on national policy and guidance to allow affordable housing to come forward in areas where housing development would otherwise be restricted. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic groups, such as young people, BAME groups and disabled people.
<b>HOU13 – Community-led housing development</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>HOU14 – Build to Rent proposals</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU15 – Houses in Multiple Occupation</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy is not considered to differentially impact groups with protected characteristics.</p> <p>We understand Houses in Multiple Occupation (HMO) can offer a more affordable option for those who cannot afford to rent by themselves and are an important part of the overall housing stock. This policy does not prevent HMOs, which could have a negative impact on younger people and those from lower socio-economic groups, but limits the impact on neighbouring communities.</p>
<b>HOU16 – Residential extensions and annexes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU17 – Rural workers’ dwellings</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT1 – Meeting employment needs</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>JT2 – Protecting our employment sites</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT3 – Affordable workspace</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy could seek a percentage of new employment floorspace to be provided as ‘affordable workspace’, offered at below market rate for qualifying businesses. Evidence gathered through the emerging Employment Land Needs Assessment and Viability Assessment will inform this policy ahead of the next public consultation stage.</p> <p>The provision of affordable workspace should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to be lower socio-economic groups, such as young people, BAME groups and disabled people.</p>
<b>JT4 – Community Employment Plans</b>	Positive	Positive	Positive	No direct impact	No direct impact	Positive	Positive	Positive	Positive	This policy sets the requirement for all major non-residential schemes over 1000 square metres and all residential schemes of over 500 homes to submit a Community Employment Plan (CEP). The CEP must cover



Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										apprenticeships, employment and training initiatives for all ages and abilities and training or work experience initiatives for those from disadvantaged groups. This should deliver a positive benefit for all those disadvantaged in relation to the protected characteristics.
<b>JT5 – Supporting the rural economy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT6 – Supporting sustainable tourism and the visitor economy</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy specifies that development proposals for new visitor attractions within settlements falling in Tiers 1 to 3 of the Settlement Hierarchy will be supported where they are accessible to all visitors, including families, those with disabilities and small visitor groups. This should have a positive impact on children, disabled people, and new parents.
<b>JT6 – Overnight visitor accommodation</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics. We are commissioning evidence that will help us understand the current scale and distribution of tourist activity and the local visitor economy in South and

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										Vale which will inform how this policy develops before the next consultation stage. We anticipate that this policy may support proposals that will improve facilities to meet the needs of all visitors, particularly families, those with disabilities and small visitor groups.
<b>LS1 – Proposals for large scale major development</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires large-scale major development proposals to be supported by a health impact assessment (HIA). This should have a positive impact for elderly and disabled people.
<b>AS1 – Land at Berinsfield Garden Village</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of Land at Berinsfield Garden Village must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.
<b>AS2 – Land adjacent to Culham Science Centre</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	This policy includes the allocation of 3 pitches for gypsies and travellers, which will have a positive impact for this group.  This policy requires that proposals for the development of Land adjacent to

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										<p>Culham Science Centre must demonstrate sufficient additional education capacity. This has a positive impact on school-age children and young people.</p> <p>This policy requires that proposals for the development of Land adjacent to Culham Science Centre must demonstrate sufficient additional health care capacity. This has a particularly positive impact on children, older, disabled and pregnant people.</p>
<b>AS3 – Land south of Grenoble Road, Edge of Oxford</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of Land South of Grenoble Road, Edge of Oxford must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.
<b>AS4 – Land at Northfield, Edge of Oxford</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of Land at Northfield, Edge of Oxford must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>AS5 – Land at Bayswater Brook, Edge of Oxford</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of Land at Bayswater Brook, Edge of Oxford must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.
<b>AS6 – Rich’s Sidings and Broadway, Didcot</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS7 – Didcot Gateway, Didcot</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS8 – North West of Grove, Grove</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of North West of Grove, Grove must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.
<b>AS9 – North West of Valley Park, Didcot</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of North West of Valley Park, Didcot must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.
<b>AS10 – Land at Dalton Barracks</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of Land at Dalton Barracks Garden Village, Shippon

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
Garden Village, Shippon										<p>must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.</p> <p>Transport infrastructure contributions are likely to include satisfactory air quality mitigation for Marcham. This should provide a positive impact for children, the elderly, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.</p>
AS11 – Culham Science Centre	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
AS12 – Harwell Campus	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
AS13 – Berinsfield Garden Village	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
AS14 – Dalton Barracks Garden Village	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>AS15 – Harcourt Hill Campus</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS16 – Land at Crowmarsh Gifford, Benson Lane – Site of former district council offices</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>TCR1 – Centre hierarchy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>TCR2 – Strategy for town and local service centres</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that preference is given to accessible sites which are well connected to the town centre on foot, cycle or by public transport, when considering edge of centre or out of centre proposals. Good connectivity and access to public transport has a positive impact on elderly and/or disabled people who may have mobility issues.
<b>TCR3 – Retail floorspace provision (convenience and comparison goods)</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy promotes the inclusion of new convenience goods floorspace within the masterplans for residential focussed site allocations and applies the ‘Town Centre First’ approach for the consideration of proposals for

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Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										additional food store floorspace. This has an especially positive impact on elderly and/or disabled people who may have mobility issues and rely on local shops and services.
<b>TCR4 – Retail and service provision in villages and local centres</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy supports new, and guards against the unnecessary loss of existing, shops and service uses within villages and local centres to meet the day-to-day needs of local communities. This has an especially positive impact on elderly and/or disabled people who may have mobility issues and rely on local shops and services.
<b>DE1 – High quality design</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	Positive	Positive	Positive	<p>This policy requires new development to achieve high quality design that provides a range of high-quality green open spaces that meet the needs of all users, and are safe, attractive, and accessible. This has a particularly positive impact on the health and development of children and young people.</p> <p>This policy requires new developments to have good connectivity and encourage</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										movement by active travel by prioritising the needs of pedestrians, cyclists and public transport users (especially those with disabilities). Good connectivity and access to public transport has a positive impact on older and/or disabled people who may have mobility issues.
<b>DE2 – Local character and identity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>DE3 – Delivering well-designed new development</b>	No direct impact	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	Positive	This policy requires that masterplans for sites allocated in the development plan and major development should be based on the principles of natural surveillance and active street frontages. This has a positive impact on groups that are at a higher risk of hate crimes.
<b>DE4 – Optimising densities</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>DE5 – Neighbouring amenity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.



Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>DE6 – Outdoor amenity space</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that all new homes are provided with private or communal outdoor amenity space, such as gardens, courtyards, patios, and balconies. This has a particularly positive impact on the health and development of children and young people.
<b>DE7 – Waste collection and recycling</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HP1 – Healthy place shaping</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires major development proposals to submit a rapid health impact assessment (HIA) for the scheme and address the existing and projected local health and wellbeing needs identified by the HIA, including the needs of an aging population. This should have a positive impact for elderly and disabled people.
<b>HP2 – Community facilities and services</b>	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	This policy particularly supports proposals for the provision of new or extended community facilities and services where they are accessible for all members of the community and promote social inclusion.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>HP3 – Health care provision</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy supports the provision of new health infrastructure in the districts through setting the expectation for developers of strategic sites to deliver or contribute towards new or enhanced healthcare provision. Improved healthcare provision would have a particularly positive impact on young people, older people, disabled people, pregnant people, and some ethnic groups who can be more likely to experience certain illnesses.
<b>HP4 – Existing open space, sport and recreation facilities</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy seeks to protect, maintain and enhance existing open space, sport and recreation facilities, including play facilities. This has a particularly positive impact on the development and wellbeing of children and younger people.
<b>HP5 – New facilities for sport, physical activity and recreation</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy encourages the provision of new or expanded facilities for sports, physical activity and recreation, especially where they are associated with identified needs of the community, offer greatest accessibility to the public, and provide alternative or specialist sports and recreational

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										provision. This should have a particularly positive impact on children and disabled people.
<b>HP6 – Green infrastructure on new developments</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy requires development proposals to contribute towards the provision of additional green infrastructure and protect, conserve and enhance existing green infrastructure. This should have a particularly positive impact on children, elderly people and disabled people.</p> <p>We are commissioning evidence that will help us understand the need for open space within our districts which will inform how this policy develops before the next consultation stage</p>
<b>HP7 – Open space on new developments</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy requires development proposals to maximise on-site provision of inclusive and accessible open space. This should have a particularly positive impact on children, elderly people and disabled people.</p> <p>We are commissioning evidence that will help us understand the need for</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										open space within our districts which will inform how this policy develops before the next consultation stage.
<b>HP8 – Provision for children’s play and spaces for young people</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires new residential developments to incorporate good quality accessible play provision for all ages, provided in line with the most up to date standards. The provision of accessible play spaces has a particularly positive impact on the development and wellbeing of children and young people, including disabled children and young people.
<b>HP9 – Allotments and community food growing</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HP10 – Watercourses</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH1 – Nature recovery</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH2 – Biodiversity designations</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH3 – Trees and hedgerows in the landscape</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

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Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>NH4 – Chilterns and North Wessex Downs Areas of Outstanding Natural Beauty</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH5 – Landscape</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH6 – Valued landscapes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH7 – Tranquillity and tranquil areas</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH8 – The historic environment</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH9 – Listed Buildings</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH10 – Conservation Areas</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH11 – Archaeology and Scheduled Monuments</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>NH12 – Historic Battlefields, Registered Parks and Gardens and Historic Landscapes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH13 – Historic environment and climate change</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN1 – Infrastructure and service provision</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN2 – Sustainable transport and accessibility</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy requires development proposals to demonstrate how the location and proposed layout will maximise active and sustainable travel opportunities, which has a positive impact on elderly and disabled people.</p> <p>Where Travel Plans are required, the policy requires them to set measures to promote and support modal shift to walking, cycling and wheeling, and public transport use for a range of trip purposes. This has a positive impact on elderly and disabled people.</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>IN3 – Transport infrastructure and safeguarding</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN4 – Wilts and Berks Canal safeguarding</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN5 – Parking standards</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy identifies the need to apply Oxfordshire County Council's Parking Standards, which outline how parking for people with impaired mobility, including disabled and elderly people, should be considered in new development.
<b>IN6 – Deliveries and freight</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN7 – South East Strategic Reservoir Option (SESRO) safeguarding</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN8 – Digital connectivity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

### Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	Mixed	<p>The Joint Local Plan is anticipated to have a mix of impacts on rural communities.</p> <p>Policy CE4 - Sustainable retrofitting promotes the sustainable retrofitting of existing buildings, helping to reduce carbon emissions across the districts and providing cost savings to help reduce fuel poverty, which more prevalent in rural areas.</p> <p>Policy SP1 – Spatial strategy directs new development towards the most built-up settlements in the districts, as described in Policy SP2 – Settlement hierarchy. The strategy supports development in the most sustainable locations. This is expected to be positive for rural communities in maintaining the character of smaller settlements. However, it could also have negative impacts in directing the new infrastructure and services associated with new development towards more built-up settlements.</p> <p>Policy HOU8 – Replacement dwellings in the countryside guides the replacement of dwellings outside of built-up areas, ensuring buildings can be demolished and replaced in a way that is appropriate to their surroundings. This should be positive for rural communities.</p>	<p>Policy SP1 – Spatial strategy: In the first instance, we will review feedback from the Preferred Options Consultation, as well as emerging evidence, to inform how this policy may be amended through the next stages of plan preparation. If this policy were to be adopted with little or no amendments, we would need to monitor the impacts. The policy encourages neighbourhood planning groups to address the needs of local communities, which could offer some mitigation for the potential negative impacts faced by rural communities.</p>	N/A	N/A



Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
		<p>Policy HOU12 – Rural and First Homes exception sites expands on national policy and guidance to allow affordable housing to come forward in areas where housing development would otherwise be restricted. This should provide a benefit for rural communities in allowing affordable housing in rural locations.</p> <p>Policy HOU17 – Rural workers’ dwellings sets our approach to assessing planning applications for rural workers’ dwellings located in areas where we would not normally support residential development. This should be positive for rural communities in ensuring the appropriate provision of workers’ dwellings.</p> <p>Policy JT5 – Supporting the rural economy sets out our approach to proposals that support the rural economy and covers existing and new rural enterprises, rural diversification and equine development. This should be positive for rural communities in supporting rural businesses, local employment and boosting the local economy, whilst also protecting the countryside and ensuring economic growth is sustainable.</p> <p>Policy TCR4 – Retail and service provision in villages and local centres supports new, and guards against the unnecessary loss of existing, shops and service uses within villages and local</p>			

Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
		<p>centres to meet the day-to-day needs of local communities. This should have a positive impact on rural communities who may rely on local shops and services.</p> <p>Policy IN8 - Digital connectivity promotes faster, more reliable and more comprehensive coverage of electronic communications. This has a particularly positive impact for rural communities in helping them to work, shop and access services from home.</p>			
<b>Areas of deprivation</b>	Positive	<p>Policy SP1 - Spatial strategy directs growth towards Berinsfield and Didcot. Parts of each settlement are amongst the 40% most deprived areas nationally. The policy should contribute to a positive impact through increased employment opportunities, services and facilities.</p> <p>Policy AS1 – Land at Berinsfield Garden Village should lead directly to the implementation of a masterplan for the regeneration of the village and the funding of the necessary regeneration package identified by the Council. The principles outlined in AS14 – Berinsfield Garden Village should also support this regeneration.</p> <p>The site identified in Policy AS3 – Land South of Grenoble Road, Edge of Oxford is adjacent to Blackbird Leys, one of the most deprived areas of</p>	N/A	N/A	N/A

Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
		<p>Oxfordshire. The development of this site will support the regeneration of this area through providing new housing stock, community facilities, employment and training opportunities and sustainable transport links.</p> <p>The site identified in Policy AS5 – Land at Bayswater Brook, Edge of Oxford adjoins Barton, one of the most deprived areas in Oxfordshire. Development of Land North of Bayswater Brook has potential to support regeneration aspirations for Barton by increasing the viability of and contributing to the improvement of existing services and facilities and by providing new accessible services and facilities.</p> <p>Policy HP1 – Healthy place shaping requires major development proposals to submit a rapid health impact assessment (HIA) for the scheme and address the existing and projected local health and wellbeing needs identified by the HIA. This should help to address health inequalities that may be associated with areas of deprivation.</p>			

### Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	Impact	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Other Council Services	Neutral	Once adopted, the Joint Local Plan will be used by the Planning Service in the determination of planning applications.	N/A	N/A	N/A
Providers	N/A	N/A	N/A	N/A	N/A
Social Value <sup>1</sup>	N/A	N/A	N/A	N/A	N/A

### Section 4: Action plan

**Action plan (add additional lines if necessary)** You must monitor implementation of the action plan until all of the actions are complete. It needs to include any action that has been identified – evidence requirements, consultation needed or options for mitigating any impact. What resources are required? Please add additional lines where necessary.

Action(s)	Lead Officer	Resource	Timescale
Process responses to the Preferred Options Consultation and update proposed policies ahead of the next consultation stage, taking in to account emerging evidence.	Andrew Lane (Planning Policy Team Leader) and Planning Policy Team	Action met within current resources	In line with the <a href="#">Local Development Scheme</a>
Update Equality Impact Assessment for the next consultation stage, taking into	Rosalynn Whiteley (Planning Officer)	Action met within current resources	In line with the <a href="#">Local Development Scheme</a>

<sup>1</sup> If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area


account changes to policies based on new evidence and consultation feedback.			
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**Is there is anything else that you wish to add?**

N/A
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**Declaration**

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where a negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the Council and that I/we take responsibility for the completion and quality of this assessment.

Completed By:	Rosalynn Whiteley	Role:	Planning Officer	Date:	02/10/2023
Line Managers signature:				Date:	02/10/2023
Reviewed by Equality Officer:	Lynne Mitchell			Date:	01/11/2023