

Draft strategies/policies

Equality and human rights impact check

Draft strategy/policy being checked: **South Oxfordshire Local Plan 2011 – 2033:
Publication version**

This draft strategy/policy: Is South Oxfordshire only

Service team: Planning


Officer completing this: Peter Canavan

Once completed:

Date completed: 28/09/2017

Signed  (Officer)

Signed  (Head of Service)

Signed  (Cheryl Reeves, Shared equalities officer)

PLEASE NOTE – THIS CHECK MUST BE COMPLETED BEFORE YOUR DRAFT STRATEGY IS SUBMITTED TO
MANAGEMENT TEAM AND COUNCILLORS FOR APPROVAL

Why do you need to do this Equality and human rights impact check?

Our strategies and policies set out the way we will deliver our services (including employment opportunities). When we are developing them, we need to check that they are not going to create any barriers which could prevent people from accessing our services.

People in Southern Oxfordshire may face barriers because of things like **disability, gender (including transgender, pregnancy and maternity), age, sexual orientation, rural isolation, income, religion/belief or ethnicity.**

As well as thinking about how our services will meet the needs of these groups of people, we also need to consider how our draft strategies and policies will help us to:

- promote positive relations within communities
- give everyone a voice
- respect and value everyone
- protect people's human rights

This equality and human rights impact check provides officers with a framework to help them work through these considerations in relation to their draft policy/strategy, ensuring that we are meeting our legal duties with regards to equality, diversity and human rights.

We have a statutory duty to carry out these assessments and they contribute towards our corporate priority to 'optimise access to services (Vale)/ 'provide equality of access to our services' (South).

If you have any queries about this Check or would like some advice/support in completing it, please contact the Shared equalities officer (see contact details below).

Once you've completed this equality and human rights impact check, please send the paperwork to the shared equality officer, along with a copy of the draft strategy/policy.

Cheryl Reeves (equalities officer)

Email: cheryl.reeves@southandvale.gov.uk

Telephone: x2108

South Oxfordshire District Baseline

Population

There was an estimated 137,412 people living in South Oxfordshire district as of mid-year 2015 (ONS).

The three largest towns are as follows:

- Didcot -- pop 27,028 (20% of South Oxfordshire pop)
- Thame -- pop 11,766 (9% of South Oxfordshire pop)
- Henley -- pop 11,744 (9% of South Oxfordshire pop)

The next three settlements in size are Chinnor (6,254), Wallingford (5,996), and Benson (4,366).

The district of South Oxfordshire covers nearly 260 square miles. Its boundary reaches from the edge of the City of Oxford in the north-west along the borders of Buckinghamshire and Berkshire to the outskirts of Reading in the south.

It has four main towns: Didcot, Henley, Thame and Wallingford, with Didcot becoming increasingly dominant as the main urban centre. Within 10 years, some 25 per cent of the district's population will live in Didcot.

Around half of South Oxfordshire's population is living in rural areas outside the major settlements of Didcot, Henley, Thame and Wallingford.

Young people

South Oxfordshire district had a similar proportion of people aged 0 to 15 (19.1%) compared with the regional and national averages. (ONS 2015)

At 21%, the proportion of young people living in Didcot was above average.

Outside the main towns 19% of people were aged 0 to 15, just below the district average.

Older people

The proportion of older people (65 and over) in South Oxfordshire district was above average at 20.3%. The national average was 17.7%. Didcot had a below average proportion of older people and Henley was above average. (ONS 2015) By 2037 the number of people aged 85+ living in South Oxfordshire is expected to reach 10,100, almost three times the number in this age group in 2013.

People from ethnic minority backgrounds

South Oxfordshire had a relatively low proportion of residents from an ethnic minority (non-white British) background at the time of the census 2011 9.07%.

The largest ethnic minority group was 'other white' which made up almost half (47%) of the total ethnic minority population in South Oxfordshire.

There were 12,400 people resident in South Oxfordshire as of March 2011 who were born outside the UK. Around 6,000 of these were from other European countries including Poland (1,026), Germany (917) and Ireland (851).

Religion

The largest religious group remains Christian with 85,300 residents or 64% of the population of South Oxfordshire. The next largest group, around one quarter (27%), are those with 'no religion'. This was just above the national average of 25%. In South Oxfordshire, 7% of the population chose not to state their religion.

Gypsy and Traveller Population

Survey of the Gypsy, Traveller and Travelling Show-people Population

Opinion Research Services (ORS) were commissioned by Oxford City, South Oxfordshire District and Vale of White Horse District to undertake a Gypsy, Traveller and Travelling Showpeople Accommodation Assessment. (June 2017).

Ethnicity

Ethnicity data that was captured from the 15 Gypsy and Traveller households that meet the planning definition of a Traveller indicated that 6 are Irish Traveller households, 5 are Romany Gypsy households and 4 are English Traveller Households.

Age and Household Profile

The households that meet the planning definition comprised 42 residents – 16 adults and 26 children and teenagers aged under 18. This equates to 38% adults and 62% children and teenagers. This suggests that a new household formation rate of 1.60% should be used.

Showpeople

Travelling Showpeople are not a recognised ethnic group under the Equalities Act 2010, but within Planning Policy for Traveller Sites 2012 they are defined as:

Members of a group organised for the purposes of holding fairs, circuses or shows (whether or not travelling together as such). This includes such persons who on the grounds of their family's or dependent's more localised pattern of trading, educational or health needs or old age have ceased to travel temporarily or permanently, but excludes Gypsies and Travellers as defined above. (Planning Policy for Traveller Sites, CLG, March 2012).

There are three Travelling Showperson yards in South Oxfordshire with permission for 18 plots in total. However the household interviews identified that 9 plots are occupied by non-Showpeople and 2 have not been laid out. Three households meet the planning definition of a Travelling Showperson and one does not. The demographics of the residents suggest that there is no current or future need for the households that meet the definition.

The size of the Gypsy, Traveller and Travelling Showpeople's communities in our district is therefore small in comparison with the housed community, and our travelling community is small, settled and stable. As with the housed community, we have a statutory responsibility to assess

and plan for travellers' needs. The results of our study of accommodation needs show that we'll need to find suitable sites for 9 for Gypsies and Travellers.

Marital status

South Oxfordshire district had 41.3% married residents. This was above the national average of 33.2% (ONS 2015).

There were 230 people (0.2%) in a registered same sex civil partnership in the district with the highest rate (0.3% of people aged 16+) in Didcot.

Health Statistics

South Oxfordshire's working age population is comparatively healthy, 14% of people have a limiting long-term illness in South Oxfordshire compared with 18% across England. Didcot and Wallingford were above the district average – i.e. having a less healthy working population than the district as a whole.

Mental health related benefits were claimed by 1.3 % of the population lower than the national average of 2.9% (DWP May 2015).

Disability Living Allowance is claimed by 2.4% of people in South Oxfordshire compared to 4.3% nationally (DWP May 2015).

Multiple Deprivation

Households suffering multiple deprivation is 02%, lower than the national average of 05%

People providing unpaid care

There were 2,189 people in South Oxfordshire providing a significant amount of unpaid care (50 hours per week). This represents 1.6% of the population, below the regional and national averages of 2.4%. Henley, Thame and Wallingford were each below the district average.

Housing and living arrangements

As of March 2011, there were 54,100 households with at least one resident in South Oxfordshire district. This was up from the total of 52,100 occupied households in 2001, an increase of 2,000 (+4%). There was an above average rate of owner occupation with 73% of households in South Oxfordshire either fully owned or owned with a mortgage. This was above the national average of 63%.

There has been an increase in the number of households that are rented privately, from 12% of the total in 2001 to 15% in 2011. The proportion of privately rented households in Henley remains above average.

Information about number of bedrooms was included for the first time in this Census survey. South Oxfordshire had a lower than average rate of households with 1 or 2 bedrooms, 31% compared with 40% nationally.

Between 2001 and 2011, South Oxfordshire saw a decline in households occupied by pensioners living alone (-2% compared with -7% nationally).

Lone Parents families

Lone Parents families with dependent children in South Oxfordshire at the time of the 2011 Census was 15.4%, this is below the national average of 24.5%.

Child poverty (ONS 2014) was 8.3%, much lower than the national average of 20.1%.

Economic activity

In South Oxfordshire 75% of residents aged 16 to 74 were economically active (including full and part time employees, self-employed and unemployed). This was above the national rate of 70%. 43% people aged 16-74 are in full-time employment in South Oxfordshire compared with 39% across England (DWP 2015).

Unemployment

Person of working age claiming benefits was 5.4% less than half of the national average at 11.2%.

Of the economically active population in South Oxfordshire, 3.4% were unemployed compared with 6.3% nationally. Unemployment in Didcot, Henley and Wallingford was above the district average. (DWP 2015)

Of the 2,446 unemployed in March 2011, 27% (666 people) were in the age group 16 to 24. This was just below the national average of 28%.

Qualifications

People in South Oxfordshire are relatively well qualified. Over a third (37%) of people aged 16+ had a degree or equivalent in South Oxfordshire district. This was well above the national average of 27%. Just over 15,000 residents (16%) aged 16 and over in South Oxfordshire had no qualifications, below the England average of 22%. Percent of people aged 16+ with degree or equivalent.

Occupation

An above average proportion of residents of South Oxfordshire were employed in professional or associate professional and technical occupations (36% compared with 30% nationally).

Data Sources

All data is ONS Crown Copyright from the Census 2001 and Census 2011 surveys, unless stated otherwise.

1. What are the aims and objectives of this draft strategy/policy?

Our Vision for 2033

South Oxfordshire will remain a beautiful and prosperous place to live, for existing and future residents and it will be an attractive place for people to work and spend their leisure time.

By meeting our housing and employment need and the creation of new, sustainable and vibrant places, we will have provided enough homes and jobs for those wishing to live and work here. By planning for housing in our four towns of Didcot, Henley-on-Thames, Thame and Wallingford and in our villages, we will have ensured that all our communities thrive and that everyone has access to services within a short distance. New development meets the highest standards of design with necessary associated infrastructure.

We will continue direct development to the towns and larger villages. We will also strengthen the heart of the district by allocating new development at four strategic locations. This growth will support employment opportunities and deliver regeneration and infrastructure.

Science Vale will have continued to grow as a world-renowned science, research and innovation led hub that attracts business and creates job opportunities, and delivers housing growth. Didcot will be a flourishing Garden Town, being both the gateway to and the heart of Science Vale. Roads and rail links will have been improved and pedestrian and cycle networks will have made it easier for people to get around, in particular to major employment sites.

Through careful management of the Oxford Green Belt we will have protected the important setting of Oxford whilst also making appropriate provision for housing, business growth and urban and rural regeneration. The North Wessex Downs and Chilterns Areas of Outstanding Natural Beauty will be protected and enhanced, whilst also allowing for appropriate and sustainable growth in places. Our rich and varied history is celebrated, protected and enhanced for the benefit of residents and visitors.

We will plan for new development at four strategic locations; Chalgrove, Culham, Berinsfield and Oxford Brookes Campus, Wheatley.

We will exceed people's high expectations in terms of healthy living, sustainable travel and the design of buildings, homes and public spaces. Everyone will have access to high quality leisure, retail and cultural facilities which will also attract visitors. South Oxfordshire will be a top tourist destination, helping our towns and villages to remain vibrant and prosperous. Communities will thrive, and through Neighbourhood Planning and community engagement, they will have their say on how their local area is shaped.

Strategic Objectives.

Our Strategic Objectives are underpinned by the three strands of sustainability as identified in the National Planning Policy Framework:

- Social
- Economic
- Environmental

Objective 1 – Settlements

- OBJ 1.1** Support the settlement hierarchy, the growth and development of Didcot Garden Town, the delivery of new development in the heart of the District, the growth of our market towns and the vitality of our villages.
- OBJ 1.2** Support rural communities and “their way of life”, recognising that this is what attracts people to the District.
- OBJ 1.3** Meet identified housing needs by delivering high-quality, sustainable, attractive places for people to live and work.
- OBJ 1.4** Focus growth in Science Vale through delivering homes and jobs, retail and leisure facilities and enhanced transport infrastructure.

Objective 2 – Housing

- OBJ 2.1** Deliver a wide range of housing options to cater for the housing needs of our community (including self-build and older person’s accommodation).
- OBJ 2.2** Support the regeneration of housing and facilities to strengthen communities, and address identified poverty and social exclusion
- OBJ 2.3** Support meeting the economic and housing needs of the county as a whole, reflecting the special character of South Oxfordshire.

Objective 3 – Economy

- OBJ 3.1** Improve employment opportunities and employment land provision, providing high quality local jobs to help retain more of its skilled residents in the local workforce.
- OBJ 3.2** Support business growth, especially in locations close to existing business areas, transport connections and broadband provision and which provide the opportunity to reduce commuting distances.
- OBJ 3.3** Ensure economic and housing growth are balanced, to support sustainable journeys to work, recognising we cannot determine where people work –some of whom will choose to travel to employment locations beyond our district, such as London, Reading and Oxford.
- OBJ 3.4** Support the retail and service sectors as well as low and high-tech industries.
- OBJ 3.5** Create the conditions whereby world-renowned and cutting edge industries choose to locate and grow their businesses here, contributing to a strong and successful economy, in line with the Strategic Economic Plan for Oxfordshire.
- OBJ 3.6** Inspire the next generation of workers by planning for high quality education facilities.
- OBJ 3.7** Encourage tourism by protecting our built and natural assets, such as the Thames, and providing services and facilities for visitors.

Objective 4 – Infrastructure

- OBJ 4.1** Ensure that essential infrastructure is delivered to support our existing residents and services as well as growth.
- OBJ 4.2** Make sustainable transport, walking and cycling an attractive and viable choice for people, whilst recognising that car travel and parking provision will continue to be important in this rural District.

Objective 5 – Design

- OBJ 5.1 Deliver high quality, innovative, well designed and locally distinctive developments in sustainable locations in accordance with the South Oxfordshire Design Guide.
- OBJ 5.2 Support development that respects the scale and character of our towns and villages, enhancing the special character of our historic settlements and the surrounding countryside

Objective 6 – Community

- OBJ 6.1 Champion neighbourhood planning, empowering local communities to direct development within their area and provide support to ensure Neighbourhood Development Plans are deliverable, achievable and sustainable.
- OBJ 6.2 Provide access to high quality leisure, recreation, cultural, community and health facilities.
- OBJ 6.3 Ensure all communities have access to the services and facilities they value, supporting access to sport and recreation and the health and wellbeing of everyone.

Objective 7 - Natural and Built environment

- OBJ 7.1 Protect and enhance the natural environment, including biodiversity, the landscape, green infrastructure and our waterways, placing particular importance on the value of the Oxford Green Belt, our two Areas of Outstanding Natural Beauty and the River Thames.
- OBJ 7.2 Conserve and enhance our rich and varied historic assets and their settings, celebrating these as some of our strongest attributes.

Objective 8 - Climate change

- OBJ 8.2 Minimise carbon emissions and other pollution such as water, air, noise and light, and increase our resilience to the likely impact of climate change, especially flooding.

2. Who is the proposed strategy or policy designed to support / help / serve?

South Oxfordshire District Council is continuing work on the Local Plan which will shape the future of our District. We are committed to involving our communities in preparing the new plan, and we would now like your views.

[What is the Local Plan for?](#)

Planning has a key role in enabling us to meet the challenges that the district faces whilst protecting what we value about the district, and also builds on opportunities to make it an even better place.

The Local Plan sets out how development will be planned and delivered across South Oxfordshire to 2033. It sets out our vision, shows how we have developed a strategy which responds to that vision and how we will deliver it working in partnership with everyone with a stake in the future of the district. It also includes policies that are used when the Council is determining planning applications.

The Local Plan sets out policies for change and includes a strategy for delivering growth. It identifies appropriate areas and sites for development, such as new homes, offices, shops and community facilities. It sets out how valuable historic and natural environments will be protected and enhanced. The policies in this plan will be used to help make decisions on planning applications in the district. It also identifies circumstances where development will not be appropriate.

In preparing the new plan we are:

- Exploring how much land is likely to be needed for different uses;
- Identifying the right areas and sites to make sure that we have a healthy supply of developable land;
- Working with our neighbouring councils and the County Council, expert advisors (such as the Environment Agency and Natural England) and infrastructure providers (such as Thames Water) to look at how the impacts of development and growth can be managed across South Oxfordshire and beyond;
- Supporting parish and town councils who are working on community-led plans and neighbourhood plans; and
- Listening to our residents, businesses and communities.

[What will be in the Local Plan 2033?](#)

The plan will guide development of the District, in strategic terms, over the length of the plan period. It will provide the basis for growth, through setting out the distribution of new housing, employment and retail development and it will also provide the framework for protecting the District's important natural and built environment.

The plan will cover the whole of South Oxfordshire, and we will continue to work with our neighbours to plan for cross-boundary issues, such as how to accommodate the unmet housing needs of Oxford and where new strategic transport and utilities infrastructure is needed.

Whilst the Local Plan will provide the broad strategic framework for growth, much of the detail, such as the specific sites to be allocated for housing, will be finalised at the local level, through Neighbourhood Development Plans (NDPs).

[Why are we preparing a new Local Plan?](#)

In April 2014, the councils across Oxfordshire published a Strategic Housing Market Assessment (SHMA), and this identified that South Oxfordshire needs additional housing beyond that which is planned for in the existing Core Strategy.

As well as this, Oxford City Council indicated that they would have difficulties in meeting their identified housing need entirely within the city boundary and that other districts across the county could be asked to consider taking some of this “unmet housing need.”

In response we decided that we need to review our existing plan and consider how we can plan for additional growth in the most advantageous and positive way. This Preferred Options document is the latest stage in that process.

By preparing a new Local Plan now we will ensure that we can plan where, how and when new development takes place, and that we can plan for all needs in the best way.

[The Development Plan](#)

The South Oxfordshire development plan is the starting point in making decisions on planning applications. All planning applications will be determined in accordance with the ‘Development Plan’ unless material considerations indicate otherwise. The development plan comprises:

- The existing Core Strategy (including the “saved policies” of the South Oxfordshire Local Plan 2011) until it is replaced by the Local Plan 2033;
 - “made” (adopted) Neighbourhood Development Plans prepared by local communities;
 - any Development Planning Documents relating to minerals and waste prepared by Oxfordshire County Council;
- 3. If the draft strategy/policy relates to an existing council service/function, has an Equality & Human Rights Impact Assessment (EHRIA) already been completed on the service/function? No**

4. Does the draft strategy or policy have the potential to cause a **negative impact** or **discriminate against certain groups in the community**? Gender, disability, age, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, rural. – referred to as protected characteristics, with the exception of rural.

The following symbols have been used:

- √ positive outcome for these groups in relation to the community as a whole
- no discernable impact in relation to the community as a whole
- × negative outcome for these groups in relation to the community as a whole
- ? unknown impact in relation to the community as a whole

If positive outcome – explain what existing evidence (presumed or otherwise) do you have for this? e.g. will the policies advance equality of opportunity between people who share a protected characteristic?

This means will they:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people

If you feel the local plan could do more to advance equal opportunities, include this in the action plan at the end of the document.

If negative outcome - please explain how the policies could cause a negative impact or discriminate. If you cannot justify this you will need to take mitigating action, complete the action plan at the end of this assessment.

Equality Impact Assessment

The following tables assess the impacts of the Local Plan objectives and policies against the equality groups.

People in Southern Oxfordshire may face barriers because of things like: Gender, (including transgender, pregnancy and maternity), disability, age, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, rural

Equality Impact Assessment of the Local Plan 2033 Strategic objectives

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
Objective 1 - Settlements													
OBJ 1.1	Support the settlement hierarchy, the growth and development of Didcot Garden Town, the delivery of new development in the heart of the District, the growth of our market towns and the vitality of our villages.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups, especially when combined with the policies within the Local Plan, which seek improve accessibility for all users.	None
OBJ 1.2	Support rural communities and	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
	“their way of life’, recognising that this is what attracts people to the District.											equality groups, especially those living in rural areas.	
OBJ 1.3	Meet identified housing needs by delivering high-quality, sustainable, attractive places for people to live and work.	√	√	√	√	√	√	√	√	√	√	<p>Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.</p> <p>We are in the process of updating our Housing Strategy. This will continue to inform the negotiations for the delivery of affordable housing and accessible housing, and help shape our aims for a healthy mix of available houses on the open market. Our starting position for the provision of affordable housing is outlined in</p>	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
												policy H4.	
OBJ 1.4	Focus growth in Science Vale through delivering homes and jobs, retail and leisure facilities and enhanced transport infrastructure.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups, especially when combined with the policies within the Local Plan, which seek improve accessibility for all users.	None
Objective 2 - Housing													
OBJ 2.1	Deliver a wide range of housing options to cater for the housing needs of our community (including self-build and older person's accommodation).	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire's housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan. Housing need is based on factors such as overcrowding, lack of or sharing of facilities, income, ill-health and	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
												disability. Therefore this policy is positive to all equality groups, especially income, rural, health and disability groups.	
OBJ 2.2	Support the regeneration of housing and facilities to strengthen communities, and address identified poverty and social exclusion	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups particularly people on a low income and those at risk of social exclusion.	None
OBJ 2.3	Support meeting the economic and housing needs of the county as a whole, reflecting the special character of South Oxfordshire.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups, especially when combined with the policies within the Local Plan, which seek improve accessibility for all users.	None
Objective 3 – Economy													
OBJ 3.1	Improve employment	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
	opportunities and employment land provision, providing high quality local jobs to help retain more of its skilled residents in the local workforce.											equality groups who are of working age, especially when combined with the policies within the Local Plan, which seek improve accessibility for all users.	
OBJ 3.2	Support business growth, especially in locations close to existing business areas, transport connections and broadband provision and which provide the opportunity to reduce commuting distances.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups who are of working age, especially when combined with the policies within the Local Plan. Transport connections and broadband can be beneficial to those living in rural areas.	None
OBJ 3.3	Ensure economic and housing growth are balanced, to support sustainable journeys to work, recognising we cannot determine where	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
	people work –some of whom will choose to travel to employment locations beyond our district, such as London, Reading and Oxford.												
OBJ 3.4	Support the retail and service sectors as well as low and high-tech industries.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups who are of working age, especially when combined with the policies within the Local Plan.	None
OBJ 3.5	Create the conditions whereby world-renowned and cutting edge industries choose to locate and grow their businesses here, contributing to a strong and successful economy, in line with the Strategic Economic Plan for	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups who are of working age, especially when combined with the policies within the Local Plan.	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
	Oxfordshire.												
OBJ 3.6	Inspire the next generation of workers by planning for high quality education facilities.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups, especially younger people, accessibility to education facilities is addressed within the Local Plan policies.	None
OBJ 3.7	Encourage tourism by protecting our built and natural assets, such as the Thames, and providing services and facilities for visitors.	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	None
Objective 4 - Infrastructure													
OBJ 4.1	Ensure that essential infrastructure is delivered to support our existing residents and services as well as	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups who are of working age, especially when combined with the policies within the Local Plan, which seek improve	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
	growth.											accessibility for all users.	
OBJ 4.2	Make sustainable transport, walking and cycling an attractive and viable choice for people, whilst recognising that car travel and parking provision will continue to be important in this rural District.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups, especially when combined with the policies within the Local Plan, which seek improve accessibility for all users.	None
Objective 5 - Design													
OBJ 5.1	Deliver high quality, innovative, well designed and locally distinctive developments in sustainable locations in accordance with the South Oxfordshire Design Guide.	√	√	√	√	√	√	√	√	√	√	Delivering high quality design will be beneficial to all equality groups. The policies within the Local Plan require high quality and inclusive design, therefore positive effects are identified for all equality groups.	None
OBJ 5.2	Support development that respects the scale and character of our	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
	towns and villages, enhancing the special character of our historic settlements and the surrounding countryside												
Objective 6 - Community													
OBJ 6.1	Champion neighbourhood planning, empowering local communities to direct development within their area and provide support to ensure Neighbourhood Development Plans are deliverable, achievable and sustainable.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups, empowering local communities provides opportunities to ensure that the needs of all equality groups are met locally.	.None
OBJ 6.2	Provide access to high quality leisure, recreation, cultural, community and health facilities.	√	√	√	√	√	√	√	√	√	√	Providing access to high quality leisure, recreation, cultural, community and health facilities will be positive to all equality groups especially those	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
												residents who are less mobile or who live in rural areas or are on a low income.	
OBJ 6.3	Ensure all communities have access to the services and facilities they value, supporting access to sport and recreation and the health and wellbeing of everyone.	√	√	√	√	√	√	√	√	√	√	Overall this objective should be beneficial to all equality groups who are of working age, especially those residents who are less mobile or who live in rural areas or are on a low income.	None
Objective 7 - Natural and Built environment													
OBJ 7.1	Protect and enhance the natural environment, including biodiversity, the landscape, green infrastructure and our waterways, placing particular importance on the value of the Oxford Green Belt, our two Areas of Outstanding Natural Beauty and the River Thames.	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified, however protecting the natural environment is beneficial to all equality groups in terms of health and well-being so indirect effects are positive.	None

	Local plan Strategic objectives	Gen	Dis	Age	Race	R&B	Sex O	Gen Re-ass	P&M	M & CP	Rural	Summary of effect	Action
OBJ 7.2	Conserve and enhance our rich and varied historic assets and their settings, celebrating these as some of our strongest attributes.	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	None
Objective 8 - Climate change													
OBJ 8.2	Minimise carbon emissions and other pollution such as water, air, noise and light, and increase our resilience to the likely impact of climate change, especially flooding.	√	√	√	√	√	√	√	√	√	√	Increasing resilience to the likely impact of climate change should be beneficial to all equality groups.	None

Equality Impact Assessment of the Local Plan Policies 2033

*Gender, disability, age, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, marriage and civil partnership, rural

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy STRAT1 – The Overall Strategy	-	-	-	-	-	-	-	-	-	√	The strategy seeks to balance development and direct it to sustainable locations. STRAT1 is clear that there is a role for development in supporting rural services and facilities.	N/A	None
Policy STRAT2 – The Need for New Development in South Oxfordshire	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	N/A	None
Policy STRAT3 - The Unmet Housing Requirements from Oxford City	√	√	√	√	√	√	√	√	√	√	Housing will be provided to help meet Oxford’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	N/A	None
Policy STRAT4 – Didcot Garden Town	√	√	√	√	√	√	√	√	√	-	The guiding principles of the Garden Town have been developed to be inclusive. These principles will be beneficial to most equality groups especially when combined with the other policies within the Local Plan. This is a predominantly urban policy with an identified edge – although the influence over the wider area is also acknowledged.	N/A	None
Policy STRAT5 – Strategic Allocations	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy STRAT6 – Culham Science Centre	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy STRAT7 – Land Adjacent to Culham Science Centre	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy STRAT8 – Land at Berinsfield	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy STRAT8i: Berinsfield Local Green Space	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	N/A	None
Policy STRAT9 – Land at Chalgrove Airfield	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy STRAT10 – Land at Wheatley Campus, Oxford Brookes University	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy STRAT11 - Green Belt	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy HEN1 – The Strategy for Henley	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	Previously we considered how the policy could be improved to support the council’s equality objective to: ‘Seek to improve access to major new developments and town centres in South Oxfordshire for people with disabilities, carers and older people’. We amended Point vii to include improve <u>accessibility</u>	None
Policy TH1 – The Strategy for Thame	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	Previously we considered how the policy could be improved to support the council’s equality objective to: ‘Seek to improve access to major new developments and town centres in South Oxfordshire for people with disabilities, carers and older people’. We amended Point iv to include improve <u>accessibility</u>	None
Policy WAL1 – The Strategy for Wallingford	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	Previously we considered how the policy could be improved to support the council’s equality objective to: ‘Seek to improve access to major new developments and town centres in South Oxfordshire for people with disabilities, carers and older people’. We amended Point iv to include improve <u>accessibility</u>	None
Policy H1 – Delivering new homes	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	N/A	None
Policy H2 – New Housing in Didcot	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	Impacts also considered through applications: i) Ladygrove East: P97/W0721/O ii) Didcot NE: P15/S2902/O iii) Great Western Park: P02/V1594/O (and various since) iv) Vauxhall Barracks: No application yet v) Orchard Centre Phase II: P16/S1684/FUL vi) Didcot A: P15/S1880/O vii) Didcot Gateway: P15/S2159/O viii) Haddon Hill: P14/S4066/FUL	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy H3 – Housing in the Market Towns	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	Impacts also considered through application: P14/S2860/O	None
Policy H4 – Housing in Larger Villages	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	N/A	None
Policy H5 – Land to the west of Priests Close, Nettlebed	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy H6 – Joyce Grove, Nettlebed	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy H7 – Land to the South and West of Nettlebed Service Station	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy H8 – Housing in Smaller Villages	√	√	√	√	√	√	√	√	√	√	Housing will be provided to meet South Oxfordshire’s housing needs, which will be beneficial to all equality groups especially when combined with the other policies within the Local Plan.	N/A	None
Policy H9 – Affordable Housing	√	√	√	√	√	√	√	√	√	√	Affordable housing includes social rented / affordable rented and intermediate housing that is available to households in the district whose needs are not met by the market. The cost must be low enough for eligible households to afford based on local incomes and house prices. This policy will be positive to all equality groups.	We are in the process of updating our Housing Strategy. This will continue to inform the negotiations for the delivery of affordable housing and help shape our aims for a healthy mix of available houses on the open market. Our starting position for the provision of affordable housing is outlined in policy H11.	None
Policy H10 – Exception Sites	√	√	√	√	√	√	√	√	√	√	The policy seeks to: ...increase the stock of affordable housing by allowing sites which would not otherwise be permitted and will work closely with parish councils and local communities to progress these schemes, this will be based on local housing need. Housing need is based on factors such as overcrowding, lack of or sharing of facilities, income, ill-health and	We must be convinced of the need for affordable housing in a particular village and be satisfied that the housing provided would be available at a price which local people could afford. A detailed housing needs survey will be required to demonstrate the extent of the housing need arising from people with a local connection.	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
											disability. Therefore this policy is positive to all equality groups, especially income, rural, health and disability groups.		
Policy H11 – Meeting Housing Needs	√	√	√	√	√	√	√	√	√	√	This policy seeks to achieve “a mix of dwelling types and sizes to meet the needs of current and future households will be sought on all new residential developments.” This policy references the specific need for types of homes for less physically able people and for there to be sufficient space within affordable homes.	This is based on the data identified through the housing strategy. We must continue to monitor need and localised requirements. Monitoring is cited in the policy and NDP can use this information and their own collected through housing needs surveys to support locally identified requirements. Housing Strategy gathered evidence on the need for and viability of seeking Cat 2/3 building regulations. The policy has been updated to include a percentage of homes to be built to ‘Approved document, M4 (2) category 2: Accessible and adaptable dwellings and M4 (3) category 3: Wheelchair user dwellings’ in both affordable and market housing.	Supporting text in Publication version has been drafted to reflect the fact that the housing strategy also includes a longer term suggestion (5-10 years) to consider the viability impact of applying category 2 ‘accessible and adaptable’ dwellings to all market homes and specifically those planned to be developed in Didcot Garden Town and Berinsfield. This approach would, if feasible, have the greatest impact on housing stock over time.
Policy H12 – Self-Build and Custom Housing	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy H13 - Specialist Housing for Older People	-	-	√	-	-	-	-	-	-	√	This policy will be positive to older residents and those living in a rural location.	We are in the process of updating our Housing Strategy. This will continue to inform the negotiations for the delivery of Specialist Housing for Older People.	None
Policy H14 - Provision for Gypsies, Travellers and Travelling Showpeople	-	-	√	√	√	-	-	-	-	-	This policy will be positive to Gypsies, Travellers and Travelling Showpeople and the children of these families.	The results of our study of accommodation needs show that we need to find sites for 24 traveller caravan pitches: 19 for Gypsies and Travellers and 5 for Travelling Showpeople. All proposals would also need to accord with national policy.	None
Policy H15 – Safeguarding Traveller Sites	-	-	√	√	√	-	-	-	-	-	This policy will be positive to Gypsies, Travellers and Travelling Showpeople and the children of these families. It prevents the unjustified loss of existing pitches and plots.	N/A	None
Policy H16 – Infill Development	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy H17 - Sub-division and Conversion to Multiple Occupation	-	-	√	-	-	-	-	-	-	√	Houses in multiple occupation have a number of residents living in them as separate households and they provide a useful and relatively affordable form of accommodation for single people.	Subdivision and conversion to multiple occupation will not be permitted if it would result in access problems, overdevelopment, lack of garden space, lack of car parking space and a general alteration to the character of the property and the residential character of the area, either on its own or cumulatively.	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy H18 – Replacement Dwellings	√	√	√	√	√	√	√	√	√	√	The policy requires high quality and inclusive design, therefore positive effects are identified for all equality groups.	South Oxfordshire District Council Design Guide Supplementary Planning Document November 2016 would also be referred too which seeks to which seeks to raise the quality of design in new development in the district.	None
Policy H19 – Extensions to Dwellings	√	√	√	√	√	√	√	√	√	√	The policy requires high quality and inclusive design; therefore positive effects are identified for all equality groups.	South Oxfordshire District Council Design Guide Supplementary Planning Document November 2016 would also be referred too which seeks to which seeks to raise the quality of design in new development in the district.	None
Policy H20 – Loss of Existing Residential Accommodation in Town Centres	√	√	√	√	√	√	√	√	√	√	Preventing the loss of accommodation in town centres may be positive to all equality groups. .	N/A	None
Policy H21 – New Buildings or Structures in the Countryside and Rural Areas	√	√	√	√	√	√	√	√	√	√	The policy promotes: the retention and development of local services and community facilities in villages, such as local shops, meeting places, sports venues, cultural buildings, public houses and places of worship. High quality and inclusive design with appropriate landscaping in accordance with the design, landscape and environmental policies of this plan. Therefore, positive effects are identified for all equality groups especially those residents living in rural areas.	Together with protecting the countryside and rural areas, the planning system should also seek to support a prosperous rural economy. We will support economic growth in rural areas in order to create jobs and prosperity by taking a positive approach to sustainable new development and balancing sustainable growth with the protection of the countryside.	None
Policy H22 - Re-use of Rural Buildings	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	
Policy EMP1 - The amount and distribution of B class employment land	√	√	√	√	√	√	√	√	√	√	The availability of employment land in suitable locations may be beneficial to all equality groups.	N/A	None
Policy EMP2 – Range, Size and Mix of Employment Premises	√	√	√	√	√	√	√	√	√	√	This policy seeks a range of employment premises that may be beneficial to all equality groups.	N/A	None
Policy EMP3 – Retention of Employment Land	√	√	√	√	√	√	√	√	√	√	The retention of employment land may be beneficial to all equality groups.	N/A	None
Policy EMP4 – Employment Land in Didcot	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP5 – New Employment Land in Henley	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy EMP6 – New Employment Land in Thame	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP7 – New Employment Land in Wallingford	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP8 – New Employment Land in Crowmarsh Gifford	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP9 – Employment at Culham Science Centre	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP10 – New Employment Land at Chalgrove	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP11 – Community Employment Plans	-	√	√	-	-	-	-	-	-	-	This policy promotes employment opportunities for all people and excludes none. It actively promotes opportunities for all ages and abilities.	N/A	None
Policy EMP12 – Development in the Countryside and Rural Areas	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP13 - Tourism	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EMP14 - Caravan and camping sites	-	√	√	-	-	-	-	-	-	-	Policy wording could be improved by the addition of the word accessible 'Where possible associated facilities are sited in existing buildings. Where new buildings are essential these must be designed to a high standard, <u>be accessible to all</u> and be sensitively sited.' No direct impact to other equality groups identified.	"...be accessible to all..." was added to the policy for the publication version	None
Policy EMP15 - Visitor Accommodation	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy INF1 – Infrastructure Provision	√	√	√	√	√	√	√	√	√	√	The provision of required infrastructure is relevant to all equality groups, so impacts will be positive.	N/A	None
Policy TRANS1 – Supporting Strategic Transport Investment	√	√	√	√	√	√	√	√	√	√	Overall this policy should be beneficial to all equality groups as it seeks to reduce pressure on existing infrastructure and support new transport links that will be	N/A	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
											available for all users.		
Policy TRANS2 – Promoting Sustainable Transport and Accessibility	√	√	√	√	√	√	√	√	√	√	Overall this policy should be beneficial to all equality groups, particularly because the policy states: “Ensure the needs of all users, including those with impaired mobility are planned for in development of transport improvements.”	A definition for inclusivity has been included within the glossary. This negates the need to make reference to each relevant protected characteristic within a policy as we could inadvertently forget a relevant group. Therefore, in some policies it will say ‘all users’	None
Policy TRANS3 – Safeguarding of Land for Strategic Transport Schemes	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy TRANS4 - Transport Assessments and Travel Plans	√	√	√	√	√	√	√	√	√	√	Overall this policy should be beneficial to all equality groups, the policy requires the following: illustrate accessibility to the site by all modes of transport	Strengthen the policy to encourage travel plans that include the requirements for accessible transport for people with disabilities perhaps through updating: v) Include a travel plan where appropriate	Policy criteria ‘v’ has been updated in the publication version to include a consideration of all relevant forms of transport including accessible transport for people with disabilities
Policy TRANS5 - Consideration of development proposals	√	√	√	√	√	√	√	√	√	√	This policy contains detailed proposals and is positive to all equality groups.	Please note for % for non-residential development parking for disabled users’ is 6% https://www.oxfordshire.gov.uk/cms/sites/default/files/folders/documents/roadsandtransport/parking/parking-policy.pdf South Oxfordshire parking standards: http://mycouncil.oxfordshire.gov.uk/documents/s4125/CA_NOV1610R04.pdf The OCC parking standards are clearly referenced in the policy and these will ensure the most up to date requirements and best practice a therefore part of the local plan policy.	None
Policy TRANS6 - Rail	√	√	√	√	√	√	√	√	√	√	The improvement of rail services will benefit all equality groups.	N/A	None
Policy TRANS7 - Development Generating New Lorry Movements	√	√	√	√	√	√	√	√	√	√	Although this policy has no direct impacts on equality groups, the indirect impacts will be positive.	N/A	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy INF2 - Electronic Communications	√	√	√	√	√	√	√	√	√	√	This policy will provide a service to all residents and will be beneficial to residents who are less mobile or who live in rural areas or are on a low income.	The Council will work with Oxfordshire County Council and others to promote faster, more reliable and more comprehensive coverage of electronic communications and allow business and residents to access services and information more effectively, thereby helping to reduce the need to travel.	None
Policy INF3 - Telecommunications Technology	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy INF4 - Water Resources	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV1 - Landscape and Countryside	√	√	√	√	√	√	√	√	√	√	The policy states: Proposals which support the economies and social well-being of the AONBs and their communities will be encouraged provided they do not conflict with the aims of conservation and enhancement. Therefore, overall positive effects are identified	N/A	None
Policy ENV2 - Biodiversity - Designated Sites, Priority Habitats and Species	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV3 - Biodiversity – Non-designated Sites, Habitats and Species	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV4 - Watercourses	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV5 - Green Infrastructure in new developments	√	√	√	√	√	√	√	√	√	√	Green Infrastructure is 'a network of multi-functional green space, urban and rural, which is capable of delivering a wide range of environmental and quality of life benefits for local communities'. Green Infrastructure networks can also include 'blue' infrastructure features such as ponds, lakes, reservoirs, streams and rivers. When assessing planning applications, the Council will take into account the findings of the Green Infrastructure Strategy, therefore positive effects to all equality groups are noted.	Reference to the Fieldfare Trust guidance (<i>'Countryside for All' – A good practice guide to Disabled People's Access in the Countryside</i>) has been included in the policy and accessible natural green space is included in the Green Infrastructure Strategy	None
Policy ENV6 - Historic Environment	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy ENV7 – Demolition of Listed Buildings	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV8 - Conservation Areas	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV9 - Archaeology	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV10 - Historic Battlefields, Registered Parks and Gardens and Historic Landscapes	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy ENV11 - Pollution - Impact from Existing and/or Previous Land Uses on New Development (Potential Receptors of Pollution)	√	√	√	√	√	√	√	√	√	√	This policy seeks to manage proposals so that they “should be appropriate to their location and should be designed to ensure that the occupiers of a new development will not be subject to... adverse effect(s) of pollution.” Therefore, this policy will have positive effects to all equality groups, especially younger, older, disabled and pregnant residents of the district.	N/A	None
Policy ENV12 - Pollution - Impact of Development on Human Health, the Natural Environment and/or Local Amenity (Potential Sources of Pollution)	√	√	√	√	√	√	√	√	√	√	This policy seeks to manage proposals so that they “should be located in sustainable locations and should be designed to ensure that they will not result in significant adverse impacts on human health, the natural environment and/or the amenity of neighbouring uses.” Therefore, this policy will have positive effects to all equality groups, especially younger, older, disabled and pregnant residents of the district.	N/A	None
Policy EP1 - Air Quality	√	√	√	√	√	√	√	√	√	√	Air quality has been identified as a key development consideration in South Oxfordshire, where air quality levels have been found to breach national standards in a number of locations. Therefore, this policy will have positive effects to all equality groups, especially younger, older, disabled and pregnant residents of the district.	N/A	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy EP2 - Hazardous Substances	√	√	√	√	√	√	√	√	√	√	This policy will have positive effects to all equality groups.	The Council is empowered under the Planning (Hazardous Substances) Act 1990 to regulate the presence of hazardous substances, so that they cannot be kept or used above specified quantities. National Planning Practice Guidance provides further advice on how the planning system deals with hazardous substances. Development of new installations where hazardous substances are handled will be carefully controlled.	None
Policy EP3: Waste Collection and Recycling	√	√	√	√	√	√	√	√	√	√	This policy seeks to manage and maximise the opportunities for waste collection and recycling, and to manage the amenity impacts of these activities therefore, it will have positive effects to all equality groups.	N/A	None
Policy EP4 – Flood Risk	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy EP5 - Minerals Safeguarding Areas	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy DES1 - Delivering High Quality Development	√	√	√	√	√	√	√	√	√	√	Delivering high quality design will be beneficial to all equality groups. The use of the design guide will manage particular aspects that are especially beneficial to equality groups, including, ensuring developments are designed to last; requiring legible and accessible public realm; seeking integrated networks of paths and roads that link all people and the places they want to reach; designing out crime and, requiring the consideration of height and massing so as not to overwhelm all users of the spaces between buildings.	South Oxfordshire District Council Design Guide Supplementary Planning Document November 2016 would also be referred too which seeks to which seeks to raise the quality of design (including inclusive accessibility) in new development in the district. The supporting text for the policy clear references “the needs of all users including the elderly, disabled, parents and carers” <i>This document has undergone a separate EqIA.</i>	None
Policy DES2 – Enhancing Local Character	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy DES3 – Design and Access Statements	√	√	√	√	√	√	√	√	√	√	This policy supports the requirement of DES1 and formalises them, and the need to create access <i>for all</i> . See DES1 detail above	South Oxfordshire District Council Design Guide Supplementary Planning Document November 2016 would also be referred too which seeks to which seeks to raise the quality of design (including inclusive accessibility) in new development in the district. <i>This document has undergone a separate EqIA.</i>	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
Policy DES4 – Masterplans for Allocated Sites and Major Development	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups, and supports the use of Policy DES1 and the South Oxfordshire Design Guide. See DES1 detail above	South Oxfordshire District Council Design Guide Supplementary Planning Document November 2016 would also be referred too which seeks to which seeks to raise the quality of design (including inclusive accessibility) in new development in the district. <i>This document has undergone a separate EqIA.</i>	None
Policy DES5 – Outdoor Amenity Space	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	N/A	None
Policy DES6 Privacy and daylight	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	N/A	None
Policy DES7 – Public Art	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	N/A	None
Policy DES8 – Efficient Use of Resources	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy DES9 - Promoting sustainable design	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	N/A	None
Policy DES10 - Renewable Energy	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy TC1 – Retail in Town and Larger Village Centres	√	√	√	√	√	√	√	√	√	√	This policy will be beneficial to all equality groups.	An additional bullet point was added at the preferred options stage: Seek to improve access and movement for all users. A definition for inclusivity has been included within the glossary. This negates the need to make reference to each relevant protected characteristic within a policy as we could inadvertently forget a relevant group. Therefore, in some policies it will say ‘all users’	None
Policy TC2 - Amount and location of new retail floorspace	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy TC3 - Retail Frontages and Town Centre Boundaries	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	N/A	None
Policy CF1 - Safeguarding Community Facilities	√	√	√	√	√	√	√	√	√	√	This policy is beneficial to all equality groups, the policy helps to reduce the likelihood of facilities that support particular groups of people being lost e.g. facilities for older, younger people, and ethnic minorities.	N/A	None
Policy CF2 - Provision of Community Facilities and Services	√	√	√	√	√	√	√	√	√	√	This policy is beneficial to all equality groups; the policy seeks to provide additional community facilities or services within settlements.	N/A	None
Policy CF3 - New Open Space, Sport and Recreation Facilities	√	√	√	√	√	√	√	√	√	√	This policy is beneficial to all equality groups, the policy seeks to provide additional open space,	Sport England guidance has also been referenced in the policy to strengthen it for the publication version.	None

Local Plan Policies	Gen	Dis	Age	Race	R&B	S.O.	Gen. R	P&M	M & CP	Rur.	Summary of effect	Further Information	Action
											sport and recreation facilities, access to these facilities are beneficial to human health.		
Policy CF4 - Existing Open Space, Sport and Recreation Facilities	√	√	√	√	√	√	√	√	√	√	This policy is beneficial to all equality groups, the policy helps to reduce the likelihood of facilities that support particular groups of people being lost e.g. facilities for older, younger people, and ethnic minorities.	N/A	None
Policy CF5 - Open Space, Sport and Recreation in new residential development	√	√	√	√	√	√	√	√	√	√	New residential development will be required to provide or contribute towards open space, sport, recreation and play in line with the most up to date standards (currently set out in South Oxfordshire District Council Open Space Standards 2013, therefore this policy is beneficial to all equality groups. These include: <ul style="list-style-type: none"> • Parks and Gardens • Natural and semi-natural greenspace for informal recreation • Amenity greenspace • Allotments • Equipped children's play areas • Sports facilities 	The word 'accessible' was included in the policy before open space, sport, recreation at the second preferred options stage. Sport England guidance has also been referenced in the policy to strengthen it for the publication version.	None

5. Have reasonable adjustments been made for people with disabilities to ensure they can use the draft strategy or policy? This might mean treating disabled people better than non-disabled people in order to meet their needs

Yes - please provide detail:

- The needs of people with disabilities has been taken account of within the relevant policies and recommendations made to strengthen these where appropriate.
- Alternative format statement included on the back cover of the Local Plan documents:
- Alternative formats of this publication are available on request. These include large print, Braille, audio, email, easy read and alternative languages Please contact Planning on 01235 422600

6. Have there been any equality related recommendations in the area that your draft policy/strategy is covering which have arisen from, for example, internal/external audits or scrutiny reports?

A Sustainability Appraisal (SA) Report has been produced alongside the development of the Local Plan (LP) to inform the decision making process. The SA Report also addresses issues with regard to access and inclusive design and the LP is tested against the SA Objectives.

7. Will the draft strategy or policy help to foster good relations between people who share a protected characteristic and people who do not share it e.g will the changes help to tackle prejudice and promote understanding between the different groups?

Yes - please explain how

The Local Plan is a statutory requirement on authorities and will help meet the statutory duties related to equalities and diversity, the Strategic Objectives are underpinned by the three strands of the National Planning Policy Framework: Social, Economic and Environmental, the following strategic objectives seek to tackle prejudice and promote understanding these along with specific policies within the Local Plan will ensure that the needs of all equality groups are met.

OBJ 2.1 Deliver a wide range of housing options to cater for the housing needs of our community (self-build, starter homes, older person’s accommodation).	OBJ 6.1 Champion neighbourhood planning, empowering local communities to direct development within their area and provide support to ensure neighbourhood plans are deliverable, achievable and sustainable.
OBJ 2.2 Support the regeneration of housing and facilities to strengthen communities, and address identified poverty and social exclusion.	OBJ 6.2 Provide access to high quality leisure, recreation, cultural, community and health facilities.
OBJ 2.3 Support meeting the economic and housing needs of the county as a whole, reflecting the special character of South Oxfordshire	OBJ 6.3 Ensure all communities have access to the services and facilities they value, supporting the health and wellbeing of everyone.

The following Local Plan 2033 Policies will raise awareness and ensure the needs of the equality groups are met:

Policy H9 – Affordable Housing	Policy DES10 - Development in the Countryside and Rural Areas
Policy – H13 Specialist Housing for Older People	Policy TC1 - Retail in Town and Larger Village Centres Policy
Policy H14 - Provision for Gypsies, Travellers and Travelling Showpeople	CF1 - Safeguarding Community Facilities
Policy INF1 – Infrastructure Provision	Policy CF2 - Provision of Community Facilities and Services
Policy INF2 - Electronic Communications	Policy CF3 - New Open Space, Sport and Recreation Facilities
Policy DES1 - Delivering High Quality Development	Policy CF5 - Open Space, Sport and Recreation in new residential development
Policy DES4 – Masterplans for Allocated Sites and Major Development	

In addition to the above South Oxfordshire District Council adopted a new Design Guide Supplementary Planning Document on 1 November 2016, following public consultation that took place in June and July 2016 and a separate equalities impact assessment. Our Design Guide has been nominated for an award at the National Urban Design Awards:

The new guide seeks to break the mould of the traditional design guide by being concise, visually attractive and innovative in terms of content and approach. The ultimate objective for the design guide is to raise the quality of design in new development in the district. The guide seeks to do this by setting out the standard we expect new developments to meet through a series of checklists which each relate to key design principles. The guide will take the reader through the process of designing a scheme from start to finish in an order that we consider to be best practice, realistic and logical. Alongside the checklists, examples of best practice and solutions for common design problems will be provided. Clear links and references to further guidance and technical documents will supplement the content in the guide. The principles of inclusive design should be incorporated from the outset, rather than at the end of the design process as an afterthought.

Statement of Community Involvement:

South Oxfordshire District Council is committed to working in a clear and transparent way, and is keen to assist anyone who may wish to be involved in the planning process. Our Statement of Community Involvement (SCI) sets out how we will engage with our communities and businesses so they can comment on new planning policy documents and planning applications.

Our current SCI was adopted on 6 July 2006. We are now consulting on our new draft SCI (805.1 KB) PDF which, when adopted, will replace the 2006 version. Once adopted, the council will comply with the updated SCI when preparing new planning policy documents or when determining a planning application.

Infrastructure Delivery Plan:

This Infrastructure Delivery Plan (IDP) will be produced as part the evidence base for the Local Plan 2033; this will consider the impact of growth from the Local Plan 2033 in the South Oxfordshire District. The IDP will set out the infrastructure requirements necessary to support growth in South Oxfordshire. It will include an infrastructure delivery schedule, details of the approach and the information gathered regarding infrastructure needs so far.

Human Rights Considerations

8. Will the draft strategy or policy have an impact on any relevant human rights? Please identify which human rights have been considered?

The Local Plan process has used an evidence based approach to identify areas where there are risks of promoting inequalities if mitigating actions are not taken. Officers will use the local plan policies to ensure that in reaching planning decisions they protect Human Rights through applying articles 6 ‘Right to a fair trial’ and article 8 ‘The Right to respect for a private and family life – both of which will be underpinned by article 14 ‘prohibition of discrimination.

9. Has there been consultation with relevant community groups to help inform this draft strategy or policy? If yes, please list who you have consulted:

We are committed to involving our communities in preparing the new plan. Work began on the new Local Plan in 2014 and have already undertaken four consultations. Our most recent consultation, the Second Preferred Options, took place between March and May 2017.

Following each consultation, a consultation report was produced, the reports provide details of consultee responses and the Appendix of each Report contains a list of all stakeholders consulted.

Full information of the consultation including community groups consulted can be here:

<http://www.southoxon.gov.uk/services-and-advice/planning-and-building/planning-policy/local-plan-2032>

10. Do you feel there are any groups that the draft strategy or policy significantly affects who you have not currently consulted?

No

11. Has the draft strategy or policy missed opportunities to advance equality of opportunity, positive attitudes and promote respect for human rights?

No

Action plan for mitigating action or advancing equality of opportunity and promoting respect for human rights

Action	Person responsible	Target completion date
Ensure that each local plan consultation complies with our SCI and the required national regulations	Lead: Holly Jones Support: Jodie Wales	On going