

Strategies/policies

Equality and human rights impact check

Strategy/policy being checked: **South Oxfordshire Local Plan 2035**

This strategy/policy: Is South Oxfordshire only

Service team: Planning

Officer completing the updated December 2020 version: Ryan Hunt

Update completed: 09/12/2020

Signed:  (Officer, Ryan Hunt)

Signed:  (Head of Service, Adrian Duffield)

Signed:  (Equalities Officer, Lynne Mitchell)

**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.

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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.

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 Gypsies and Travellers pitches.

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 0.2%, lower than the national average of 0.5%

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. 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 2035

South Oxfordshire will remain a beautiful and prosperous place to live. 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 within South Oxfordshire. New development will meet the highest standards of design with necessary associated infrastructure.

We have continued to support development at the towns and larger villages. Growth will support employment opportunities and deliver regeneration and infrastructure with a focus on delivering housing and employment at Science Vale. We will also allocate new development at strategic locations.

Science Vale will continue to grow as a world-renowned science, research and innovation led hub that attracts business, creates job opportunities, and delivers housing growth. 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. Didcot will be a flourishing Garden Town, being both the gateway to and the heart of Science Vale.

Through careful management of the Oxford Green Belt we will have made provision towards Oxford city's unmet housing needs whilst protecting the important setting of Oxford and 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 seven strategic locations; Grenoble Road, Culham, Berinsfield, Wheatley, Northfield, Chalgrove and North of Bayswater Brook. We will exceed 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 continue to be a tourist destination, helping our towns and villages to remain vibrant and prosperous. Communities will thrive, and through Neighbourhood Planning and community engagement, will have their say on how their local area is shaped.

The impacts of COVID-19 on the economy and lifestyle were emerging during the examination of this plan. The plan provides new homes, jobs and infrastructure to meet needs. South Oxfordshire is an area of traditionally high demand and it is reasonable to assume that this will remain the case throughout the plan period. Science Vale and the Ox-Cam Arc is an area which is likely to be important for the country's recovery. The plan contains sufficient flexibility (for example in its employment policies) to provide an appropriate framework for changing lifestyles

and needs. If development needs prove slower in coming forward, or change, this will be monitored (see Chapter 11 of the plan). The plan can be reviewed if necessary

Strategic Objectives

There are a series of objectives which underpin the Local Plan, which should not be viewed in isolation, but rather should be considered as a full suite of objectives. A balance needs to be struck between the core pillars of sustainable development, including the protection of the environment and the need to provide sufficient development to meet the needs of the existing and future population.

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 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 deprivation issues.
- 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, which will provide high quality local jobs to help retain more skilled residents in the local workforce.
- OBJ 3.2** Aim to reduce commuting distances by supporting business growth in locations close to existing business areas, transport connections and broadband provision.
- OBJ 3.3** Ensure economic and housing growth are balanced, to support sustainable journeys to work, recognising that we cannot determine where people work –some of whom will choose to travel to employment locations beyond our district, such as London, Oxford and Reading.
- 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 predominantly rural District.

Objective 5 – Design

- OBJ 5.1** Deliver high quality, innovative, well designed and locally distinctive developments in sustainable locations with regard to 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 8.1** 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. Lower energy use and support an increase in renewable energy use. Support growth in locations that help reduce the need to travel.

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

South Oxfordshire District Council has been working on a new Local Plan to shape the future of our district. We have involved our communities in preparing the new plan, and an Independent Planning Inspector has examined the Plan and found, subject to the main modifications, to be sound and to comply with legislation.

[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 2035. It sets out a vision, shows how we have developed a strategy which responds to that vision and how it will be delivered 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 from 2011 to 2035. 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 have:

- Explored how much land is likely to be needed for different uses;
- Identified the right areas and sites to make sure that we have a healthy supply of developable land;
- Worked with our neighbouring councils and Oxfordshire 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;
- Supported parish and town councils who are working on community-led plans and neighbourhood plans so that they have had their say on how their local area is shaped; and
- Listened to our residents, businesses and communities.

What is in the Local Plan 2035

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

The plan covers the whole of South Oxfordshire, and the Council has worked and 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 some of the specific non-strategic 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 the Council decided to review the existing plan and consider how to plan for additional growth in the most advantageous and positive way. By preparing a new Local Plan the Council has ensured that it can plan for where, how and when new development takes place, and that it 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 2035;
- "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 strategy/policy relates to an existing council service/function, has an Equality & Human Rights Impact Assessment (EHRIA) already been completed on the service/function?

Yes – EQIAs were prepared in support of the Local Plan First Publication Version 2011-2033 (September 2017) and Local Plan Second Publication Version 2011-2034 (November 2018).

Why we are updating the Local Plan and EQIA

The Local Plan was submitted for examination in March 2019 and underwent a process of independent examination by a Planning Inspector, including virtual examination in public hearings which were held in July-August 2020. The Inspector recommended that various changes were needed to make the Plan sound. These changes, listed in a Schedule of Main Modifications, were the subject of a public consultation for a six-week period between September and November 2020.

Following the Main Modifications consultation, the Inspector considered all the responses received. He then issued his Inspector's Report on 27 November 2020, marking the end of the Local Plan examination.

In his report, he concluded as follows on Public Sector Equalities Duty:

“Public Sector Equality Duty

Paragraph 16. I have had due regard to the aims expressed in S149(1) of the Equality Act 2010. This has included my consideration of several matters during the examination including, notably, the provision of a range of housing options to cater for the housing needs of all the community, for example, the provision of traveller sites to meet needs, affordable housing, self-build homes, starter homes, accessible and adaptable housing and the provision of specialist housing for older people. I have considered and taken into account the Equality and Human Rights Impact Check produced by the Council in connection with the submitted Plan (Document CSD07).

Paragraph 17. I have also had regard to the Public Sector Equality Duty in connection with the operation of the examination hearings. The examination included the first ever complete set of virtual local plan hearings, conducted remotely over 4 weeks from 14 July to 7 August 2020 and live streamed on YouTube. Before the hearings took place, reservations were expressed by some parties about whether virtual hearings would be fair and inclusive. Two of the key letters of concern (Documents PSD28 and PSD29), and my responses (Documents IC07 and IC08), were included as examination documents and made available on the examination website so that others with similar concerns could have regard to them. In practice there was no evidence that any party was disadvantaged by the holding of virtual hearings compared with physical hearings.”

The next stage for the Local Plan is for the Council to consider adoption. A number of changes have been made to the Second Publication version of the Local Plan (also known as the Submission Version) to incorporate the Inspector’s Main Modifications.

A non-track changes version of the Local Plan incorporating all the Main Modifications and Minor Modifications (corrections and updates made by the Council) has been prepared for ease of reference at the Cabinet and Council meetings in December 2020. This version is available on our website at:

[South Oxfordshire Local Plan 2035 Non-track changes version containing Main Modifications and latest Minor Modifications \(November 2020\)](#)

This equality and human rights impact check provides officers with a framework within which to consider the impact policies may have on particular groups to ensure that we are meeting our legal duties with regards to equality, diversity and human rights. As such it is important the EQIA is up to date and take account of any changes to the Local Plan. The table on pages 17 to 44 have been updated to consider the effect of any changes to policy.

Since the last version of the EQIA (November 2018) was prepared in advance of the Second Publication version of the Local Plan, the following policies have been removed from the plan:

| 2018 | 2020 | Comment |
|---|------|--|
| Policy H19 - Re-use of Rural Buildings | - | Deleted for reasons set out in the Inspector’s Report at paragraph 292 (not compliant with the National Planning Policy Framework) |
| Policy EMP10 - Community Employment Plans | - | Deleted for reasons set out in the Inspector’s Report at paragraph 266 (not compliant with the National Planning Policy Framework and a burden on development) |
| Policy DES7 - Public Art | - | Deleted for reasons set out in the Inspector’s Report at paragraph 278 (policy unnecessary and covered by new wording additions to Policy DES1) |

These changes have not resulted in any negative outcomes for any of the equality groups.

The majority of changes to the Local Plan have been to the wording of policies, as such it is important that this document is read together with the updated Local Plan.

It should be noted: The local plan is a land use planning document that sets the framework in combination with national policy for future development in the district. It is used to guide decisions on whether or not planning applications can be granted. The plan should be read as a whole as the policies support and complement each other. The plan is also supported by a large amount of evidence (see the examination library) and has been influenced by wider strategies and commitments locally and nationally.

The impact of certain policies on the equality groups may not always be possible to determine. It is through their implementation that the impact could be assessed, in collaboration with other areas of the council and partner organisations, informed by additional information, and subject to negotiation. Of particular relevance is the delivery of affordable housing and its impact on equality groups which will be based on local need and subject to the council's Housing Allocation Policy. In this case the Housing Strategy and Housing Allocations Policy are both subject to separate EQIAs. Equally, all planning applications involving built development would need to comply with the South Oxfordshire Design Guide which supports inclusive design.

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 which has been considered in this assessment due to the rural nature of the district and in recognition of the barriers rural groups may face specifically in relation to access to services.

This assessment attempts to differentiate between indirect benefits that could be applicable to individual groups, based on an overall benefit anticipated from the policy, and direct benefits as the policy is worded. However, at the same time acknowledges the potential for positive outcomes in the supporting text.

The following symbols have been used:

- √ positive outcome for specific equality groups
- neutral impact in relation to specific equality groups
- × negative outcome for these groups in relation to specific equality groups

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

| Local Plan Policies | Ge n | Di s | Ag e | Ra ce | R& B | S. O. | Ge n. R | P& M | M & CP | Rur . | 2020 – 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 and enhancing rural services and facilities through allowing limited growth in employment and housing to help secure the provision of services. Also has the potential to benefit all groups. | N/A | None |
| Policy STRAT2 – South Oxfordshire Housing and Employment Requirements | - | - | - | - | - | - | - | - | - | - | Sets out the overall requirement of housing and employment needed which will be met through other policies in the plan, the potential benefits to equality groups will be accessed in the policies | N/A | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
|--|-----|-----|-----|------|-----|------|--------|-----|--------|------|---|---------------------|--------|
| | | | | | | | | | | | which consider its delivery. | | |
| Policy STRAT3 – 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 STRAT4 – Strategic Development | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT5 Residential Densities | - | - | - | - | - | - | - | - | - | - | 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. | 2020 – summary of effect | Further Information | Action |
|--|-----|-----|-----|------|-----|------|--------|-----|--------|------|---|---------------------|--------|
| Policy STRAT6 - Green Belt | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT7– Land at Chalgrove Airfield | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT8 – Culham Science Centre | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT9 – Land Adjacent to Culham Science Centre | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT10 – Berinsfield Garden Village | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT10i – Land at Berinsfield Garden Village | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT10ii: Berinsfield Local Green Space | - | - | - | - | - | - | - | - | - | - | 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. | 2020 – summary of effect | Further Information | Action |
|---|-----|-----|-----|------|-----|------|--------|-----|--------|------|--|---------------------|--------|
| Policy STRAT11 – Land South of Grenoble Road | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT12 – Land at Northfield | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT14 – Land North of Bayswater Brook | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy STRAT14 – Land at Wheatley Campus, Oxford Brookes University | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy HEN1 – The Strategy for Henley-on-Thames | √ | √ | √ | - | - | - | - | - | - | - | This policy has the potential to indirectly benefit all equality groups. The policy specifically reference 'improving accessibility' which is likely to benefit certain equality groups particularly disabled, older | | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
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| | | | | | | | | | | | people and parents/carers. | | |
| Policy TH1 – The Strategy for Thame | √ | √ | √ | - | - | - | - | - | - | - | This policy has the potential to indirectly benefit all equality groups. The policy specifically reference 'improving accessibility' which is likely to benefit certain equality groups particularly disabled, older people and parents/carers | | None |
| Policy WAL1 – The Strategy for Wallingford | √ | √ | √ | - | - | - | - | - | - | - | This policy has the potential to indirectly benefit all equality groups. The policy specifically reference 'improving accessibility' which is likely to benefit certain equality groups particularly disabled, older people and parents/carers | | None |
| Policy H1 – Delivering New Homes | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Indirect benefit by providing for housing need and when considered with other policies within the plan. | N/A | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
|--|-----|-----|-----|------|-----|------|--------|-----|--------|------|---|--|--------|
| Policy H2 – New Housing in Didcot | - | - | - | - | - | - | - | - | - | - | Policy provides for housing requirement and its delivery mechanism. Does not specify specific requirement which could directly benefit an equality group, however indirect benefit expected from meeting housing need in combination with other policies in the plan. | Impacts also considered through relevant planning applications | None |
| Policy H3 – Housing in the towns of Henley-on-Thames, Thame and Wallingford | - | - | - | - | - | - | - | - | - | - | Policy provides housing requirement and its delivery mechanism. Does not specify specific requirement which could directly benefit an equality group, however indirect benefit expected from meeting housing need in combination with other policies in the plan. | Impacts also considered through relevant planning applications | None |
| Policy H4 – Housing in the Larger Villages | - | - | - | - | - | - | - | - | - | √ | Policy will have direct benefit on Rural groups through the provision of housing in more rural areas which will support the provision of further services. It's expected to have indirect benefit to other groups by meeting | N/A | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
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| | | | | | | | | | | | housing need in combination with other policies in the plan. | | |
| Policy H5 – Land to the west of Priests Close, Nettlebed | - | - | - | - | - | - | - | - | - | √ | Policy will have direct benefit on Rural groups through the provision of housing in more rural areas which will support the provision of further services. It's expected to have indirect benefit to other groups by meeting housing need in combination with other policies in the plan. | N/A | None |
| Policy H6 – Joyce Grove, Nettlebed | - | - | - | - | - | - | - | - | - | √ | Policy will have direct benefit on Rural groups through the provision of housing in more rural areas which will support the provision of further services. It's expected to have indirect benefit to other groups by meeting housing need in combination with other policies in the plan. | N/A | None |
| Policy H7 – Land to the South and West of | - | - | - | - | - | - | - | - | - | √ | Policy will have direct benefit on Rural groups through the provision of housing in more rural | N/A | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
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| Nettlebed Service Station | | | | | | | | | | | areas which will support the provision of further services. It's expected to have indirect benefit to other groups by meeting housing need in combination with other policies in the plan. | | |
| Policy H8 – Housing in the Smaller Villages | - | - | - | - | - | - | - | - | - | √ | Policy will have direct benefit on Rural groups through the provision of housing to meet local need in more rural areas which will support the provision of further services. It's expected to have indirect benefit to other groups by meeting housing need in combination with other policies in the plan. | N/A | None |
| Policy H9 – Affordable Housing | - | √ | √ | - | - | - | - | - | - | √ | The delivery of affordable housing that meets the requirements of those in housing need will indirectly benefit all equality groups. The policy has been informed by the councils housing strategy which was subject to its own EQIA. | This policy now includes provision for Oxford City's unmet need: On sites adjacent to Oxford City: 50% affordable housing on all sites with a net gain of 10 or where the site has an area of 0.5 hectares or more. | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
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| | | | | | | | | | | | Specific direct benefit to rural groups is anticipated through the provision of on-site affordable housing in AONB. The benefit this policy brings to other equality groups is dependent on their access to the housing register. This is measured annually through the equality data collected. The housing allocations policy is also subject to its own EQIA. | | |
| Policy H10 – Exception Sites and Entry Level Housing Schemes | - | √ | √ | - | - | - | - | - | - | √ | 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 |

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| | | | | | | | | | | | disability. Therefore, this policy is indirectly positive to all equality groups, especially income, rural, health and disability. The benefit this policy brings to other equality groups is dependent on their access to the housing register. | | |
| Policy H11 – Housing Mix | - | √ | √ | - | - | - | - | - | - | - | 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. Will have direct benefit to groups with mobility issues, | The policy has been updated to include a percentage of all homes to be built to ‘Part M(4) category 2: Accessible and adaptable dwellings and for affordable homes a percentage to be built to M(4) category 3: Wheelchair user dwellings’. | None |
| Policy H12 – Self-Build and Custom Housing | - | √ | √ | - | - | - | - | - | - | - | Self and Custom Builds are a way for people to design/build their own homes to meet their own needs, the councils support for this type of | N/A | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
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| | | | | | | | | | | | development could benefit equality groups whose specific need is not readily addressed through conventional house building. Although it could potential benefit all groups the clearest direct benefit is to groups with mobility issues or specific needs relating to ill health. | | |
| Policy H13 - Specialist Housing for Older People | - | √ | √ | - | - | - | - | - | - | - | This policy is specific in its intention as such it will directly benefit older residents and particular those with ill health or disabilities by providing specialist accommodation which allows them to live independently. However indirect benefits are expected across all criteria as they may also require this type of accommodation at some stage. | N/A | None |
| Policy H14 - Provision for Gypsies, Travellers and | - | - | - | √ | - | - | - | - | - | - | This policy will be positive to Gypsies, Travellers and Travelling Show people. | The requirements in the policy is supported by evidence; Gypsy, Traveller and Travelling Showpeople Accommodation Assessment (2017). All proposals | None |

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| Travelling Showpeople | | | | | | | | | | | | would also need to accord with national policy. | |
| Policy H15 – Safeguarding Gypsy, Traveller and Travelling Showpeople Sites | - | - | - | √ | - | - | - | - | - | - | This policy will be positive to Gypsies, Travellers and Travelling Show people. It prevents the unjustified loss of existing pitches and plots. | The requirements in the policy is supported by evidence; Gypsy, Traveller and Travelling Show people Accommodation Assessment (2017) | None |
| Policy H16 – Backland and Infill Development and Redevelopment | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified | N/A | None |
| Policy H17 - Sub-division and Conversion to Multiple Occupation | - | - | √ | - | - | - | - | - | - | - | This policy could potentially be indirectly positive to all groups as the policy recognises demographic and lifestyle changes have influenced the type of housing needed. However, this is more likely to benefit younger people who can't afford to purchase their own property | 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 |
| Policy H18 – Replacement Dwellings | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | | None |

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| Policy H19; Rural Workers' Dwellings | - | - | - | - | - | - | - | - | - | √ | This policy supports rural groups through helping to meet the need for rural housing | N/A | |
| Policy H20 – Extensions to Dwellings | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | | None |
| Policy H21 – Loss of Existing Residential Accommodation in Town Centres | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy EMP1 - The Amount and Distribution of New Employment Land | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised that availability of local employment could indirectly benefit all groups | N/A | None |
| Policy EMP2 – Range, Size and Mix of Employment Premises | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised that a range of employment premises/opportunities indirectly benefit all groups | N/A | None |
| Policy EMP3 – Retention of Employment Land | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised that retention of | N/A | None |

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| | | | | | | | | | | | employment land locally could indirectly benefit all groups | | |
| Policy EMP4 – Employment Land in Didcot | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised this could indirectly benefit all equality groups | N/A | None |
| Policy EMP5 – New Employment Land at Henley | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised this could indirectly benefit all equality groups | N/A | None |
| Policy EMP6 – New Employment Land at Thame | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised this could indirectly benefit all equality groups | N/A | None |
| Policy EMP7 – New Employment Land at Wallingford | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised this could indirectly benefit all equality groups | N/A | None |
| Policy EMP8 – New Employment Land in Crowmarsh Gifford | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised this could indirectly benefit all equality groups | N/A | None |
| Policy EMP9 – New Employment | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Though it is recognised | N/A | None |

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| Land at Chalgrove | | | | | | | | | | | this could indirectly benefit all equality groups | | |
| Policy EMP10 – Development in Rural Areas | - | √ | √ | - | √ | - | - | - | - | √ | This policy promotes the retention and development of local services and community facilities, specifically mentioning local shops, meeting places, sports venues, cultural buildings, public houses and places of worship that may benefit all groups. However specific benefit in relation to rural groups, disability, age and religion. | N/A | None |
| Policy EMP11 - Tourism | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy EMP12 - Caravan and camping sites | - | √ | √ | - | - | - | - | - | - | - | Policy wording includes 'Where new buildings are essential these must be designed to a high standard, be accessible to all and be sensitively sited.' This will have a positive impact on at least two of the equality groups. | N/A | None |
| Policy EMP13 – Retention of | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |

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| Visitor Accommodation | | | | | | | | | | | | | |
| Policy INF1 – Infrastructure Provision | - | - | - | - | - | - | - | - | - | - | The provision of required infrastructure is relevant to all equality groups and can indirectly benefit everyone, however this policy does not provide detail to determine its actual benefit specific to any one group. | N/A | None |
| Policy TRANS1a – Supporting Strategic Transport Investment across the Oxford to Cambridge Arc | - | - | - | - | - | - | - | - | - | - | This policy will help deliver strategic transport infrastructure which will have an indirect benefit to equality groups in part as the delivery of transport infrastructure will be needed to support new development. | N/A | None |
| Policy TRANS1b: Supporting Strategic Transport Investment: | - | - | - | - | - | - | - | - | - | - | This policy will help deliver strategic transport infrastructure which will have an indirect benefit to equality groups in part as the delivery of transport infrastructure will be needed to support new development. | N/A | None |

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| 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”, as such direct benefit expected for groups with mobility issues. | 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, Transport Statements 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.” The policy criteria makes specific reference to equality groups which it benefits more ‘include a travel plan (that considers all relevant form of | Change the wording of any policies which have for people with disabilities to ‘disabled people’ – it is society that disables people rather than their disability. | A review of plan policies and supporting text has been undertaken to ensure correct terminology is used. |

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| | | | | | | | | | | | transport including accessible transport for people with disabilities disabled people. | | |
| Policy TRANS5 - Consideration of Development Proposals | - | √ | √ | - | - | - | - | - | - | - | The first criterion in this policy is to provide 'or a safe and convenient access for all users to the highway network; as such an indirect benefit is expected for all groups. Criterion viii makes specific provision for 'adequate provision for those whose mobility is impaired'. As such direct benefit expect for Age groups and disabled people | 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 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 | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. Policy states ii) improve access to rail services. However, does not provide detail on who its intending to improve access for. | Point ii) could be strengthened to say including for disabled users. This could include step free access for disabled users, accessible toilets etc | Policy wording has been strengthened to ensure its more inclusive |
| Policy TRANS7 - Development Generating New Lorry Movements | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |

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| Policy INF2 - Electronic Communications | - | - | - | - | - | - | - | - | - | √ | Improving access to the internet will potentially benefit all groups by improving access to information and reducing the need to travel, but It is likely to benefit rural communities most | 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: "Development which supports economic growth in rural areas will be supported provided it conserves and enhances the landscape, countryside and rural areas." Therefore, overall positive effects are identified for rural group | N/A | None |
| Policy ENV2 - Biodiversity - Designated Sites, | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |

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| Priority Habitats and Species | | | | | | | | | | | | | |
| Policy ENV3 - Biodiversity | - | - | - | - | - | - | - | - | - | - | 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 | - | √ | √ | - | - | - | - | - | - | - | Applicants should refer to guides such as the Fieldfare Trust 'Countryside for All – A good practice guide to Disabled People's Access in the Countryside' and the South Oxfordshire Design Guide to ensure that the positive contributions of Green Infrastructure are maximised. As such direct benefit is expected on at least two groups. | 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 supporting text 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 |
| Policy ENV7 – 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 and | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |

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| Scheduled Monuments | | | | | | | | | | | | | |
| 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 potentially 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, | - | √ | √ | - | - | - | - | √ | - | - | This policy seeks to manage proposals so that they are “located in sustainable locations and should be designed to | N/A | None |

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| the Natural Environment and/or Local Amenity (Potential Sources of Pollution) | | | | | | | | | | | ensure that they will not result in significant adverse impacts.” Therefore, this policy will have potentially positive effects to all equality groups, especially younger, older, disabled and pregnant residents of the district. | | |
| 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 potentially positive effects to all equality groups, especially younger, older, disabled and pregnant residents of the district. | N/A | None |
| Policy EP2 - Hazardous Substances | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | 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 | None |

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| | | | | | | | | | | | | 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. | |
| Policy EP3: Waste Collection and Recycling | - | - | - | - | - | - | - | - | - | - | The policy states that proposals must ensure 'access is provided that is safe for existing users/residents and for refuse and recycling collection vehicles'. an indirect impact to all equality groups is identified | 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 | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | Delivering high quality design will be beneficial to all equality groups. The | South Oxfordshire District Council Design Guide Supplementary Planning Document November | None |

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| Quality Development | | | | | | | | | | | 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.. | 2016 would also be referred too 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> | |
| 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 for all. See DES1 detail above | South Oxfordshire District Council Design Guide Supplementary Planning Document November 2016 would also be referred too which seeks to raise the quality of design | None |

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|--|-----|-----|-----|------|-----|------|--------|-----|--------|------|---|---|--------|
| | | | | | | | | | | | | (including inclusive accessibility) in new development in the district. <i>This document has undergone a separate EqIA.</i> | |
| Policy DES4 – Masterplans for Allocated Sites and Major Development | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | This policy will be indirectly 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 | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy DES6 - Residential Amenity | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy DES7 – Efficient Use of Resources | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy DES8 - Promoting Sustainable Design | - | - | - | - | - | - | - | - | - | - | 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. | 2020 – summary of effect | Further Information | Action |
|---|-----|-----|-----|------|-----|------|--------|-----|--------|------|--|--|--------|
| Policy DES9 - Renewable Energy | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy DES10: Carbon Reduction | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy TC1: Retail and Services Growth | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy TC2: Town Centre Hierarchy | - | √ | √ | - | - | - | - | - | - | - | Bullet point was added at the preferred options stage: Seeks to improve access and movement for all users. This will particularly benefit elderly and disabled groups. | 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 TC3: Comparison Goods Floorspace Requirements | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy TC4: Convenience Floorspace Provision in the Market Towns | - | - | - | - | - | - | - | - | - | - | 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. | 2020 – summary of effect | Further Information | Action |
|---|-----|-----|-----|------|-----|------|--------|-----|--------|------|---|--|--------|
| Policy TC5 – Primary Shopping Areas | - | - | - | - | - | - | - | - | - | - | No direct impact to equality groups identified. | N/A | None |
| Policy CF1 - Safeguarding Community Facilities | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | This policy has the potential to be beneficial to all equality groups, the policy helps to reduce the likelihood of facilities that support particular groups being lost | N/A | None |
| Policy CF2 - Provision of Community Facilities and Services | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | This policy has the potential to be 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 potentially beneficial to all equality groups providing additional open space, sport and recreation facilities, access to these facilities are beneficial to human health. | Sport England guidance has also been referenced in the policy to strengthen it for the publication version. To ensure maximin benefit is achieved it is essential that inclusive design is considered through the planning process, this will be achieved through the principles of the design guide and engagement/consultation with | None |

| Local Plan Policies | Gen | Dis | Age | Race | R&B | S.O. | Gen. R | P&M | M & CP | Rur. | 2020 – summary of effect | Further Information | Action |
|---|-----|-----|-----|------|-----|------|--------|-----|--------|------|--|---|--------|
| | | | | | | | | | | | | specialist groups/teams internal and external. | |
| Policy CF4 - Existing Open Space, Sport and Recreation Facilities | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | This policy is potentially beneficial to all equality groups providing additional open space, sport and recreation facilities, access to these facilities are beneficial to human health. | To ensure maximin benefit is achieved it is essential that inclusive design is considered through the planning process, this will be achieved through the principles of the design guide and engagement/consultation with specialist groups/teams internal and external. | None |
| Policy CF5 - Open Space, Sport and Recreation in New Residential Development | √ | √ | √ | √ | √ | √ | √ | √ | √ | √ | This policy is potentially beneficial to all equality groups providing additional open space, sport and recreation facilities, access to these facilities are beneficial to human health. The words 'inclusive and accessible' was included in the policy. | Sport England guidance has also been referenced in the policy to strengthen it for the publication version. To ensure maximin benefit is achieved it is essential that inclusive design is considered through the planning process, this will be achieved through the principles of the design guide and engagement/consultation with specialist groups/teams internal and external. | None |

4. Have reasonable adjustments been made for people with disabilities to ensure they can use the 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. Extracts may be provided for larger documents. Please contact Planning on 01235 422600**

5. Have there been any equality related recommendations in the area that your 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 to inform the decision-making process. The SA Report also addresses issues with regard to access and inclusive design and the local plan has been tested against the SA Objectives.

6. Will the 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 for local authorities and will help meet and contribute towards 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.

| | |
|---|--|
| <p>OBJ 1.2 Support rural communities and “their way of life’, recognising that this is what attracts people to the district.</p> | <p>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.</p> |
| <p>OBJ 2.1 Deliver a wide range of housing options to cater for the housing needs of our community</p> | <p>OBJ 6.2 Provide access to high quality leisure,</p> |

| | |
|--|---|
| (including self-build and older person's accommodation). | recreation, cultural, community and health facilities. |
| OBJ 2.2 Support the regeneration of housing and facilities to strengthen communities and address deprivation issues | 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. |
| OBJ 2.3 Support meeting the economic and housing needs of the county as a whole, reflecting the special character of South Oxfordshire | |

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

| | |
|---|---|
| Policy H9 – Affordable Housing | Policy DES1 - Delivering High Quality Development |
| Policy H11 – Housing Mix | Policy DES3 – Design and Access Statements |
| Policy H13 - Specialist Housing for Older People | Policy DES4 – Masterplans for Allocated Sites and Major Development |
| Policy H14 - Provision for Gypsies, Travellers and Travelling Showpeople | Policy TC2 - Town Centre Hierarchy |
| Policy H15 - Safeguarding Gypsy, Traveller and Travelling Showpeople Sites | Policy CF1 - Safeguarding Community Facilities |
| Policy EMP10 - Development in Rural Areas | Policy CF2 - Provision of Community Facilities and Services |
| Policy TRANS4 - Transport Assessments, Transport Statements and Travel Plans | Policy CF3 - New Open Space, Sport and Recreation Facilities |
| Policy TRANS5 - Consideration of Development Proposals | Policy CF4 - Existing Open Space, Sport and Recreation Facilities |
| Policy ENV5 – Green Infrastructure in New Developments | Policy CF5 - Open Space, Sport and Recreation in New Residential Development |

In addition to the above, South Oxfordshire District Council adopted a Design Guide as 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 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 takes 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 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 we are 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 by Cabinet on 15 June 2017 and replaces the previous SCI adopted on 6 July 2006. The council will comply with the updated SCI when preparing new planning policy documents or when determining a planning application.

Infrastructure Delivery Plan:

An Infrastructure Delivery Plan (IDP) was produced as part the evidence base for the Local Plan; this considered the impact of growth from the Local Plan in South Oxfordshire District. The IDP sets out the infrastructure requirements necessary to support growth in South Oxfordshire. It includes an infrastructure delivery schedule, details of the approach and the information gathered regarding infrastructure needs.

Human Rights Considerations

7. 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.

8. 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 Local Plan. Work began on the new Local Plan in 2014 and have already undertaken seven consultations. Our most recent consultation, the consultation on the Proposed Main Modifications, took place

between September and November 2020. Details are available on our forthcoming local plan webpage [here](#).

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

Full information on the consultation including community groups consulted can be found in the following documents in the Local Plan Examination Library:

- [CSD11 Regulation 22 Consultation Statement, including Appendix 1 and 2.pdf](#) (8Mb)
- [CSD11.1 Regulation 22 Consultation Statement, Appendix 3 Summary of Representations.pdf](#) (18Mb)
- [CSD11.2 Erratum to the Regulation 22 Consultation Statement, May 2019.pdf](#) (169Kb)

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

No

10. 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: Lucy Murfett Support: Jodie Wales | On going |