



# Joint Local Plan

## Equality Impact

## Assessment

### Pre-submission

### Publication Version

(Regulation 19)

South Oxfordshire and  
Vale of White Horse  
District Councils  
October 2024

## Joint Local Plan - Equality Impact Assessment Form

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

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

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

*The Equality Act 2010 states that:*

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

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

The protected characteristics are listed in Section 3

## Section 1: Summary details

<b>Service Area</b>	Policy and Programmes
<b>What is being assessed</b> (e.g. name of policy, service, strategy, function, or proposed service change).	Joint Local Plan Pre-submission Publication Version (Regulation 19).. This is the final publication version of the Joint Local Plan before it will be submitted to the Planning Inspectorate for examination. The policies proposed in the draft plan are the subject of this Equality Impact Assessment.
<b>Is this a new or existing policy, service, strategy or function?</b>	The Joint Local Plan 2041 will be a new plan covering South Oxfordshire and Vale of White Horse. Once adopted, the Joint Local Plan will replace the South Oxfordshire Local Plan 2035 and the Vale of White Horse Local Plan 2031 (Parts 1 and 2).
<p><b>Summary of assessment</b></p> <p>Briefly summarise the change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community?  (following completion of the assessment).</p>	<p>South Oxfordshire and Vale of White Horse District Councils are working on a new Joint Local Plan which sets policies that planning permissions will be determined by. In October 2024, the draft Joint Local Plan will be available for a publicity period prior to submission to the Planning Inspectorate.</p> <p>We consider that all the draft policies would deliver a positive impact for residents as a whole. Through this Equality Impact Assessment, we have identified the draft policies that may differentially impact different groups within the community, considering the nine protected characteristics, rural communities and areas of deprivation.</p> <p>The findings of the assessment are detailed in Section 3 of this Equality Impact Assessment. In summary, while the majority of policies were considered unlikely to differentially impact different members of the community, we anticipate that the following policies would have an impact on different groups:</p> <ul style="list-style-type: none"> <li>• Policy CE1 – Sustainable design and construction <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability, pregnancy and maternity and race.</li> </ul> </li> <li>• Policy CE4 – Sustainable retrofitting <ul style="list-style-type: none"> <li>○ Positive impacts relating to rural communities.</li> </ul> </li> <li>• Policy CE8 – Water quality and wastewater infrastructure <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability, and pregnancy and maternity.</li> </ul> </li> <li>• Policy CE9 – Air quality <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity and race.</li> </ul> </li> <li>• Policy CE10 – Pollution sources and receptors <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity and race.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Policy SP1 – Spatial strategy <ul style="list-style-type: none"> <li>○ Mixed impacts relating to rural communities and positive impacts relating to areas of deprivation.</li> </ul> </li> <li>• Policy SP3 – The strategy for Didcot Garden Town <ul style="list-style-type: none"> <li>○ Positive impacts relating to all protected characteristics.</li> </ul> </li> <li>• Policy SP4 – A strategy for Abingdon-on-Thames <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity and race.</li> </ul> </li> <li>• Policy SP5 – A strategy for Faringdon <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity.</li> </ul> </li> <li>• Policy SP6 – A strategy for Henley-on-Thames <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity and race.</li> </ul> </li> <li>• Policy SP8 – A strategy for Wallingford <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity and race.</li> </ul> </li> <li>• Policy HOU3 – Affordable housing <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and race.</li> </ul> </li> <li>• Policy HOU4 – Housing mix and size <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and pregnancy and maternity.</li> </ul> </li> <li>• Policy HOU5 – Housing for older people <ul style="list-style-type: none"> <li>○ Positive impacts relating to age.</li> </ul> </li> <li>• Policy HOU7 – Affordable self and custom-build housing <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and race.</li> </ul> </li> <li>• Policy HOU8 – Replacement dwellings in the countryside <ul style="list-style-type: none"> <li>○ Positive impacts relating to rural communities.</li> </ul> </li> <li>• Policy HOU10 – Meeting the needs of Gypsies, Travellers and Travelling Showpeople <ul style="list-style-type: none"> <li>○ Positive impacts relating to race.</li> </ul> </li> <li>• Policy HOU11 – Safeguarding existing Gypsy, Traveller and Travelling Showpeople’s sites <ul style="list-style-type: none"> <li>○ Positive impacts relating to race.</li> </ul> </li> <li>• Policy HOU12 – Rural and First Homes exception sites <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability, race and rural communities.</li> </ul> </li> <li>• Policy HOU14 – Build to rent proposals <ul style="list-style-type: none"> <li>○ Positive impacts relating to age, disability and race.</li> </ul> </li> <li>• Policy HOU17 – Rural workers’ dwellings <ul style="list-style-type: none"> <li>○ Positive impacts relating to rural communities.</li> </ul> </li> </ul>
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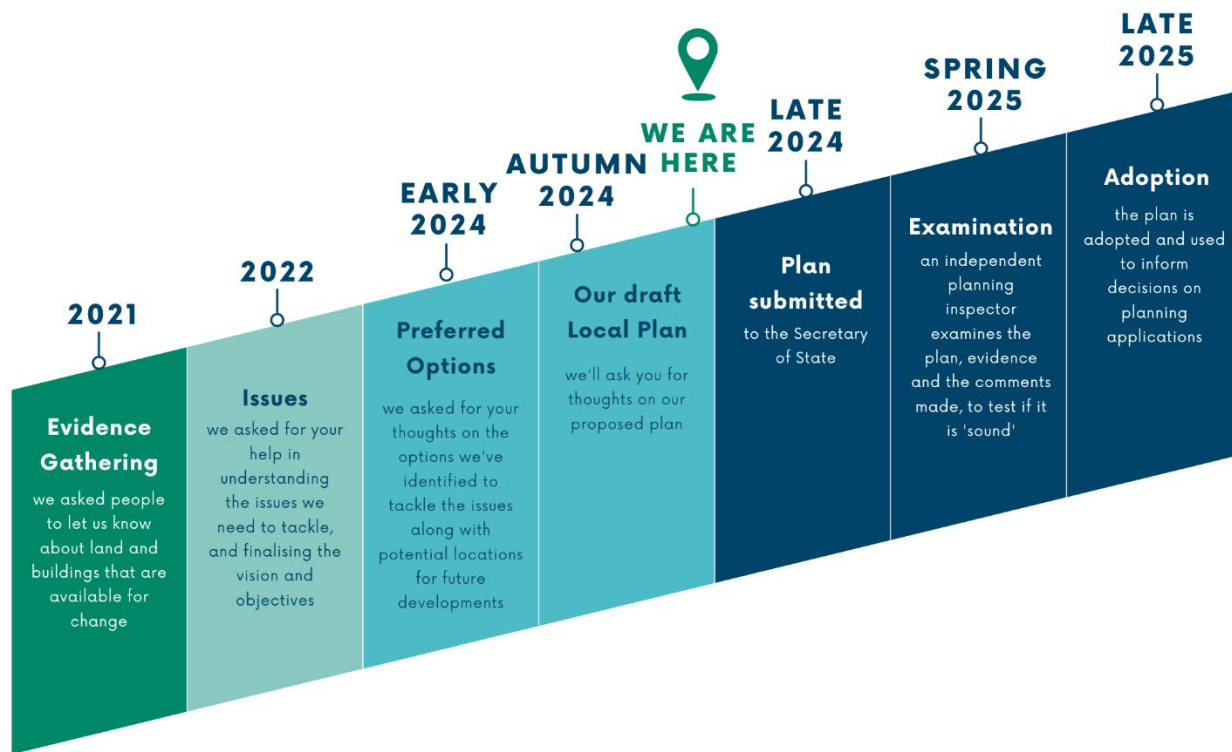
- Policy JT4 – Community Employment Plans
  - Positive impacts relating to age, disability and race.
- Policy JT5 – Supporting the rural economy
  - Positive impacts relating to rural communities.
- Policy JT6 – Supporting sustainable tourism and the visitor economy
  - Positive impacts relating to age, disability and pregnancy and maternity.
- Policy LS1 – Proposals for Large Scale Major Development
  - Positive impacts relating to age and disability.
- Policy AS1 – Land at Berinsfield Garden Village
  - Positive impacts relating to age, disability, pregnancy and maternity, race and areas of deprivation.
- Policy AS2 – Land adjacent to Culham Science Centre
  - Positive impacts relating to age, disability, pregnancy and maternity and race.
- Policy AS3 – Land south of Grenoble Road, Edge of Oxford
  - Positive impacts relating to age, race and areas of deprivation.
- Policy AS4 – Land at Northfield, Edge of Oxford
  - Positive impacts relating to age and race.
- Policy AS5 – Land at Bayswater Brook, Edge of Oxford
  - Positive impacts relating to age and areas of deprivation.
- Policy AS6 – Rich’s Sidings and Broadway, Didcot
  - Positive impacts relating to age.
- Policy AS7 – Didcot Gateway, Didcot
  - Positive impacts relating to age.
- Policy AS8 – North West of Grove, Grove
  - Positive impacts relating to age.
- Policy AS9 – North West of Valley Park, Didcot
  - Positive impacts relating to age and race.
- Policy AS10 – Land at Dalton Barracks Garden Village, Shippon
  - Positive impacts relating to age, disability and pregnancy and maternity and race.
- Policy AS16 – Vauxhall Barracks, Didcot
  - Positive impacts relating to age.
- Policy TCR2 – Strategy for town and local service centres
  - Positive impacts relating to age and disability.

- Policy TCR3 – Retail floorspace provision (convenience and comparison goods)
  - Positive impacts relating to age and disability.
- Policy TCR4 – Retail and service provision in villages and local centres
  - Positive impacts relating to age, disability and rural communities.
- Policy DE1 – High quality design
  - Positive impacts relating to age, disability, race, religion or belief, sex and sexual orientation.
- Policy DE3 – Delivering well-designed new development
  - Positive impacts relating to age, disability, gender reassignment, race, religion or belief and sexual orientation.
- Policy DE6 – Outdoor amenity space
  - Positive impacts relating to age.
- Policy HP1 – Healthy place shaping
  - Positive impacts relating to age, disability and areas of deprivation.
- Policy HP2 – Community facilities and services
  - Positive impacts relating to all protected characteristics.
- Policy HP3 – Health care provision
  - Positive impacts relating to age, disability, gender reassignment and pregnancy and maternity and race.
- Policy HP4 – Existing open space, sport and recreation facilities
  - Positive impacts relating to age.
- Policy HP5 – New facilities for sport, physical activity and recreation
  - Positive impacts relating to age and disability.
- Policy HP7 – Open space on new developments
  - Positive impacts relating to age and disability.
- Policy HP8 – Provision for children’s play and spaces for young people
  - Positive impacts relating to age and disability.
- Policy IN2 – Sustainable transport and accessibility
  - Positive impacts relating to age and disability.
- Policy IN5 – Parking standards
  - Positive impacts relating to age and disability.
- Policy IN7 – South East Strategic Reservoir Option (SESRO) safeguarding
  - Positive impacts relating to disability.

	<ul style="list-style-type: none"> <li>• Policy IN8 – Digital connectivity <ul style="list-style-type: none"> <li>○ Positive impacts relating to rural communities.</li> </ul> </li> </ul> <p>Please refer to Section 3: Impact Assessment of this report for more detail on the anticipated impacts of each policy.</p>
<b>Completed By</b>	Rosalynn Whiteley, Senior Planning Policy Officer
<b>Authorised By</b>	Lucy Murfett, Policy Manager
<b>Date of Assessment</b>	20/09/2024

## Section 2: Detail of proposal

<p><b>Context / Background</b></p> <p>Briefly summarise the background to the change, including reasons for any changes from previous versions.</p>	<p>South Oxfordshire and Vale of White Horse District Councils are working on a Joint Local Plan which will guide the kinds of new housing and jobs needed and where they should go for the two districts.</p> <p>Local Plans should provide a positive vision for the future of their area and the framework for addressing housing needs and other economic, social and environmental priorities. They should be based on robust evidence and consistent with the <a href="#">National Planning Policy Framework</a>.</p> <p>The preparation of the Joint Local Plan must follow the process as set out in <a href="#">The Town and Country Planning (Local Planning) (England) Regulations 2012</a>. This process involves a series of stages as summarised in the graphic below:</p>
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The Joint Local Plan is currently at the pre-submission publicity stage, in accordance with Regulation 19 of the Town and Country Planning (Local Planning) (England) Regulation 2012. During this time, consultation bodies and members of the public can make representations on the draft local plan. While the Local Planning Authority will not be able to make changes to the plan in light of the responses, the representations will be shared with the independent Inspector from the Planning Inspectorate after the publicity period to inform their examination.

Following the conclusion of the pre-submission publicity period, the Joint Local Plan and other relevant documents will be submitted to the Secretary of State. An independent Inspector from the Planning Inspectorate will be appointed to hold an examination into the soundness of the local plan. They will consider if the relevant procedural requirements have been followed and consider the evidence and representations. They will conduct a public hearing where they will invite participants to respond to key matters, issues and questions.



	<p>The Inspector will ultimately produce a report that determines if they consider the plan is “sound” and therefore should be adopted by the councils. The NPPF outlines the four criteria of soundness in paragraph 35. Plans are “sound” if they are positively prepared, justified, effective, and consistent with national policy. This report will include recommendations on any changes needed to make the plan “sound”. These are called “main modifications” and the process includes a final opportunity for representations through a public consultation on these.</p> <p>Once adopted, the Joint Local Plan will form part of the development plans for both districts and will replace the South Oxfordshire Local Plan 2035 and the Vale of White Horse Local Plan 2031 (Parts 1 and 2). From this point, planning applications will be determined in accordance with the policies in the plan as adopted.</p>
<p><b>Proposals</b></p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The Corporate Plans have inspired the key themes and direction of the Joint Local Plan.</p> <p>The Joint Local Plan aims to achieve the following <b>objectives</b>:</p> <ol style="list-style-type: none"> <li>1. Create a <b>unified set of policies</b> for South Oxfordshire and Vale of White Horse, retaining the best from each previous local plan and building in the latest thinking to create an ambitious and fresh joint plan, which sets a framework for successful neighbourhood plans.</li> <li>2. Help transition to <b>net zero carbon districts</b> by 2030 for South Oxfordshire and 2045 for Vale of White Horse, mindful of the districts’ carbon budgets, by locating new housing and employment development in places which minimise the need to travel by private car, requiring buildings to be designed to the highest achievable standards for reducing energy and water use, encouraging suitable renewable energy generation, and supporting nature-based carbon and stormwater storage.</li> <li>3. Strengthen <b>resilience to climate change</b> by designing new buildings and infrastructure in our districts and retrofitting existing ones to withstand extreme weather events, such as flash floods, longer slow flood events and heat waves, and implementing nature-based solutions like planting street trees.</li> </ol>

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|  | <ol style="list-style-type: none"><li>4. Help <b>nature recover</b> by protecting wildlife and expanding natural habitats, requiring developments to achieve the highest viable net gain in biodiversity so that it leaves the natural environment better than it was before the development.</li><li>5. Focus new allocations of land for development at <b>well-located brownfield sites</b>, recycling land that is already developed, using land efficiently and re-using buildings and materials rather than expending new resources.</li><li>6. Help communities lead <b>healthy and more active lifestyles</b>, by providing high-quality greenspace, promoting safe and active travel, and controlling air, water, light and noise pollution from new developments, so that people and nature can be safe, healthy, and thriving.</li><li>7. Cherish and protect <b>natural and built heritage</b>, with policies that make sure the location and design of development respects landscape character and the local distinctiveness of towns and villages.</li><li>8. Plan for enough <b>new homes to meet our needs</b>, including significant numbers of homes that are genuinely affordable to rent or buy, and different kinds of homes to meet the needs of our communities, including older people, those with care needs and younger people getting their first home.</li><li>9. Plan for enough new jobs, a <b>flourishing local economy, and a wide range of jobs</b>, not only in the science and innovation sector for which the districts are well known, but in the foundational economy which underpins this and provides people's day to day needs.</li><li>10. Ensure that new developments <b>create great places and great communities</b> that make our districts better, leaving a positive legacy for the future.</li></ol> |
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11. **Plan for infrastructure** in the right places and built at the right times to serve our growing communities, like transport, water, sewerage, energy, and digital networks, along with health, education, and cultural facilities.
12. Help create and sustain communities by **protecting community facilities** and supporting new local facilities that help residents live healthier, more active, sustainable lifestyles without the need to rely on cars.

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

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

The Joint Local Plan is structured around 15 chapters, Chapters 4 – 13 containing the land use policies. Each individual draft policy has been assessed in Section 3 of this Equality Impact Assessment.

The 15 chapters are as follows:

- Chapter 1 – Introduction
- Chapter 2 – About the districts
- Chapter 3 – Vision and objectives
- Chapter 4 – Climate change and improving environmental quality
- Chapter 5 – Spatial strategy and settlements
- Chapter 6 – Housing
- Chapter 7 – Jobs and tourism
- Chapter 8 – Site allocations and Garden Villages
- Chapter 9 – Town centres and retail
- Chapter 10 – Well-designed places for our communities

	<ul style="list-style-type: none"> <li>• Chapter 11 – Healthy places</li> <li>• Chapter 12 – Nature recovery, heritage and landscape</li> <li>• Chapter 13 – Infrastructure, transport and connectivity</li> <li>• Chapter 14 – Monitoring and Review</li> <li>• Chapter 15 – Local Plan Explainer</li> </ul>
<p><b>Evidence / Intelligence</b></p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities, or groups.</p>	<p>The proposals in the Joint Local Plan have been informed by a wide range of evidence and data, including technical studies, national policy and guidance, and public consultation.</p> <p>Our <a href="#">Statement of Community Involvement</a> sets out the overall approach we take to involving the community with land use planning, and all consultations and publicity periods related to the Joint Local Plan have and will be carried out in accordance with this document.</p> <p><b>Issues Consultation</b></p> <p>South Oxfordshire and Vale of White Horse District Councils undertook an initial “Issues Consultation” between 12 May and 23 June 2022 during which we sought thoughts on the main issues facing our districts and how we could use the Joint Local Plan to address them.</p> <p>We launched an innovative new interactive website for this consultation, with interactive maps, a video, and images. We set out to try to engage new audiences, so we made the consultation work easily on a tablet, computer or mobile phone. For those who preferred a more traditional document, we created a PDF version of the Joint Local Plan Issues Consultation. We also placed hard copies at libraries and other locations throughout the districts.</p> <p>We sent email notifications and letters to statutory bodies, Town and Parish councils, district councillors and individuals, organisations and groups who have asked to be on the councils’ consultation database. We also issued a press release and posted social media messages during the engagement period and sent posters via email to all Town and Parish Councils.</p> <p>We analysed the responses to the Issues Consultation and published the results via updates to our <a href="#">interactive Issues Consultation website</a>. We also produced a detailed <a href="#">Joint Local Plan Issues Consultation Results</a> document which summarises the responses received during the consultation and outlines actions we propose to take in response.</p> <p><b>Preferred Options Consultation</b></p>

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

The methods of engagement were similar to the previous consultation and in line with our Statement of Community Involvement. We produced an interactive website, which we promoted via a press release and social media. We directly contacted statutory consultees, district councillors, Town and Parish councils, and individuals, organisations and groups who have asked to be on the councils' consultation database. We also produced hard copies available at deposit locations throughout the districts.

We held in-person events to provide an opportunity for communities to engage with us in a format that isn't online. We contacted venues prior to booking to ensure that they are accessible. We held several workshops with schools and colleges, to ensure we could reach a younger audience. We also held an informal event geared towards local disability groups, faith groups, and marginalised communities, tailored for those who may not be familiar with the process, to provide an opportunity to discuss the Joint Local Plan. We employed a British Sign Language interpreter to sign at the event so that all the presentations, workshops and question and answer sessions allowed communication between deaf sign language users and hearing people.

We analysed the responses received during the Preferred Options Consultation, and created a detailed consultation statement that summarises the main issues received and how they have been taken into account in the development of the plan.

#### **Pre-submission Publicity Period**

Between 1 October and 12 November 2024, the councils are undertaking a publicity period on the draft Joint Local Plan to receive representations before it is submitted to the Secretary of State.

The methods of engagement will be in line with our Statement of Community Involvement. We will publish the Joint Local Plan on our websites, and promote it via a press release and social media. We will directly contact statutory consultees, district councillors, Town and Parish councils, and individuals, organisations and groups who have asked to be on the council's consultation database. Hard copies will be available at deposit locations through the districts.

We will complete a consultation statement that summarises the main issues raised through representations received during this publicity period. This consultation statement, and a copy of all the representations received,

	will be submitted to the Secretary of State alongside the Joint Local Plan. The appointed Inspector will consider the representations received during the examination of the plan.
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### Section 3: Impact Assessment - Protected Characteristics

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

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



Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>CE10 – Pollution sources and receptors</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	This policy ensures that new development proposals do not result in significant adverse impacts on human health and does not permit development in locations likely to be adversely impacted by pollution, including noise, vibration, odour and dust. This should provide a positive impact for children, older people, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to pollution.
<b>CE11 – Light pollution and dark skies</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.  Lighting has a role to play in making people feel safer, particularly for women. While this policy aims at minimising light pollution to protect and enhance dark skies in the districts, it is clear that proposals for external lighting schemes will be permitted where the lighting shows a clear need and justification. Therefore, this policy is considered to have a neutral impact.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>CE12 – Soils and contaminated land</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>CE13 – Minerals safeguarding areas</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>SP1 – Spatial strategy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>SP2 - Settlement hierarchy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>SP3 – The strategy for Didcot Garden Town</b>	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	<p>This policy encourages the planning of Didcot Garden Town to be community-focused, creating accessible and vibrant neighbourhoods around a strong town centre offer of cultural, recreational and commercial amenities that support well-being, social cohesion and vibrant communities. This should have a positive impact for all groups.</p> <p>Within the Didcot Garden Town Masterplan area, development proposals will be required to address the delivery of recreational provision for all abilities and a programme of</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										activities to contribute to improving health statistics in Didcot, informed by the Leisure Strategy and the Active Communities Strategy. This should have a positive impact for disabled people.
<b>SP4 – A strategy for Abingdon-on-Thames</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	This policy supports development proposals that would improve or maintain air quality in Abingdon-on-Thames. This should provide a positive impact for children, older people, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>SP5 – A strategy for Faringdon</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy supports development proposals that enhance existing pedestrian and cycle routes and links between them to improve pedestrian safety along narrow streets. This would have a particularly positive impact on elderly and disabled people who may have mobility issues, and parents with prams.
<b>SP6 – A strategy for Henley-on-Thames</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	This policy is supports development proposals that improve air quality in Henley-on-Thames. This should provide a positive impact for children,

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										older people, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>SP7 – A strategy for Thame</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>SP8 – A strategy for Wallingford</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	This policy supports development proposals that improve air quality in Wallingford. This should provide a positive impact for children, older people, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.
<b>SP9 – A strategy for Wantage</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy supports development proposals that enhance existing infrastructure to improve pedestrian safety along narrow streets. This would have a particularly positive impact on elderly and disabled people who may have mobility issues, and parents with prams.
<b>HOU1 – Housing requirement</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>HOU2 – Sources of housing supply</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU3 – Affordable housing</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy sets the affordable housing requirement for the districts, at 50% for South Oxfordshire and 40% for Vale of White Horse. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to have a lower socio-economic status, such as young people, BAME groups and disabled people.</p> <p>The policy also requires 30% of all specialist older person's housing with care accommodation to be affordable housing in both districts, across a range of social rent, affordable rent, and intermediate home ownership. This will have a positive impact for older people of a lower socio-economic status.</p>
<b>HOU4 – Housing mix and size</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy will set out the standards that are expected for new homes in terms of the size, number of

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										<p>bedrooms, and accessibility and adaptability standards. The bedroom mix, based on the Joint Housing Needs Assessment and calculated to consider existing housing stock that is lost through conversions or subdivisions, will ensure there is no negative impact on families.</p> <p>The policy also requires that all new homes are M4(2) accessible and adaptable dwellings, and a percentage are M4(3) wheelchair user dwellings, to meet the needs of older people and disabled people, as identified in the Joint Housing Needs Assessment.</p>
<b>HOU5 – Housing for older people</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy sets our approach to delivering homes that meet the needs of older people. It requires the provision of specialist housing with care on allocated sites in the Joint Local Plan, specialist housing with support on major development, and sets criteria for new sites.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										This policy should provide a positive impact for older people in helping to address their housing needs.
<b>HOU6 – Self-build and custom-build housing</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU7 – Affordable self and custom-build housing</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy sets out how and where we will permit self-build or custom-build homes to be delivered as affordable homes. This should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to have a lower socio-economic status, such as young people, BAME groups, and disabled people.
<b>HOU8 – Replacement dwellings in the countryside</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU9 – Sub-division of houses</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU10 – Meeting the needs of Gypsies, Travellers</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy addresses the accommodation needs for Gypsies, Travellers and Travelling Showpeople through the inclusion of pitches on

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
and Travelling Showpeople										<p>allocated sites, and through setting criteria for the provision of new pitches.</p> <p>This policy should have a positive impact on people from this ethnic group, in helping to address their accommodation needs.</p>
<b>HOU11 – Safeguarding existing Gypsy, Traveller and Travelling Showpeople’s sites</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy protects existing authorised and permanent pitches and plots for residential use by Gypsies, Travellers, and Travelling Showpeople from being lost unless certain criteria are satisfied. This policy should have a positive impact on people from this ethnic group.
<b>HOU12 – Rural and First Homes exception sites</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy expands on national policy and guidance to allow affordable housing to come forward in areas where housing development would otherwise be restricted. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to have a lower socio-economic status, such



Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										as young people, BAME groups and disabled people.
<b>HOU13 – Community-led housing development</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU14 – Build to Rent proposals</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy requires that Build to Rent developments provide 20% affordable homes on site in the form of affordable private rent. The provision of affordable housing should have positive impacts for those from lower socio-economic groups, including those protected characteristics that are likely to have a lower socio-economic status, such as young people, BAME groups and disabled people.
<b>HOU15 – Houses in Multiple Occupation</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.  We understand Houses in Multiple Occupation (HMO) can offer a more affordable option for those who cannot afford to rent by themselves and are an important part of the overall housing stock. This policy does not

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										prevent HMOs, which could have a negative impact on younger people and those from lower socio-economic groups, but limits the impact on neighbouring communities. Therefore, this policy is considered to have a neutral impact.
<b>HOU16 – Residential extensions and annexes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HOU17 – Rural workers’ dwellings</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT1 – Meeting employment needs</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT2 – Protecting our employment sites</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT3 – Affordable workspace</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	This policy expects proposals for major new employment and mixed-use commercial developments to include affordable workspace.  The provision of affordable workspace could have positive impacts for those

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										from lower socio-economic groups, including those protected characteristics that are likely to have a lower socio-economic status, such as young people, BAME groups and disabled people.
<b>JT4 – Community Employment Plans</b>	Positive	Positive	Positive	No direct impact	No direct impact	Positive	Positive	Positive	Positive	This policy sets the requirement for all major non-residential schemes over 1000 square metres and all residential schemes of over 500 homes to submit a Community Employment Plan (CEP). The CEP must cover apprenticeships, employment and training initiatives for all ages and abilities and training or work experience initiatives for those from disadvantaged groups. This should deliver a positive benefit for all those disadvantaged in relation to the protected characteristics.
<b>JT5 – Supporting the rural economy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>JT6 – Supporting sustainable tourism and the visitor economy</b>	Positive	Positive	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	This policy specifies that development proposals for new visitor attractions within settlements falling in Tiers 1 to 3 of the Settlement Hierarchy will be supported where they are accessible

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										to all visitors, including families, those with disabilities and small visitor groups. This should have a positive impact on children, disabled people, and new parents.
<b>JT7 – Overnight visitor accommodation</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>LS1 – Proposals for large scale major development</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires large-scale major development proposals to be supported by a health impact assessment (HIA). This should have a positive impact for older people and disabled people.
<b>AS1 – Land at Berinsfield Garden Village</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of Land at Berinsfield Garden Village must demonstrate sufficient education capacity. This has a positive impact on school-age children and young people.</p> <p>The policy requires the inclusion of specialist housing for older people and pitches for Gypsies and Travellers, which has a positive impact in meeting the needs of these groups.</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										The policy highlights that a “community hub” may include new premises for an expanded health centre or alternatively premises for a new health centre provided within the new development.
<b>AS2 – Land adjacent to Culham Campus</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of Land adjacent to Culham Campus must demonstrate sufficient additional education capacity. This has a positive impact on school-age children and young people.</p> <p>This policy requires that proposals for the development of Land adjacent to Culham Campus must demonstrate sufficient additional health care capacity. This has a particularly positive impact on children, older, disabled and pregnant people.</p> <p>The policy requires the inclusion of specialist housing for older people and pitches for Gypsies and Travellers, which has a positive</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										impact in meeting the needs of these groups.
<b>AS3 – Land south of Grenoble Road, Edge of Oxford</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of Land South of Grenoble Road, Edge of Oxford must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.</p> <p>The policy requires the inclusion of specialist housing for older people and pitches for Gypsies and Travellers, which has a positive impact in meeting the needs of these groups.</p>
<b>AS4 – Land at Northfield, Edge of Oxford</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of Land at Northfield, Edge of Oxford must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.</p> <p>The policy requires the inclusion of specialist housing for older people and pitches for Gypsies and Travellers, which has a positive</p>

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										impact in meeting the needs of these groups.
<b>AS5 – Land at Bayswater Brook, Edge of Oxford</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of Land at Bayswater Brook, Edge of Oxford must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.</p> <p>The policy requires the inclusion of specialist housing for older people, which has a positive impact in meeting the needs of this group.</p>
<b>AS6 – Rich’s Sidings and Broadway, Didcot</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	The policy requires the provision of housing with support for older people, which has a positive impact in meeting the needs of this group.
<b>AS7 – Didcot Gateway, Didcot</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	The policy requires the provision of housing with support for older people, which has a positive impact in meeting the needs of this group.
<b>AS8 – North West of Grove, Grove</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that proposals for the development of North West of Grove, Grove must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.

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										The policy requires the inclusion of specialist housing for older people, which has a positive impact in meeting the needs of this group.
<b>AS9 – North West of Valley Park, Didcot</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	Positive	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of North West of Valley Park, Didcot must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.</p> <p>The policy requires the inclusion of specialist housing for older people and pitches for Gypsies and Travellers, which has a positive impact in meeting the needs of these groups.</p>
<b>AS10 – Land at Dalton Barracks Garden Village, Shippon</b>	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	No direct impact	No direct impact	<p>This policy requires that proposals for the development of Land at Dalton Barracks Garden Village, Shippon must demonstrate sufficient education provision. This has a positive impact on school-age children and young people.</p> <p>Transport infrastructure contributions are likely to include satisfactory air</p>



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										<p>quality mitigation for Marcham. This should provide a positive impact for children, older people, disabled people, pregnant people, and some ethnic groups, who are the most vulnerable to health issues relating to poor air quality.</p> <p>The policy requires the inclusion of specialist housing for older people and pitches for Gypsies and Travellers, which has a positive impact in meeting the needs of these groups.</p>
<b>AS11 – Culham Campus</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS12 – Harwell Campus</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS13 – Berinsfield Garden Village</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS14 – Dalton Barracks Garden Village</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
<b>AS15 – Harcourt Hill Campus</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>AS16 – Vauxhall Barracks, Didcot</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	The policy requires the provision of housing with support for older people, which has a positive impact in meeting the needs of this group.
<b>TCR1 – Centre hierarchy</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>TCR2 – Strategy for town and local service centres</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that preference is given to accessible sites which are well connected to the town centre on foot, cycle or by public transport, when considering edge of centre or out of centre proposals. Good connectivity and access to public transport has a positive impact on older people and/or disabled people who may have mobility issues.
<b>TCR3 – Retail floorspace provision (convenience and comparison goods)</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy promotes the inclusion of new convenience goods floorspace within the masterplans for residential focussed site allocations and applies the 'Town Centre First' approach for the consideration of proposals for additional food store floorspace. This has an especially positive impact on

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

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										cyclists and public transport users (especially those with disabilities). Good connectivity and access to public transport has a positive impact on older and/or disabled people who may have mobility issues.
<b>DE2 – Local character and identity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>DE3 – Delivering well-designed new development</b>	Positive	Positive	Positive	No direct impact	No direct impact	Positive	Positive	No direct impact	Positive	This policy requires that masterplans for sites allocated in the development plan and major development should be based on the principles of natural surveillance and active street frontages. This has a positive impact on groups that are at a higher risk of hate crimes, and for children and young people
<b>DE4 – Optimising densities</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>DE5 – Neighbouring amenity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>DE6 – Outdoor amenity space</b>	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that all new homes are provided with private or communal outdoor amenity space,

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

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

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										provision. This should have a particularly positive impact on children and disabled people.
<b>HP6 – Green infrastructure on new developments</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>HP7 – Open space on new developments</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires development proposals to maximise on-site provision of inclusive and accessible open space. This should have a particularly positive impact on children, older people and disabled people.
<b>HP8 – Provision for children’s play and spaces for young people</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires new residential developments to incorporate good quality accessible play provision for all ages, provided in line with the most up to date standards. The provision of accessible play spaces has a particularly positive impact on the development and wellbeing of children and young people, including disabled children and young people.
<b>HP9 – Provision of community food growing opportunities</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

<b>Policy</b>	<b>Age</b>	<b>Disability</b>	<b>Gender reassignment</b>	<b>Marriage and civil partnership</b>	<b>Pregnancy and maternity</b>	<b>Race</b>	<b>Religion or belief</b>	<b>Sex</b>	<b>Sexual orientation</b>	<b>Comments</b>
<b>HP10 – Watercourses</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH1 – Biodiversity designations</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH2 – Nature recovery</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH3 – Trees and hedgerows in the landscape</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH4 – Chilterns and North Wessex Downs National Landscapes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH5 – District-valued landscapes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH6 – Landscape</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH7 – Tranquillity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH8 – The historic environment</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.



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<b>NH9 – Listed Buildings</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH10 – Conservation Areas</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH11 – Archaeology and Scheduled Monuments</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH12 – Historic Battlefields, Registered Parks and Gardens and Historic Landscapes</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>NH13 – Historic environment and climate change</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN1 – Infrastructure and service provision</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN2 – Sustainable transport and accessibility</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires development proposals to demonstrate how the location and proposed layout will maximise active and sustainable travel opportunities, which has a

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Comments
										<p>positive impact on older people and disabled people.</p> <p>Where Travel Plans are required, the policy requires them to set measures to promote and support modal shift to walking, cycling and wheeling, and public transport use for a range of trip purposes. This has a positive impact on older people and disabled people.</p>
<b>IN3 – Transport infrastructure and safeguarding</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN4 – Wilts and Berks Canal safeguarding</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.
<b>IN5 – Cycle and car parking standards</b>	Positive	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy identifies the need to apply Oxfordshire County Council’s Parking Standards, which outline how parking for people with impaired mobility, including disabled people and older people, should be considered in new development.
<b>IN6 – Deliveries and freight</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

<b>Policy</b>	<b>Age</b>	<b>Disability</b>	<b>Gender reassignment</b>	<b>Marriage and civil partnership</b>	<b>Pregnancy and maternity</b>	<b>Race</b>	<b>Religion or belief</b>	<b>Sex</b>	<b>Sexual orientation</b>	<b>Comments</b>
<b>IN7 – South East Strategic Reservoir Option (SESRO) safeguarding</b>	No direct impact	Positive	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy requires that recreation on and around the reservoir is accessible for disabled users.
<b>IN8 – Digital connectivity</b>	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	No direct impact	This policy is not considered to differentially impact groups with protected characteristics.

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

Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
<b>Rural communities</b>	Mixed	<p>The Joint Local Plan is anticipated to have a mix of impacts on rural communities.</p> <p>Policy CE4 - Sustainable retrofitting promotes the sustainable retrofitting of existing buildings, helping to reduce carbon emissions across the districts and providing cost savings to help reduce fuel poverty, which more prevalent in rural areas.</p> <p>Policy SP1 – Spatial strategy directs new development towards the most built-up settlements in the districts, as described in Policy SP2 – Settlement hierarchy. The strategy supports development in the most sustainable locations. This is expected to be positive for rural communities in maintaining the character of smaller settlements. However, it could also have negative impacts in only directing the new infrastructure and services associated with new development towards more built-up settlements.</p> <p>Policy HOU8 – Replacement dwellings in the countryside guides the replacement of dwellings outside of built-up areas, ensuring buildings can be demolished and replaced in a way that is appropriate to their surroundings. This should be positive for rural communities.</p>	<p>The policy encourages neighbourhood planning groups to address the needs of local communities, mitigates against the potential negative impacts faced by rural communities.</p>	N/A	N/A

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

Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
		<p>centres to meet the day-to-day needs of local communities. This should have a positive impact on rural communities who may rely on local shops and services. The policy also supports farm shops where they do not demonstrably undermine the viability and vitality of shopping provision in nearby villages and local centres. This should have a further positive impact for rural communities.</p> <p>Policy IN8 - Digital connectivity promotes faster, more reliable and more comprehensive coverage of electronic communications. This has a particularly positive impact for rural communities in helping them to work, shop and access services from home.</p>			
<b>Areas of deprivation</b>	Positive	<p>Policy SP1 - Spatial strategy directs growth towards Berinsfield and Didcot. Parts of each settlement are amongst the 40% most deprived areas nationally. The policy should contribute to a positive impact through increased employment opportunities, services and facilities.</p> <p>Policy AS1 – Land at Berinsfield Garden Village should lead directly to the implementation of a masterplan for the regeneration of the village and the funding of the necessary regeneration package identified by the Council. The principles</p>	N/A	N/A	N/A

Additional community impacts	Impact	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
		<p>outlined in AS14 – Berinsfield Garden Village should also support this regeneration.</p> <p>The site identified in Policy AS3 – Land South of Grenoble Road, Edge of Oxford is adjacent to Blackbird Leys, one of the most deprived areas of Oxfordshire. The development of this site will support the regeneration of this area through providing new housing stock, community facilities, employment and training opportunities and sustainable transport links.</p> <p>The site identified in Policy AS5 – Land at Bayswater Brook, Edge of Oxford adjoins Barton, one of the most deprived areas in Oxfordshire. Development of Land North of Bayswater Brook has potential to support regeneration aspirations for Barton by increasing the viability of and contributing to the improvement of existing services and facilities and by providing new accessible services and facilities.</p> <p>Policy HP1 – Healthy place shaping requires major development proposals to submit a rapid health impact assessment (HIA) for the scheme and address the existing and projected local health and wellbeing needs identified by the HIA. This should help to address health inequalities that may be associated with areas of deprivation.</p>			

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

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

### Section 4: Action plan

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

Action(s)	Lead Officer	Resource	Timescale
Submit the Joint Local Plan to the Secretary of State for examination by the Planning Inspectorate.	Andrew Lane (Planning Policy Team Leader) and Planning Policy Team	Action met within current resources	In line with the <a href="#">Local Development Scheme</a>
Prepare a final Equality Impact Assessment taking into account any modifications made through the	Rosalynn Whiteley (Planning Officer)	Action met within current resources	In line with the <a href="#">Local Development Scheme</a>

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






examination process, before the adoption of the Joint Local Plan.			
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**Is there is anything else that you wish to add?**

N/A
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**Declaration**

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

Completed By:		Role:	Senior Planning Policy Officer	Date:	20/09/2024
Line Manager's signature:				Date:	20/09/2024
Reviewed by Equality Officer:	 Equalities and Wellbeing Advisor			Date:	20/09/2024

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South Oxfordshire and Vale of White Horse  
**Joint Local Plan 2041**



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