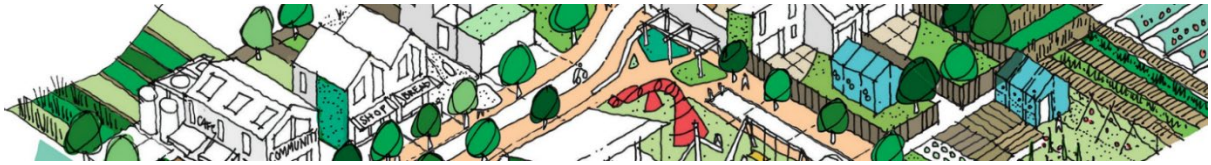

EQUALITIES IMPACT ASSESSMENT

EqIA for the Submission Version of the Tendring Colchester Borders Garden Community Development Plan Document (DPD)

August 2023

Tendring District Council

Colchester City Council

Essex County Council

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1.0 INTRODUCTION

1.0.1 The Tendring Colchester Borders Garden Community Development Plan Document (DPD) has been prepared by Tendring District Council (TDC) and Colchester City Council (CCC), in partnership with Essex County Council (ECC) ('the Councils'), setting out the detail of a new Garden Community proposed for land crossing the Tendring and Colchester border.

1.0.2 In 2021, TDC and CCC both agreed to formally adopt the 'North Essex Authorities' Shared Strategic Section 1 Local Plan' Section 1 Local Plan which, amongst other things, identifies the broad location of the Garden Community and sets out the Strategic Policies and the overarching requirements and expectations that it will need to meet. The Garden Community will be underpinned by key 'Garden Community Principles' Garden Community Principles developed from the Town and Country Planning Association principles, in consultation with stakeholders, to be specific to North Essex.

1.0.3 When adopted, the DPD will provide the policy framework for planning and development on the Garden Community site. It will include detailed policies related to the development and use of land and will provide the policy basis for the determination of planning applications.

1.0.4 The Regulation 19 Submission Version of the DPD is the conclusion of the Councils work on preparing the DPD and is the document the Councils propose to submit for independent examination. The Submission Version DPD builds on the Draft Plan (Spring 2022) and takes account of comments received during consultation on that document.

1.0.5 The cross-cutting nature of equality across planning is widely recognised. National guidance requires that local plans take account of the needs of all the community, including particular requirements relating to age, sex, ethnic background, religion, disability or income. In order to create socially inclusive communities, plans should ensure that the impact of development on the social fabric of communities is considered and taken into account.

1.1 National Legislation and Policy

1.1.1 Local Authorities are required under legislation to undertake an Equality Impact Assessment (EqIA) when reviewing or developing new policies, strategies and functions to determine if there is any adverse impact or illegal discrimination or any unmet need or requirements.

1.1.2 This duty is set out in the Equality Act 2010, including age discrimination and public sector Equality Duty. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

1.1.3 The legislation imposes duties on local authorities to promote equality and tackle discrimination related to:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnership
- Race

- Religion or Belief
- Pregnancy or Maternity
- Sexual Orientation

1.1.4 This assessment also seeks to comply with the National Planning Policy Framework (NPPF). Specifically, the paragraphs detailed below:

- Paragraph 60: 'To support the Government's objective of significantly boosting the supply of homes, it is important that a sufficient amount and variety of land can come forward where it is needed, (and) that the needs of groups with specific housing requirements are addressed.'

- Paragraph 62: '… the size, type and tenure of housing needed for different groups in the community should be assessed and reflected in planning policies (including, but not limited to, those who require affordable housing, families with children, older people, students, people with disabilities, service families, travellers, people who rent their homes and people wishing to commission or build their own homes).'

- Paragraph 93: ' To provide the social, recreational and cultural facilities and services the community needs, planning policies and decisions should:
  a) plan positively for the provision and use of shared spaces, community facilities (such as local shops, meeting places, sports venues, open space, cultural buildings, public houses and places of worship) and other local services to enhance the sustainability of communities and residential environments;
  b) take into account and support the delivery of local strategies to improve health, social and cultural well-being for all sections of the community;
  c) guard against the unnecessary loss of valued facilities and services, particularly where this would reduce the community's ability to meet its day-to-day needs;
  d) ensure that established shops, facilities and services are able to develop and modernise, and are retained for the benefit of the community; and
  e) ensure an integrated approach to considering the location of housing, economic uses and community facilities and services.'

- Paragraph 95: 'It is important that a sufficient choice of school places is available to meet the needs of existing and new communities.'

- Paragraph 130: 'Planning policies… should… create places that are safe, inclusive and accessible and which promote health and well-being, with a high standard of amenity for existing and future users; and where crime and disorder, and the fear of crime, do not undermine the quality of life or community cohesion and resilience.'

- Paragraph 132: 'Early discussion between applicants, the local planning authority and local community about the design and style of emerging schemes is important for clarifying expectations and reconciling local and commercial interests. Applicants should work closely with those affected by their proposals to evolve designs that take account of the views of the community.'

2.0 METHODOLOGY

2.0.1 Due to the significant impact the DPD will have on those living, working and visiting the Tendring and Colchester districts, the councils have decided to undertake a comprehensive approach to the EqIA. As such the EqIA deviates from the councils' standardised approaches. This has also been necessary to be compliant with the relevant sections of the NPPF highlighted in paragraph 1.1.4 as above.

2.0.2 Section one of the appraisal, shown in Appendix 1.0, asks how the DPD performs against key questions that have been created. Theses questions are considered to relate well to the objectives of the DPD.

2.0.3 Section two of the appraisal, shown in Appendix 2.0, provides a detailed assessment of the individual policies of the DPD.

2.0.4 The method of rating in relation to the perceived likely impact of the DPD and parts of the Plan is detailed further in paragraph 2.1.1 below. The indicators used by the councils to illustrate the ratings for the DPD have been chosen as they are considered to be a clear and logical representation as to the likely impact of the DPD, or any policy within the plan.

2.1 Detailed appraisal of the Development Plan Document

2.1.1 The table below indicates the method of rating used in the appraisal of the DPD; whether the Plan is taken as a whole or on a policy by policy basis. Significantly a positive or negative effect is only noted where this is more so for the protected group than for the wider community. Please see Appendix 1.0 and 2.0 for the full appraisal tables that consider the impact of the DPD in relation to equality issues as a whole and on a policy by policy basis.

	Positive
	Neutral (impacts no greater than those experienced by the population as a whole)
	Negative

3.0 EQUALITY IMPACT ASSESSMENT

3.0.1 The Equality Act 2010 places a duty on the council, when exercising public functions to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

3.0.2 These are known as the three aims of the general equality duty.

3.0.3 An Equality Impact Assessment (EqIA) is a document that summarises how the council has had due regard to the public sector equality duty in decision making. An EqIA should be carried out when changing, removing or introducing a new service, policy or function. The assessment should be proportionate; a major decision will need to be assessed more closely than a minor policy change.

3.1 Protected characteristics

3.1.1 The Equality Act 2010 sets out nine protected characteristics that apply to the equality duty. These are:

- Age
- Disability
- Gender
- Gender Reassignment
- Marriage and Civil Partnership
- Race
- Religion or Belief
- Pregnancy or Maternity
- Sexual Orientation

3.2 Due Regard

3.2.1 To 'have due regard' means that in making decisions and in its other day-to-day activities the council must consciously consider the need to do the things set out in the general equality duty: eliminate discrimination, advance equality of opportunity and foster good relations.

3.2.2 How much regard is 'due' will depend on the circumstances and in particular on the relevance of the aims in the general equality duty to the decision or function in question. The greater the relevance and potential impact, the higher the regard required by the duty. The three aims of the duty may be more relevant to some functions than others; or they may be more relevant to some protected characteristics than others.

3.2.3 The Equality and Human Rights Commission states that assessing impact on equality involves looking at equality information and the outcomes of any engagement in order to understand the impact or potential impact of decisions on people with different protected characteristics. This will help reduce or remove unhelpful impacts.

4.0 THE SECTION 1 LOCAL PLAN

4.0.1 The Section 1 Local Plan was prepared jointly by Braintree District Council, Colchester City (then Borough) Council, and Tendring District Council, – the 'local planning authorities' (LPAs) collectively known as the 'North Essex Authorities' (NEAs) to form the first part of each of the authorities' respective Local Plans. Following examination by an independent Planning Inspector, a 'Final Report on the Examination of the North Essex Authorities' Shared Strategic Section 1 Plan' under section 21(9) of the Act, was received by the NEAs on 10th December 2020. The above-mentioned report confirmed that, subject the Inspector's recommended 'main modifications' (pursuant to section 23(3) of the Act) (which have been agreed by the Council and incorporated into this document), the Section 1 Plan met the legal requirements

of the national planning system and the 'tests of soundness' contained within national planning policy. The Section 1 Local Plan therefore proceeded to adoption by each of the LPAs.

4.0.2 The Section 1 Local Plan sets out how much land is provided to accommodate new homes and jobs over the plan period. It includes a vision for the plan area and provides a strategy for accommodating the planned growth. It identifies the locations of strategic development growth, including the Tendring Colchester Borders Garden Community, and the allocation of smaller development sites. It also includes policies to protect and enhance the plan area's high quality natural and built environments.

4.0.3 The preparation of the Section 1 Local Plan meets legislative requirements, for example around protected species and habitats and conforms to national planning policy (National Planning Policy Framework) and guidance (Planning Practice Guidance). The Section 1 Local Plan was also supported by an EqIA prepared by each LPA.

5.0 EQULITY IMPACT ASSESSMENT OF THE DEVELOPMENT PLAN DOCUMENT

5.1 Does the DPD have the potential to cause any adverse impact or discriminate against different groups in the community?

5.1.1 The DPD will set out how much land should be provided to accommodate new homes and jobs within the plan area. It will include a vision for the plan area and provide a strategy for accommodating the planned growth and supporting infrastructure. It will also include policies to protect and enhance the plan area's high quality natural and built environment.

5.1.2 The preparation of the DPD also needs to meet legislative requirements, for example around protected species and habitats and must conform to national planning policy (National Planning Policy Framework) and guidance (Planning Practice Guidance).

5.1.3 Everyone who lives, works in, and has business or visits and travels in Tendring and Colchester has the potential to be affected by the DPD policies and proposals. Also affected will be statutory bodies, landowners/developers, service providers and other key stakeholders.

5.1.4 The DPD aims to positively impact on all people who live, work and have an interest in the plan area regardless of protected characteristics through improving access to housing and jobs, the environment and people's quality of life. In certain cases, however, the DPD will specifically target a group in order to improve their opportunities, for example Gypsies and Travellers.

5.2 Information to inform assessment

5.2.1 The DPD is informed and supported by an extensive evidence base covering the economy and retailing, future assessments of housing need, which includes an assessment of the housing needs of specific groups of the population, and transport and environmental matters.

5.2.2 The evidence base reports have been published on the Tendring Colchester Borders Engagement Website Creating a Place for Life (tcbgardencommunity.co.uk)

5.2.3 The DPD has been subject to Sustainability Appraisal (SA) at each stage of the Plan preparation, which assesses the social, economic and environmental impact of the development strategy

and individual policies. This includes consideration of baseline data against which the impacts of the DPD can be assessed. The SA has the potential to highlight any potential adverse social or economic impacts on protected groups.

5.3 Consultation

5.3.1 The preparation of the DPD follows a process set out in the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended). This identifies that the councils must carry out engagement and take into account comments made during the preparation of the DPD and enable formal representations to be made on the content of the plan it wishes to submit for independent examination. In undertaking engagement, the councils have a duty to seek the views of local communities, including residents, businesses, organisations and public bodies and to consider comments received and make changes to the policies in order to make the plan sound.

5.3.2 The consultation undertaken was in accordance with both TDC and CCCs Statement of Community Involvement document, which set out how the Councils will engage the local community and other stakeholders, including the measures the councils will take to ensure people who traditionally do not participate with the planning system, which may include those with protected characteristics, have the opportunity to have their views heard. *This includes direct notification of groups, organisations and networks that represent harder to reach groups.*

5.3.3 Consultation on the DPD was open to all interested parties and consultation on the Regulation 19 Submission Version Plan was advertised through a range of different media. The councils also have a database of individuals and organisations it contacts to inform them of the progress of the Garden Community project including prior to the commencement of consultation. Any individual or group may request their contact details be added to the database.

5.3.4 Consultation on the Section 1 Local Plan stage, the Regulation 18 Draft DPD stage and the Regulation 19 Submission Version stage identified no differential impact on protected characteristics and did not raise any concerns on the impacts of the policy approach and the necessity to make any changes to those policies on the grounds of equality.

5.4 Policy Development and Further Changes

5.4.1 The DPD Equality Impact Assessment is an ongoing process that has taken place alongside the preparation of the Plan in order to inform its content and ensure that it meets the aims of the equality duty. This is a continuation of the work undertaken at the Section 1 Local Plan stage and at Regulation 18 Draft DPD stage.

5.4.2 Although the overall direction and intent of the DPD did not change from the Regulation 18 Draft DPD stage, an assessment of the individual policies of the of the Regulation 19 Submission Version Plan has been undertaken to determine whether any of them are likely to have any relevance to equality issues and, if so, the likely effects on protected groups and whether any adjustments to the policies are required (Appendix 1).

5.4.3 After the Regulation 19 stage, changes to policies should only be minor and not materially affect the assessment. If significant changes are needed a further EqIA may be required.

5.5 Conclusion and Summary of Findings

5.5.1 A summary assessment of the implications of the Regulation 19 DPD for each of the protected characteristic groups is set out below.

Protected Characteristic	**Summary**
Age	The DPD makes provision for development that takes account of the needs of people of all ages. Policies GC1 and GC4 of the DPD aim to ensure a wide range of housing is developed, including housing to meet the needs of certain groups whose needs may not otherwise be met through the market. This may include older people through the provision of specialist accommodation i.e. retirement homes or dwellings that meet accessibility standards and young people and families with children who may need affordable housing if they cannot enter the housing market. The increase in the provision of employment land (Policy GC5) would increase employment opportunities, particularly for young people. The provision of infrastructure (Policy GC6) will be of benefit to all ages including young and old and the provision of open space (Policy GC2) will benefit all age groups particularly children through the provision of play areas and facilities.
Disability	Policies GC1 and GC4 of the DPD aim to ensure a wide range of housing is developed, including housing to meet the needs of certain groups whose needs may not otherwise be met. This may include people with a disability through the provision of accommodation that is built to accessible standards. Focusing development in sustainable locations and encouraging travel by sustainable transport (Policy GC8) could also support people with mobility issues access the services and facilities they need.
Gender Reassignment	No differential impacts identified.
Marriage and Civil Partnership	No differential impacts identified.
Pregnancy and Maternity	Given the potential health care and community infrastructure needs of this group Policy GC6 will have a positive impact.
Ethnicity	The DPD seeks to ensure that the specific accommodation needs of Gypsies and Travellers are provided for through the provision of pitches (Policies GC1 and GC4)
Religion or Belief	The provision of accessible community facilities located within the neighbourhood centres will mean a range of facilities, including

	places of worship, will be situated in accessible sustainable locations (Policies GC1 and GC6).
Gender	No differential impacts identified.
Sexual Orientation	No differential impacts identified.

5.5.2 The DPD is a policy document for the use and development of land across the Garden Community area and seeks to create sustainable, inclusive and mixed communities providing housing, employment opportunities and supporting infrastructure. The DPD policies have been developed taking into account the findings of the extensive evidence base studies.

5.5.3 An assessment of the potential impacts of the DPD policies on protected characteristics has identified that there would be no negative impacts.

6.0 MONITORING AND REVIEW

6.0.1 These are as follows:

- The Annual Monitoring Report (AMR) indicators cover the number of affordable homes built, skills and economic inclusion, working age population qualified to NVQ Level 4 or higher, improving community health and the design of new buildings.

- There is also the potential in the future of using an indicator based on equality / related policy within the Annual Monitoring Report and the performance indicators once we have an established baseline for this area of work/policy.

- The use of equality impact assessments carried out at a project/planning application level locally. These could be monitored on a two yearly basis; due to the life span of the Development Plan Document.

- When a review of the DPD takes place, it would be appropriate to carry out an equality impact assessment, to assess any policies changes and their effects.

APPENDIX 1.0 – ASSESSMENT OF THE DPD TAKEN AS A WHOLE

Does the DPD as a whole Protect, enhance and manage quality and diversity of natural environment and habitats?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The DPD seeks to protect and enhance the existing green-blue infrastructure network, and will maximise opportunities for the preservation, restoration, enhancement and connection of natural habitats. This objective has the potential to positively affect all the equality groups. The DPD seeks to address air/noise/light pollution, the excessive use of water and generation of waste. This objective has the potential to positively affect all the equality groups particularly those groups which may suffer health problems related to air pollution for example Asthma.	The following policies are viewed to support the question: GC Policy 1: Land Uses and Spatial Approach GC Policy 2: Nature GC Policy 8: Sustainable Infrastructure
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole improve access to public transport, and encourage cycling and walking? Ensure development is located so as to reduce reliance on private car?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The key objectives and principles for the Garden Community are to ensure neighbourhoods are walkable, low traffic and liveable, where residents can access most of their daily needs within a 20-minute walk or safe bike ride. The DPD seeks to ensure development is built in a way which reduces the need to travel making it easier for people to access services locally or by digital means. The effects of the above would be beneficial to the elderly, the young, people at home with young children and those with disabilities. The DPD seeks to ensure that Gypsies and Travellers sites to be appropriately located to improve accessibility to services, shops, education.	The following policies are viewed to support the question: GC Policy 1: Land Uses and Spatial Approach GC Policy 3: Place Shaping Principles GC Policy 5: Economic Activity and Employment GC Policy 6: Community and Social Infrastructure GC Policy 7: Movement and Connections
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as whole improve employment opportunities in TDC and CCC?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The DPD seeks to create opportunities for employment, education and training at the Garden Community, both throughout its construction and for the lifetime of the development, with an aim of creating at least one job per new household. Increasing access to employment and training either close to home or within a sustainable commuting distance may be of benefit to all equalities groups, but would be of particular benefit to the young.	The following policies are viewed to support the question: GC Policy 1: Land Uses and Spatial Approach GC Policy 5: Economic Activity and Employment
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole provide affordable housing? Does the DPD Provide sites in suitable locations to cater for gypsies and travellers?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The Strategic Housing Market Assessment which forms part of the evidence base for the DPD confirms the need for more affordable housing in TDC and CCC. The provision of affordable housing could benefit younger people (unable to access to private ownership), elderly, those on low incomes, people with disabilities and key workers. The location of affordable housing is an important factor. The DPD seeks to ensure they are located in close proximity to local services. The DPD also seeks to provide suitable accommodation for Gypsies and Travellers.	The following policies are viewed to support the question: GC Policy 1: Land Uses and Spatial Approach GC Policy 4: Meeting Housing Needs GC Policy 9: Infrastructure Delivery, Impact Mitigation and Monitoring
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole ensure that the services and facilities required meet the future needs of the community (including	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The DPD seeks to ensure the Councils work in partnership with partners, service delivery organisations and development industry to ensure	The following policies are viewed to support the question:
	Gender			
	Race			

health, education, policing, sport, the arts, and local community facilities)?	Gender Reassignment		that services and facilities required to provide for the future needs of the community are delivered in a timely, efficient and effective manner. This could potentially positively benefit all the equality groups.	GC Policy 1: Land Uses and Spatial Approach GC Policy 6: Community and Social Infrastructure GC Policy 9: Infrastructure Delivery, Impact Mitigation and Monitoring
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole improve health, and promote healthy lifestyles?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The DPD promotes cycle and pedestrian links, this could encourage a healthier lifestyle and reduce reliance on the private modes of transport, reducing carbon emissions. Elderly people, young children and those with particular illnesses may particular benefit from better air quality. Providing cycle/pedestrian routes to schools may also assist in reducing obesity in school age children. DPD promotes energy efficient design in new developments. Elderly people, those with younger families and the disabled may benefit from energy efficient design and warmer homes more demonstrably. The DPD promotes the provision of recreational and community facilities which could encourage an increase in sports and other healthy activities. This may benefit those who commute regularly using less active modes of travel (car, bus train).	The following policies are viewed to support the question: GC Policy 3: Place Shaping Principles GC Policy 6: Community and Social Infrastructure GC Policy 7: Movement and Connections
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole create environments which are safe and reduce crime & fear of crime?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The DPD aims to create environments which are safe and seeks to provide community and recreational	
	Gender			

	Race		facilities to reduce the fear of crime and facilitate community cohesion. This could positively impact across all the equality groups.	The following policies are viewed to support the question: GC Policy 3: Place Shaping Principles
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design and waste recycling facilities?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		The DPD seeks to secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design, waste recycling facilities. Providing energy efficient homes could particularly benefit the elderly and those on lower incomes, reducing fuel bills.	The following policies are viewed to support the question: GC Policy 3: Place Shaping Principles GC Policy 8: Sustainable Infrastructure
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

Does the DPD as a whole minimise land, water, air, light and noise pollution?	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age		Minimising all forms of pollution could positively benefit all the equality groups. Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities.	The following policies are viewed to support the question: GC Policy 2: Nature GC Policy 7: Movement and Connections GC Policy 8: Sustainable Infrastructure
	Gender			
	Race			
	Gender Reassignment			
	Pregnancy or Maternity			
	Sexual Orientation			
	Religion or Belief			
	Disability			
	Marriage or civil partnership			

APPENDIX 2.0 – INDIVIDUAL ASSESSMENT OF POLICIES WITHIN THE DPD

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	
GC Policy 1 Land Uses and Spatial Approach	This policy sets out what land will be included in the Garden Community, how the development will be laid out, which areas will be allocated to housing, employment, open space or other uses or infrastructure, and which areas will be protected from development. GC Policy 1 is supported by a 'Policies Map'.										No negative impacts on any of the protected characteristics groups are expected, the policy will benefit all sections of the community. Securing accessible access to, employment, services and facilities should have positive impacts on several protected characteristic groups and reducing the need to travel will be of particular benefit to those with disabilities, older and younger people without access to a car. The policy is expected to have positive impacts on the ethnicity characteristic as it addresses the need for accommodation to meet the specific needs of Gypsies and Travellers. There will also be positive impacts on the age characteristic (both young and old) by providing a settled base in which to live and in locations accessible to schools and health facilities.

	Positive
	Neutral (impacts no greater than those experienced by the population as a whole)
	Negative

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	**Positive** **Neutral** (impacts no greater than those experienced by the population as a whole) **Negative**
GC Policy 2 Nature	This policy sets out the requirements in relation to nature and green-blue infrastructure. The natural environment of the Garden Community will be its greatest asset. Nature will be placed at the heart of the development to contribute towards nature's recovery, to realise the wellbeing and economic benefits to individuals, and to deliver nature-based solutions. A well-connected, multifunctional green-blue infrastructure network will help to create a community where neighbours can interact, live active lifestyles and where nature can thrive.										The policy seeks to provide accessible open space, natural and free play space and high quality, sustainable design of public furniture, including play equipment and lighting which is essential to ensure that places are accessible and inclusive. This will be of benefit to all people in the Garden Community, but the provision of accessible open space and facilities is expected to be particularly beneficial to those without access to a car, which may disproportionately include older and younger people, and some people with particular disabilities.

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	
GC Policy 3 Place Making Principles	This policy sets very high expectations for how the Garden Community will create unique and distinctive buildings and neighbourhoods, whilst still respecting the character and visual amenity of nearby towns, villages, historic buildings, structures and the character and features of the landscape. It includes the Councils' requirements around space standards, amenity space and designing out crime.										The policy seeks to provide a high quality living environment and, as such, should be of benefit to all people in the plan area but the requirement for development to be well designed and accessible is expected to have a positive impact on several of the protected characteristics groups. No negative impacts on any of the protected characteristics groups are expected. All future occupiers are likely to benefit but delivering improved levels of space, particularly in smaller homes, may have a positive impact on certain groups enabling access to housing with appropriate levels of space to meet their needs. There could be positive impacts on certain groups as the policy enables future adaptation/flexibility of homes to meet their changing needs.

	Positive
	Neutral (impacts no greater than those experienced by the population as a whole)
	Negative

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	**Positive** **Neutral** (impacts no greater than those experienced by the population as a whole) **Negative**
GC Policy 4 Meeting Housing Needs	The Garden Community will be inclusive and accommodate a diverse range of households meeting a range of housing needs. This policy requires the Garden Community provides a mix of different housing sizes and types to meet the needs of differing groups, including but not limited to students, those with disabilities, older people, service families, single person households, first time buyers and gypsy and travellers. There will also be opportunities for those who wish to commission or build their own home via self and custom build plots.										The provision of affordable housing is expected to have positive impacts as it will benefit those people who are unable to access market housing as a result of affordability issues. If young people or families with children and/or people with disabilities make up a disproportionate amount of people unable to secure local housing due to affordability issues, then there will also be positive impacts on age and/or disability characteristics. No negative impacts on any of the protected characteristics groups are expected as increasing the range of housing, including housing of mixed tenures and sizes will be of benefit to all sections of the community. It is expected the policy will have positive impacts on the age and disability characteristics in particular as it requires the provision of specialist accommodation for older people and disabled people. Positive impacts should be provided for older and/or disabled residents by increasing the opportunity to remain living independently in their own homes as their needs change. The policy is expected to have positive impacts on the ethnicity characteristic as it addresses the need for accommodation to meet the specific needs of Gypsies and Travellers. There will also be positive impacts on the age characteristic (both young and old) by providing a settled base in which to live and in locations accessible to schools and health facilities.

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	
GC Policy 5 Economic Activity and Employment	There will be an expectation that as many opportunities to create jobs at the Garden Community, and within a sustainable commutable distance, are followed up and delivered. GC Policy 5 explains how this will be achieved, with an aim of creating at least one job per new household.										No negative impacts on any of the protected characteristics groups are expected. The policy will benefit all people in the Garden Community as it seeks to provide new jobs within a sustainable commutable distance. It might be expected for there to be a positive impact to those without access to a car, which may disproportionately include younger people, and some people with particular disabilities.

	Positive
	Neutral (impacts no greater than those experienced by the population as a whole)
	Negative

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	**Positive** **Neutral** (impacts no greater than those experienced by the population as a whole) **Negative**
GC Policy 6 Community and Social Infrastructure	This policy contains the requirements for ensuring the Garden Community is served by community services and facilities of the right type in the right location, including schools and sports facilities; as well as access to health services and how the development will incorporate measures to encourage inclusive, healthy, and happy lifestyles.										No negative impacts on any of the protected characteristics groups are expected. The policy will benefit all people in the Garden Community as it seeks to provide new social and community facilities and secure provision of new infrastructure and services to serve the development. The policy will benefit all as it encourages health and wellbeing across the Garden Community, but is expected to have positive impacts on those who may experience health inequalities. As the policy is intended to support the provision of a range of shopping and other town centre services and facilities in the plan area's identified town and local centres, it might be expected for there to be a positive impact on those who may find it difficult to access these if they were dispersed and/or in less accessible locations. The policy will have positive benefits for children and those with families due to the provision of early years and educational facilities. Additional educational space must also be provided for co-located Special Educational Needs (SEN) provision which will be of benefit to younger people/children with additional needs/disabilities. The policy seeks to provide accessible open space, sport and recreation facilities and, as such, should be of benefit to all people in the Garden Community, but the provision of accessible open space and facilities is expected to be particularly beneficial to those without access to a car, which may disproportionately include older and younger people, and some people with particular disabilities.

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	
GC Policy 7 Movement and Connections	This policy sets the key objectives and principles for the Garden Community are to ensure neighbourhoods are walkable, low traffic and liveable, where residents can access most of their daily needs within a 20-minute walk or safe bike ride from their home. The Garden Community will be designed and built in a way that reduces the need to travel, especially by car, and enables new ways of working and service delivery that supports remote working and digital solutions by making it easier for people to access services locally or by digital means.										No negative impacts on any of the protected characteristics groups are expected. As the policy actively encourages more sustainable forms of travel and seeks to ensure new development minimises the need to travel, this should have a positive impact on those that find transport or mobility a barrier. The policy requires the design, location and provision of parking ensures equitable access for people with disabilities and mobility impairments. Cycle parking is also required to take account of all types of cycles and cycle users which will be of benefit to those with disabilities, mobility impairments and children/younger people.

	Positive
	Neutral (impacts no greater than those experienced by the population as a whole)
	Negative

Policy	Description	Protected Characteristics									Assessment of impact on groups with protected characteristics
		Age	Disability	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Ethnicity	Religion or Belief	Gender	Sexual Orientation	
GC Policy 8 Sustainable Infrastructure	This policy sets the Councils' aspirations and expectations for creating a Garden Community fit for the future. The policy sets high expectations for energy efficiency, renewable energy generation, water efficiency and water recycling.										This policy has been assessed as having a neutral impact, that it is considered to have: - Neither a positive nor negative impact, or - The policy has no relevance to or impact on protected characteristics.
GC Policy 9 Infrastructure Delivery, Impact Mitigation and Monitoring	This policy covers the requirements to ensure the Garden Community is supported by the required level of infrastructure, delivered in a timely and where appropriate phased manner.										No negative impacts on any of the protected characteristics groups are expected. The policy will benefit all people in the Garden Community as it seeks to provide new social and community facilities and secure provision of new infrastructure and services to serve the development.

	Positive
	Neutral (impacts no greater than those experienced by the population as a whole)
	Negative