

# Appendix 4

<b>Name of Policy to be assessed:</b>	Oxfordshire Plan 2050 Consultation Document		
<b>1. In what area are there concerns that the policy could have a differential impact</b>	Race	Disability	Age
	Gender reassignment	Religion or belief	Sexual Orientation
	Sex	Pregnancy and Maternity	Marriage & Civil Partnership
<b>Other strategic/equalities</b>	Safeguarding/ Welfare of Children and vulnerable adults	Mental Wellbeing/ Community Resilience	
<b>2. Background:</b>  Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment	<p>The purpose of the Consultation Document is to set out proposed planning policy direction for the Oxfordshire Plan.</p> <p>The scope of the Plan and the time span mean that this document will have significant impact on the lives of those who live and work in or visit the county. Important choices will be made between competing demands and limited resources will be allocated. The Plan will seek to address inequalities but the policies will need to be assessed for unintended consequences for equality issues.</p> <p>To allow the best use of resources and ensure that Equality Impact Assessments (EqIAs) effectively influence policy development it is proposed to take a phased approach to assessing the Oxfordshire Plan. The first phase comprises of this initial assessment of the topic areas within the Consultation Document. Views on this assessment will be sought as part of the Consultation. Later phases of consultation will be accompanied by further work on the EqIA.</p>		
<b>3. Methodology</b>  The methods used to collect data and what sources of data	<p>The policy options of the Oxfordshire Plan will be based on an evidence base comprised of studies on topics such as housing and employment, transport , site analysis and others including conversations with, and the strategic plans of, infrastructure and service providers.</p> <p>In addition, the most up-to-date available demographic information will be taken from sources such as the Census data 2011, population estimates (Office for National Statistics), 2015 Indices of deprivation (DCLG), Experian data, Oxford City Council Housing Information System Database and other national, regional and local sources of data.</p> <p>The process for producing a Plan places great weight on the quality of the evidence supporting policy decisions. The evidence base will be tested through public examination by an independent Planning Inspector appointed by government before the Oxfordshire Plan can be adopted by the Council.</p>		
<b>4. Consultation</b> This Section should outline all the consultation that has taken place on the EqIA. It should include the following: - Why you carried out the consultation - Details about how you went about it - A summary of the replies you received from people you consulted - An assessment of your proposed policy (or policy options) in the light of the responses you received. - A statement of what you plan to do next	<p>The Council intends that all sectors of the community have the opportunity to have their say in how their community is planned and developed, irrespective of race;disability;age;religion or belief; gender reassignment ; pregnancy and maternity; sex and sexual orientation. Efforts have been made to ensure that the engagement and consultation process should be an inclusive one that involves a wide range of community groups. Support in relation to adoption of a best practice engagement and communications approach has been provided to the team developing this document.</p> <p>No consultation on the EqIA has taken place so far. The first formal stage of public consultation will take place in February/March 2019 in accordance with the Statement of Community Involvement in Planning.</p> <p>This consultation will involve a variety of methods of public engagement and will be aimed to reach a range of groups within the community. This will include publicising information through various traditional and social media channels and meeting with the local communities at a variety of types of events. At this stage the material that will be focused on introducing the project (the scope) and on providing background information and asking questions on the themes and trends that the plan will seek to address. In order to make this information accessible and to engage with a wide range of parties/people and levels of interest a range of materials will be produced within different audiences in mind.</p>		

<p><b>5. Assessment of Impact:</b> Provide details of the assessment of the policy on the nine primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and/or the welfare of children and vulnerable adults</p>	<p><b>Race</b> Neutral</p>	<p><b>Disability</b> Positive</p>	<p><b>Age</b> Positive</p>
	<p><b>Gender reassignment</b> Neutral</p>	<p><b>Religion or belief</b> Neutral</p>	<p><b>Sexual Orientation</b> Neutral</p>
	<p><b>Sex</b> Neutral</p>	<p><b>Pregnancy and Maternity</b> Neutral</p>	<p><b>Marriage &amp; Civil Partnership</b> Neutral</p>
<p><b>Race:</b> No equalities impact identified. The issue will be the subject of further consultation in the full EqIA of the Proposed Submission Oxfordshire Plan.</p> <p><b>Disability:</b> In the preparation of the consultation document the team has considered the need to ensure that services and facilities are accessible to all. One of the five aspirations for the plan is to build healthy and strong communities. It is considered that the Plan will likely have some positive effects for people with disabilities. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Age:</b> In the preparation of the consultation document the team has considered the requirements of the different age groups (from students and young people to families and the older population). This is reflected in aspiration one: to support economic growth, in aspiration two: to improve housing availability and affordability, and in aspiration 3: strong and healthy communities. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Gender reassignment:</b> No equalities impact identified. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Religion or Belief:</b> No equalities impact identified. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Sexual orientation:</b> No equalities impact identified. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Sex:</b> No equalities impact identified. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Pregnancy and Maternity:</b> No equalities impact identified. This issue will be the subject of further consideration in the full EqIA.</p> <p><b>Marriage &amp; Civil Partnership:</b> No equalities impacts identified. This issue will be the subject of further consideration in the full EqIA.</p>			

<p><b>6. Consideration of Measures:</b></p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>The Oxfordshire Plan will be informed by the separate Sustainability Appraisal of the Plan. The Sustainability Appraisal will consider the social, economic and environmental effects of the Plan, and ensures that, as far as possible, it accords with the principals of 'sustainable development'.</p> <p>The Proposed Submission Document will set out the proposed final policies of the plan, which will be further influenced by the Final Sustainability Appraisal and the full EqlA. That final EqlA will look at all individual planning policies in the Proposed Submission Document and will identify any policies and proposals that could have a differential impact on the nine equality strands. The final policies will be included in the Proposed Submission Oxfordshire Plan after having due regard, as required by section 149 of the 2010 Equality Act, to the need to eliminate discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</p>
<p><b>6a. Monitoring Agreements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence or discrimination.</p>	<p>A general monitoring framework to check the implementation of the Oxfordshire Plan will be set out in the Proposed Submission Document. The Council will monitor the implementation and impact of the Oxfordshire Plan through the Annual Monitoring Report.</p> <p>In addition, on-going community engagement through the implementation of the Plan (e.g. through subsequent Local Plans, developer engagement at pre-application/application stages) will help to provide greater understanding of the potential impacts on equalities groups, to inform the final design options and details.</p>
<p><b>7. Date reported and signed off by City Executive Board</b></p>	
<p><b>8. Conclusions</b></p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>Because the Oxfordshire Plan will seek to deliver specific types of development and at specific locations there is the potential for the policies to have differential impacts on different equalities groups. Development could have equality implications for new residents and users/workers and also communities in adjoining areas.</p> <p>Overall, at this stage of the Plan preparation, it is not anticipated that there will be a direct impact on equality issues related to race, marriage and civil partnership, gender reassignment, sex, sexual orientation, pregnancy and maternity or religion as a result of the policies and development proposed in the Oxfordshire Plan. The policies of the Plan are likely to have some positive effect on the following equality strands: age and disability. Further assessment of the Proposed Submission Document for the Oxfordshire Plan will follow in 2019.</p>
<p><b>9. Are there implications for the Service Plans</b></p>	<p>YES</p>
<p><b>10. Date the Service Plans will be updated</b></p>	<p>Underway</p>
<p><b>11. Date copy sent to Equalities Lead Officer</b></p>	
<p><b>12. The date the report on EqlA will be published:</b></p>	
<p><b>13. Date Reported to Scrutiny and Executive Board:</b></p>	
<p><b>14. Date reported to City Executive Board :</b></p>	

Signed (completing officer)

Signed (Lead Officer)

This page is intentionally left blank