



## Appendix 3 Full Equalities Impact Assessment

45

<b>Service Area:</b> Planning		<b>Section:</b> Planning policy	<b>Date of Initial assessment:</b> 27/07/2022	<b>Key Person responsible for assessment:</b> Rachel Williams	<b>Date assessment commenced:</b> 27/07/2022
<b>Name of Policy to be assessed:</b>			Oxford Local Plan 2040 Preferred Options ( PO) Document		
<b>1. In what area are there concerns that the policy could have a differential impact</b>			<b>Race</b>		<b>Disability</b>
			<b>Gender reassignment</b>		<b>Religion or Belief</b>
			<b>Sex</b>		<b>Pregnancy and Maternity</b>
<b>Other strategic/ equalities considerations</b>			<b>Safeguarding/ Welfare of Children and vulnerable adults</b>		<b>Marriage &amp; Civil Partnership</b>
			<b>Mental Wellbeing/ Community Resilience</b>		
<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.			The purpose of the Preferred Options Document is to set out proposed planning policy direction for the Oxford Local Plan 2040. The Local Plan will have a material effect on the amount and type of housing (including affordable housing), the number and type of jobs, the location and nature of future development and the protection of open space among other aspects. The scope of the Local Plan and the 20 year time span mean that this document will have a significant impact on the lives of those who live and work in or visit the city. Important choices will be made between competing demands and limited resources will be allocated.		

	<p>The Local Plan will seek to address inequalities but the policies will need to be assessed for unintended consequences for equality issues. The Preferred Options Document includes several policy options that are proposed for guiding development in Oxford. It is considered that the potential impacts of these policies on the nine primary equality strands that should be evaluated as the Local Plan project progresses. To allow the best use of resources and ensure that Equality Impact Assessments (EqIAs) effectively influence policy development it is proposed to take a two-phase approach to assessing the Local Plan. The first phase comprises of this initial assessment of the policy areas within the Preferred Options Document. The second phase of the Assessment will look at the policies as they will be drafted in the Proposed Submission Document (draft Local Plan). Consultation on this phase of the EqIA will be combined with the public consultation in Summer 2023. After this stage changes to the policy should only be minor and not materially alter the policy. If significant changes are needed a further phase of the EqIA may be required.</p>
<p><b>3. Methodology and Sources of Data:</b></p> <p>The methods used to collect data and what sources of data</p>	<p>The policy options of the PO Document are based on an evidence based comprised of studies on topics such as housing and employment including the Housing and Employment Land Availability Assessment ( HELAA) and the Employment Land Availability (ELA), Green Infrastructure Study, Townscape assessment and the Infrastructure Delivery Plan ( IDP) and conversations with the County Council, landowners and infrastructure providers including education, health and the hospital trust. Other sources of data included the Census data, Indices of Deprivation, Oxford City Council Housing data and other national, regional and local sources. The process for producing a Local 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 Local Plan can be adopted by the Council.</p>
<p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EqIA. It should include the following.</p>	<p>Oxford City Council intends that all sectors of the community can 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. No consultation on the EqIA has taken place so far and the Plan preparation process has consisted of a non-statutory early consultation exercise (the Issues consultation) that took place summer 2021. This consultation involved a</p>

<ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul>	<p>variety of methods of public engagement and aimed to reach a range of groups within the community. This included publicising information through various traditional and social media channels. The community's thoughts were collected and analysed via a combination of short form and extended questionnaire responses. The analysis of the responses will be fed into the next round of consultation (preferred options consultation) which will allow us to discuss certain priorities of the community in more depth. Further consultation on the EqIA will take place during the next consultation scheduled for the summer 2023.</p>
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**5. Assessment of Impact:**

Provide details of the assessment of the policy on the six 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

<b>Race</b> Neutral	<b>Disability</b> Neutral	<b>Age</b> Neutral
<b>Gender reassignment</b> Neutral	<b>Religion or Belief</b> Neutral	<b>Sexual Orientation</b> Neutral
<b>Sex</b> Neutral	<b>Pregnancy and Maternity</b> Neutral	<b>Marriage &amp; Civil Partnership</b> Neutral

**Race:** No equalities impact identified. This issue will be the subject of further consideration in the full EqlA of the Proposed Submission Local Plan.

**Disability:** In the preparation of the Preferred Options document the Council has considered: the need to ensure that services and facilities are accessible to all and the need for accessible and adaptable dwellings.

**Age:** Some of the preferred options in the Local Plan will explicitly address the diverse needs of the different age groups in the community. In the preparation of the Preferred Options document the Council has considered the housing requirements of the different age groups (from students and young people to families and the older population). This results in policy directions on student accommodation, shared housing, family sized housing and extra care housing. The document focuses development in locations which are accessible by public transport/non car modes to make the city more accessible to people of all ages. The Plan supports the concept of 15-minute neighbourhoods whereby supporting communities that provide facilities people need within a 15-minute walk. The provision of services and infrastructure is also key for example ensuring access to school places and play facilities for

the younger age groups and to GP surgeries particularly for the older age groups. Policy areas such as those relating to primary healthcare, access to education, infrastructure and developer contributions will seek to ensure that the relevant services and infrastructure are available to support development and are delivered at a timely stage.

Gender reassignment: No equalities impact identified.

Religion or Belief: It is considered that the Local Plan will have a neutral effect on people due to their religious beliefs. The main issue is considered to be the likely implications of the Local Plan for the completion and provision of religious buildings in Oxford as well as the protection of existing community facilities that may be used as places of worship.

Sexual orientation: No equalities impacts identified.

Sex: No equalities impacts identified.

Pregnancy and Maternity: No equalities impacts identified.

Marriage & Civil Partnership: No equalities impacts identified.

<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 Preferred Options Document has been informed by the separate Sustainability Appraisal of the Local Plan. The Draft Sustainability Appraisal considers the social, economic and environmental effects of the Local Plan, and ensures that, as far as possible, it accords with the principles of ‘sustainable development’. A number of the sustainability objectives relate to relevant social issues, such as meeting local housing needs by ensuring that everyone has the opportunity to live in a decent, affordable home; improving health and well-being and reducing inequalities in health; reducing poverty and social exclusion; reducing disparities in education, developing opportunities for everyone to acquire the skills needed to find and remain in work; reducing crime and the fear of crime; and creating and sustaining vibrant communities. 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 EqIA. This final EqIA will look at all individual planning policies in the Pre-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 Local 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 Arrangements:</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 of discrimination.</p>	<p>A general monitoring framework to check the implementation of the Local Plan will be set out in the Proposed Submission Document. The Council will monitor the implementation and impact of the Local Plan through the Annual Monitoring Report. In addition, on-going community engagement through the implementation of the Local Plan (e.g. through developer engagement at pre-application/application stages) will help to provide a greater understanding of the potential impacts on equalities groups, to inform the final design options and details.</p>

<b>7. Date reported and signed off by City Executive Board:</b>					
<b>8. Conclusions:</b>  What are your conclusions drawn from the results in terms of the policy impact		Because the Local Plan will seek to deliver specific types of development and at a specific location, then there is the potential for the policies to have differential impacts on different equalities groups. Development at the site could have equality implications for new residents and users/workers within the site, and communities in adjoining areas. Overall, at this stage of the Plan preparation, it is not anticipated that there will be a direct impact on equality issues related to gender reassignment, sex, sexual orientation, pregnancy and maternity or religion as a result of the policies and development proposed in the Local Plan. The policies of the Plan are likely to have some positive effect on the following equality strands: age and disability.			
<b>9. Are there implications for the Service Plans?</b>	No	<b>10. Date the Service Plans will be updated</b>	N/A	<b>11. Date copy sent to Equalities Lead Officer</b>	
<b>13. Date reported to Scrutiny:</b>	6 <sup>th</sup> September	<b>14. Date reported to Cabinet:</b>	14 September 2022	<b>12. The date the report on EqlA will be published</b>	

Signed (completing officer)

Signed (Lead Officer)

**Please list the team members and service areas that were involved in this process:**

Equalities Lead Officer  
Service Manager

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