

## Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
  - b. **identify ways to advance equality of opportunity,**
  - c. **foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
  3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
  4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

## A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

1. Age	6. Race & Ethnicity
2. Disability	7. Religion or Belief
3. Gender Reassignment	8. Sex
4. Marriage & Civil Partnership	9. Sexual Orientation
5. Pregnancy & Maternity	<b>NEW-</b> Socio-economic inequalities (voluntary adoption)
	<b>NEW-</b> Sanctuary seeking status leading to intersecting inequalities (voluntary adoption)

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.

7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

## Section 1: General overview of the activity under consideration

1.	<b>Name of activity being assessed.</b>	Oxford Local Plan 2045	2.	<b>The implementation date of the activity under consideration:</b>	The plan is expected to be formally adopted in May 2027.
3.	<b>Directorate/Department(s):</b>	Planning and Regulation	4.	<b>Service Area(s):</b>	Planning Services, Planning Policy
5.	<b>Who is (are) the assessment lead(s):</b> <b>Please provide:</b> -Name -Email address	Gabriella Barnes <a href="mailto:gbarnes@oxford.gov.uk">gbarnes@oxford.gov.uk</a>  Isobel Pasey <a href="mailto:ipassey@oxford.gov.uk">ipassey@oxford.gov.uk</a>	6.	<b>Contact details, in case there are queries:</b> <b>Please provide:</b> -Name -Email address	Gabriella Barnes <a href="mailto:gbarnes@oxford.gov.uk">gbarnes@oxford.gov.uk</a>  Isobel Pasey <a href="mailto:ipassey@oxford.gov.uk">ipassey@oxford.gov.uk</a> <b>Error! Bookmark not defined.</b>
7.	<b>Is this a new or ongoing EqlA?</b>	Ongoing	8.	<b>If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.</b>	N/A
9.	<b>Date this EqlA started:</b>	01/05/2025			
10.	<b>Will this EqlA be attached to <a href="#">Corporate Management Team (CMT)</a> reports/updates, which will be published online?</b>	Will be attached to the cabinet report and therefore published.	11.	<b>Give a date (tentative or otherwise) when this assessment will be taken to the CMT.</b>	N/A

## Section 2: About the activity, change, or policy that is being assessed.

12.		<input type="checkbox"/> Budget	<input type="checkbox"/> Decommissioning	<input checked="" type="checkbox"/> Commissioning	<input type="checkbox"/> Change to an existing activity
-----	--	---------------------------------	--	---	---

	<b>Type of activity being considered:</b>  Check the most appropriate.	<div> <input checked="" type="checkbox"/> New activity         </div> <div> <input type="checkbox"/> Others. Please specify:         </div>				
<b>13.</b>	<b>Which priority area(s) <u>within Oxford City Council's Corporate strategy (2024-2028)</u> does this activity fulfil?</b>  Please check as needed.	<input checked="" type="checkbox"/> Good, affordable homes	<input checked="" type="checkbox"/> Strong, fair economy	<input checked="" type="checkbox"/> Thriving Communities	<input checked="" type="checkbox"/> Zero Carbon Oxford	<input checked="" type="checkbox"/> Well run council
<b>14.</b>	<b>Which priority area(s) within <u>Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</u> does this activity fulfil?</b>  Please check as needed.	<input type="checkbox"/> Responsive services and customer care.	<input type="checkbox"/> Diverse and engaged workforce.	<input type="checkbox"/> Leadership & organisational commitment.	<input checked="" type="checkbox"/> Understanding and working with our communities.	
<b>15.</b>	<b>Outline the aims, objectives, &amp; priorities of the activity being considered.</b>	<p>The Oxford Local Plan 2045 (the 'Local Plan') will be the fundamental development framework for the city of Oxford. 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; across the city, 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. The Local Plan will seek to address inequalities, but the policies will need to be assessed for unintended consequences regarding equality issues.</p>				

<b>16. Please outline the consequences of not implementing this activity.</b> <b>For example,</b> -Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.	Producing a Local Plan is a statutory requirement. The Local Plan 2036 is still in place as the statutory development plan, but it will become more out of date over time, especially 5 years after adoptions, which was in June 2025. That makes it easier to argue that nation planning policy should be relied upon, rather than the locally set policies that attempt to address issues in Oxford.
--	--

### Section 3: Understanding service users, residents, staff and any other impacted parties.

<b>17. Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</b>  <b>Please provide details—</b> -when, -how many, and -the approach taken.	Early Engagement Survey (17/03/2025-28/04/2025) - Short questionnaire published on Oxford City Council's consultation portal regarding the new Local Plan. Preferred Options Consultation (27/07/2025-08/08/2025) - A leaflet questionnaire was distributed to all households and businesses through the city to gain people's views on the First Draft Oxford Local Plan 2045 Consultation Document. - In addition, there were two online questionnaires (one short form and one long form). - Representations were also accepted by direct email. - Multiple face-to-face sessions and online sessions were held with officers of the Planning Policy team, including drop-ins and sign-ups.
<b>18. List information and data used to understand who your residents or staff are and how they will be impacted.</b>  <b>These could be-</b> -third-party research, -census data, -legislation, -articles, -reports, -briefs.	The policies of the Local Plan are based on an evidence base comprised of studies on topics such as housing and employment (e.g. the Housing and Economic Needs Assessment and Housing and Economic Land Availability Assessment), transport (e.g. the Central Oxfordshire Travel Plan and advice from the County Council as the Highway Authority), site analysis (e.g. the Green Infrastructure Assessment and the Green Belt Study update) and others including conversations with, and the strategic plans of, infrastructure and service providers.  In addition, the most up-to-date available demographic information was taken from sources such as the Census data 2011 and 2021 releases, population estimates (Office for National Statistics), 2019 Indices of Multiple Deprivation (DCLG), Experian data, Oxford City Council Housing Information System Database and other national, regional, and local sources of data.

		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 a Planning Inspector before the Local Plan can be adopted.
19.	<p><b>If you have not done any consultations or collected data &amp; information, are you planning to do so in the future?</b></p> <p><b>Please list the details –</b>          -when,          -with whom, and          -how long will you collect the relevant data.</p>	N/A

#### Section 4: Impact analysis.

20.	<p><b>Who does the activity impact?</b></p> <p><b>Check as needed.</b></p> <p>The impact may be positive, negative or unknown.</p>	<p><b>Service Users</b></p> <p><b>Members of staff</b></p> <p><b>General public</b></p> <p><b>Partner / Community Organisation</b></p> <p><b>City Councillors</b></p>	<p>Yes <input checked="" type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/></p>	<p>No <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>No <input type="checkbox"/></p>	<p>Don't Know <input type="checkbox"/></p> <p>Don't Know <input type="checkbox"/></p> <p>Don't Know <input type="checkbox"/></p> <p>Don't Know <input type="checkbox"/></p> <p>Don't Know <input type="checkbox"/></p>
-----	--	---	--	--	--

	Council suppliers and contractors	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
--	-----------------------------------	---	-----------------------------	-------------------------------------

21.	Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)?					
Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/information/evidence supporting your assessment	Analysis & insight Mitigations
Age	<input checked="" type="checkbox"/>				Several of the policies in Chapter 2 (which specifically deals with housing) of the Local Plan explicitly address the diverse needs of the different age groups in Oxford. In the preparation of the Local Plan, the Council has considered the housing requirements of many different age groups (students, young people, families, adults, elderly people, etc.). Chapter 2 includes specific policies relating to student accommodation (H9 and H10), boarding school accommodation (H16), shared housing/Houses in Multiple Occupation (H8), family-sized housing (H6) and older persons and other specialist accommodation (H13), as they relate specifically to different age groups. These policies are considered to have positive impacts upon the cohorts for which they are relevant, without costing others or negatively affecting other demographic groups, as they all strive to contribute towards establishing a	

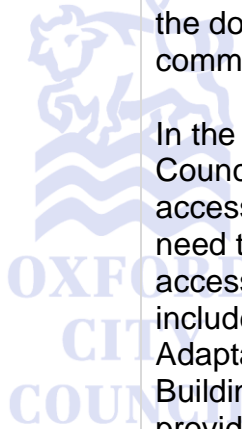
mixed and balanced community which facilitates a healthy environment for the success of all people at all stages of their lives.

Whilst policies H6, H8 and H9 include restrictions upon the free-market proliferation of specific housing types, it is not considered that these restrictions negatively impact the relevant target groups (particularly young adults/students through policies H8 and H9), as the aim and function of the restrictions is to ensure mixed and balanced communities in which all cohorts of age groups benefit from a healthier social mix. The potential self-segregation/selection of communities by age group through the unfettered forces of market demand is considered to be more likely to have a negative effect on specific age groups than ensuring their healthy mix throughout the city as a whole.

Chapter 7 focuses on movement and specifically works to facilitate sustainable transport modes as alternatives to private car use; which will make the city more accessible to people of all ages.

Further policies in Chapter 7 of the Local Plan relating to communities, facilities, and the vibrancy of Oxford's city and district centres, are specifically targeted at protecting, retaining, and encouraging facilities needed for the general health and wellbeing of all age demographics (policies C2, C3, C4 and C5).



					Overall, the effect of the Local Plan on the age equality strand is considered to be positive.	
<b>Disability</b> <b>(Visible and invisible)</b>  1239	☒		www.oxford.gov.uk		<p>The thrust and ambition of the Local Plan strives to focus development in locations which are accessible by public transport &amp; non-car modes to make the city more accessible to people of all abilities. This ambition forms one of the overarching threads within the document, which seeks to foster a liveable city in which residents have access to the basis of their daily needs within an easy walking distance of their homes. In doing so, the document works to protect provision of to community and recreational facilities.</p> <p>In the preparation of the Local Plan, the Council has considered the need for accessible and adaptable dwellings, and the need to ensure that services and facilities are accessible to all. Chapter 6 on design includes Policy HD14 - Accessible and Adaptable Homes - which adopts optional Building Regulations requirement M4(2) to provide enhanced accessibility and adaptability for all new affordable dwellings and for a minimum of 15% of new general market dwellings. This policy also adopts Building Regulations requirement M4(3) for dwellings for wheelchair users, for a minimum of 5% of all dwellings for which the City Council is responsible for allocations or nominations, on sites of more than 20 dwellings. It is considered that this policy will result in some positive effects for housing quality for people with disabilities.</p>	

					Furthermore, the policies contained in Chapter 7 focus on movement and work to support a range of sustainable transport modes, which will provide residents and users of Oxford with a greater range of movement options and make the city more accessible to people of all abilities. Overall, the effect of the Local Plan on the disability equality strand is considered to be positive.	
<b>Gender re-assignment</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	
<b>Marriage &amp; Civil Partnership</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	
<b>Race, Ethnicity and/or Citizenship</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	
<b>Pregnancy &amp; Maternity</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	
<b>Religion or Belief</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	
<b>Sex</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	
<b>Sexual Orientation</b>			<input checked="" type="checkbox"/>		No equalities impact identified.	

<b>Socio-economic inequalities such as:</b>  - income and factors that impact income. -access to jobs  This was voluntarily adopted by <a href="#">Oxford City Council on the 13<sup>th</sup> of March 2024.</a>	☒				The Local Plan attempts to address some inequalities directly, for example by protecting a diverse range of employment sites, through requiring Community Employment and Procurement Plans and Affordable Workspace.	
<b>Other (voluntary consideration)</b> 1 <b>Sanctuary seeking status leading to intersecting inequalities experienced by</b>  <b>For example:</b>  asylum seeker, refugee, person with insecure immigration status  <a href="#">Oxford City Council became a local authority of sanctuary in</a>			☒		No equalities impact identified.	

December 2024, thereby committing to learn from our experiences, embed inclusive practices and share efforts to create a culture of welcome and safety for all.						
<b>Other</b> <b>For example:</b> <ul style="list-style-type: none"> <li>- Unpaid carers</li> <li>- Prison population</li> <li>- Homeless population</li> <li>- Council suppliers &amp; contractors</li> <li>- Cabinet Members</li> </ul>			☒		No equalities impact identified.	

1242

## Section 5: Conclusion(s) of your Full Impact Assessment

22.	<p><b>Conclusions.</b> The Local Plan seeks to deliver specific types of development and at specific locations. As such, there is the potential for the policies to have differential impacts on different equalities groups. Development at any site could have equality implications both for new residents and users/workers within the site, and for communities in adjacent areas. The extent to which control over these potentially different impacts can be exercised varies.</p> <p>Overall, Local Plan policies have been designed to attempt to improve the relevant equality strands where possible, and to otherwise have a neutral impact. More specifically, 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</p>
-----	--

	religion and beliefs as a result of the policies and development proposed in the Local Plan; whilst it is considered that the policies and resulting development patterns of the Local Plan are likely to have some positive effect on the age, disability and socio-economic equality strands.							
	<input type="checkbox"/>	Stop and reconsider the activity.	<input type="checkbox"/>		Adjust activity before beginning the activity and continue to monitor.	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with activity but continue to monitor.	<input type="checkbox"/>
23.	Please explain how you have reached your conclusions above.		The conclusions have been reached by careful consideration of the equality strands against the Local Plan policies.	<p><b>Benefits of Implementation:</b> Morally the right thing to do; Enhance social cohesion; Identify and eliminate biases.</p> <p><b>Promotes Equity:</b> Ensures everyone has equal opportunities.</p> <p><b>Enhances Diversity:</b> Encourages mixed and balanced communities.</p> <p><b>Improves Representation:</b> Enables different voices to be part of decision-making.</p>				

## Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA.  
These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

24.	Who or which team or service area will be responsible for monitoring equalities impact?  <b>For example-</b> - team, -directorate, -service area, -Equalities Steering Group,etc.	Planning and Regulation.
25.	Who (individual, team, or service area) will be responsible for carrying out the EqlA review?	Planning Policy.
26.	How often will the equality impact be reviewed for this activity? <b>For example-</b> -quarterly, -yearly, etc.	N/A
27.	Date when the EqlA will be reviewed again.	N/A

## Section 7: Sign-off

Name: Isobel Passey

Job Title: Trainee Planner

Signature:  
I Passey

-----

Name:

Job Title:

Signature:

-----

Name: Full Name

Job Title: Type here

Signature:

-----

**Suggested list of people to include are:**

- 1) Project lead/manager.
- 2) Head of service area or team.
- 3) Person who completed the EqlA.
- 4) EqlA lead.

Name: Gail Malkin

Job Title: Head of People

Signature:  
*G. Malkin*

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

Name: Full Name

Job Title: Type here

Signature:

**You have now reached the end of the assessment.**

**⚠ Please appended this to any reports and project files for reference.**

This page is intentionally left blank