

Appendix 3 – Equalities Impact Assessment

The following Equalities Analysis has informed the development of Oxford's proposed Air Quality Action Plan (AQAP) and considers impact and likely impact in relation to the nine protected characteristics of the Equality Act 2010. The Public Sector Equality Duty that is set out in the Equality Act 2010 requires public authorities to have due regard to the need to:

- Eliminate unlawful discrimination
- Advance equality of opportunity
- Foster good relations between people who share a protected characteristic and those who do not.

Title of Activity	Air Quality Action Plan (2026-2030)
Type of Activity	Action Plan
Scope of Activity	<p>The Air Quality Action Plan (AQAP) 2026-2030 sets out the complete list of actions that Oxford City Council and its partners intend to implement between 2026 and 2030 to reduce air pollutant concentrations and limit public exposure to air pollution. These actions aim to improve the health and quality of life for everyone who lives in, works in, or visits the city of Oxford. for everyone who lives in, works in, or visits the city of Oxford.</p> <p>The plan has been developed in accordance with the Council's statutory duty under Part IV of the Environment Act 1995 (as amended by the Environment Act 2021), and in line with the requirements of the Local Air Quality Management (LAQM) framework.</p> <p><u>The core aims that we have set up in this action plan to help us deliver it are:</u></p> <ul style="list-style-type: none"> ✓ Alignment with the World Health Organisation Air Quality Guidelines. These guidelines will serve as the city's reference standard and long-term target. This AQAP commits to pursuing WHO's Interim Target III for NO₂. ✓ To raise public awareness of the health impacts of air pollution, empowering residents with information and encouraging behavioural change. ✓ To influence change and lead by example through local action and policy, demonstrating the Council's commitment to cleaner air and healthier communities
Is the Activity New or Changing?	New
Is the Activity likely to have an impact on individuals or groups?	Yes
If you Answered Yes:	Equalities Impact Assessment completed
Completed by:	Pedro Abreu Principal Air Quality Officer
Date:	22/09/2025

Equality Group Protected Characteristics	Positive/ Neutral/ Negative	Overall Impact	Evidence
Age	Positive	Those most likely to be affected by air pollution are people with asthma, lung disease, COPD or a cardiovascular disease. Those who are more susceptible to air pollution in certain life stages are unborn babies (pregnant women), children (some children are particularly vulnerable i.e. those with an underlying chronic lung condition and cystic fibrosis) and older adults. Taking this into consideration, if the Air Quality Action Plan was implemented it would have the most positive impact on children aged 0 – 13 and adults aged 50+ (which represent approximately 40% of Oxford's population).	Oxford's 2021 Census
Disability	Positive	Air pollution appears to increase the risk of several chronic diseases that contribute to the progression of disability. In multivariable-adjusted analyses, higher long-term NOx exposure was associated with significantly faster progression in disability. This data joins a growing body of evidence which suggests that exposure to Traffic-Related Air Pollution may accelerate aging-related declines in health	Exposure to Traffic-Related Air Pollution in Relation to Progression in Physical Disability among Older Adults - PubMed
Sex	Positive	<p>A positive impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of sex / gender</p> <p>Ambient air pollutions were more evident in males without an allergic predisposition and more associations were detected in females with allergic predisposition</p> <p>PM10 and SO2 emissions were associated with mortality from respiratory diseases, which had a stronger association in women, especially among the elderly, and showed a later effect on the outcome in men as compared to women. The risk of deaths tended to increase in men as time after exposure increased, whilst the opposite was observed in women from the same age bracket.</p>	Gender Differences and Effect of Air Pollution on Asthma in Children with and without Allergic Predisposition: Northeast Chinese Children Health Study Differential Susceptibility According to Gender in the Association Between Air Pollution and Mortality from Respiratory diseases
Ethnicity/Race	Positive	<p>A positive impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of ethnicity / race.</p> <p>Air pollution has a disproportionate impact on low-income and ethnic minority groups. The most deprived 10% of areas in England are subject to</p>	Toxic Air and Social Justice: The Unequal Burden of Air Pollution

		41% high concentrations of nitrogen dioxide from transport and industry than average. The average black-British African person in the UK is exposed to 28% high levels of the pollutant PM10 than the average urban white person. Research into the impact of the London Congestion Charge shows that more deprived areas experienced greater air pollution reductions and mortality benefits compared to the least deprived areas.	
Religion/Faith	Neutral	No differential impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of religion / faith	Not applicable
Sexual Orientation	Neutral	No differential impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of sexual orientation	Not applicable
Marriage/Civil Partnership	Neutral	No differential impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of marriage / civil partnership.	Not applicable
Gender Reassignment	Neutral	No differential impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of gender reassignment	Not applicable
Pregnancy, maternity and paternity	Positive	<p>A positive impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of pregnancy, maternity and paternity.</p> <p>Studies suggest that pre-natal exposure to air pollution might be associated with high respiratory need and airway inflammation in newborns. Such alterations during early lung development may be important regarding long term respiratory morbidity</p>	Air Pollution During Pregnancy and Lung Function in Newborns: A Birth Cohort Study
Socio-economic status	Positive	<p>A positive impact has been identified on the grounds of this protected characteristic. The Air Quality Action Plan applies equally to all residents of Oxford irrespective of socio-economic status.</p> <p>A study showed the worst of air pollution is found overwhelmingly in the most deprived wards.</p> <p>Low-income households are more likely to suffer from poor indoor air quality due to small rooms, non-working/unused kitchen extract and MVHR fans, location of home – ventilating a home by opening windows and doors in areas of high-level outdoor pollution and overcrowding. Homes made more ‘air-tight’ to save energy can result in higher indoor temperatures during the summer months. For those residents in polluted areas, if they try to dissipate the heat by opening windows, this will increase their exposure to external particulate matter</p>	<p>Lower socio-economic status individuals and communities are exposed to higher concentrations of criteria air pollutants</p> <p>Impacts of Energy Efficiency Retrofitting Measures on Indoor PM2.5 Concentrations across different income groups in England: A Modeling Study.</p>

