



Equality Impact Assessment

**EQIA for the publication draft of
The Colchester Borough Local Plan 2017 – 2033**

June 2017

CONTENTS

Introductionpg.1

Methodologypg.2

Initial Screeningpg.3

Monitoring and Reviewpg.5

Summary of Findingspg.6

Table of AppraisalsAppendix 1

Equality Groups ContactedAppendix 2

INTRODUCTION

- 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.
- 1.2 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.
- 1.3 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
- 1.4 This assessment seeks to comply with the National Planning Policy Framework (NPPF). Specifically the paragraphs detailed below:
 - Paragraph 50: To deliver a wide choice of high quality homes, widen opportunities for home ownership and create sustainable, inclusive and mixed communities, local planning authorities should plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes)
 - Paragraph 69: The planning system can play an important role in facilitating social interaction and creating healthy, inclusive communities. Local planning authorities should create a shared vision with communities of the residential environment and facilities they wish to see. To support this, local planning authorities should aim to involve all sections of the community in the development of Local Plans

- Paragraph 155. Early and meaningful engagement and collaboration with neighbourhood, local organisations and businesses is essential. A wide section of the community should be proactively engaged, so that Local Plans, as far as possible, reflect a collective vision.

METHODOLOGY

- 2.1 Due to the significant impact the Local Plan will have on those living, working and visiting the Colchester Borough the council has decided to undertake a comprehensive approach to the EqIA for the Local Plan. As such the EqIA deviates from the council's standardised approach. This has also been necessary to be compliant with the relevant sections of the NPPF highlighted in paragraph 1.4.
- 2.2 Section one of the appraisal, shown in the first part of appendix one asks how the Local Plan performs against 11 key questions that have been created. These 11 questions are considered to relate well to the 16 objectives of the Local Plan, viewable on page 62 of the Local Plan.
- 2.3 The method of rating in relation to the perceived likely impact of the Local Plan and parts of the Plan is detailed further in paragraph 3.7. The indicators used by the council to illustrate the ratings for the Local Plan have been chosen as they are considered to be a clear and logical representation as to the likely impact of the Local Plan, or any policy within the plan.

INITIAL SCREENING

Name of policy, strategy or function being assessed	Local Plan (publication draft)
Is this a new or existing Policy, Strategy or Function?	New – Replaces the Local Plan Focused Review 2014, Adopted Local Plan 2001 – 2023, Core Strategy
Service area	Planning Policy
Additional screening	Equality and Safeguarding Department
Date	June 2017

What is the main purpose of the Policy, Strategy or Function?

- 3.1 The Local Plan is a long term strategy for the development that will take place within the Colchester Borough. The plan will replace The Local Plan Focused Review 2014, the adopted Local Plan 2001 to 2013 and the Cores Strategy 2008. The National Planning Policy Framework (NPPF) requires local planning authorities to plan positively and significantly boost the number of new homes being built. The Local Plan will include development management policies and key objectives and sites allocated for development within the Borough.
- 3.2 During the preparation of the Local Plan there have been formal stages of public consultation this includes so far consultation on the:
- Issues and Scoping (6 weeks)
 - Preferred Options Consultation (8 weeks)
- 3.3 The public consultations have been carried out in accordance with the Statement of Community Involvement and at each stage the Council has sought feedback from public and key consultees on the emerging Local Plan to help guide its development.2.4 The Local Plan will be subjected to the final formal stage of public consultation for 6 weeks in from the 16th of June through to the 11th of August prior to submission to the planning inspectorate.

Who are you delivering your service to/who will be affected by the Strategy, Policy or Function?

- 3.4 All those who engage with the planning system and require planning guidance and advice. The main stakeholders for both documents include:
- Private individuals/residents of the Colchester Borough
 - Developers/landowners
 - Local organisations and agencies
 - Community and interest groups
 - Town and Parish Councils and Neighbourhood Forums
 - Neighbouring Authorities
 - Existing communities
 - Service providers
 - Local businesses/employers
 - All protected groups that live, work and travel to the District will be affected by the Local Plan
- 3.5 As stated in 2.2 and 2.3 the Local Plan is subject to various formal stages of consultation where members of the public have been invited to comment on the proposals in Local Plan at consultation events, newsletters, questionnaires and email. Organisations that represent the interest of various equality groups have also been consulted throughout these stages of consultation (please see Appendix 2). Individuals from all protected groups are also able to submit comments in relation to equality issues as individuals.
- 3.6 For the publication draft submission consultation we will use a range of methods to inform the public and organisations (including various equality groups) including notifications by letter, email, newsletter and advertising of the events within the local press and on the council website. Following this public consultation period, the submission Local Plan, together with all the comments and responses received will be sent to a Government Planning Inspector. The Planning Inspectorate at a Public Hearing will then be required to determine whether or not the Local Plan is sound and legally compliant.

Detailed appraisal of the Publication Draft Local Plan

3.7 The table below indicates the symbols that are used in the appraisal of the draft Local Plan; whether the Local 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 one for the full appraisal tables that consider the impact of the Local Plan in relation to equality issues as a whole and on a policy by policy basis.

Key	
++	The Local Plan is likely to have significant positive effect upon the protected group
+	The Local Plan is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The Local Plan is considered to have a neutral effect.
-	The Local Plan could have a negative effect upon a protected group
--	The Local Plan could have a significant negative effect upon a protected group

Monitoring and Review Arrangements

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

Summary of Findings

- 5.0 When considering the Publication Draft Local Plan as a whole and on a policy by policy basis it has been found that the Plan does not have any significant impact upon any protected groups or their respective protected characteristics. Notably there was only one negative or positive indicator usage for the protected group Marriage and Civil Partnership for the policy specific section of the EqIA. This was lodged in relation to DM2 and this was because the policy which pertains to community facilities was deemed to have a positive effect for all groups and sections of the community and enable the ability to foster higher levels of social inclusion and cohesion through policy implementation.
- 5.1 There were some instances throughout the specific policy section of the appraisal where it was omitted that policies used in isolation could lead to a low level of regard in relation to those with lower levels of physical mobility however it can be reasonably surmised that the policies would be used in conjunction with the relevant suite of policies within the Local Plan that would mitigate any disregard in relation to the matter.
- 5.2 In conclusion it is considered through the appraisal that the Local Plan is compliant with the relevant national legislation in relation to safeguarding protected groups.



Appendix One

Tables of Appraisal

Assessment of the Publication Draft taken as a whole

<i>Does the Local Plan as a whole improve access to public transport, promote car pools, car sharing and voluntary mini bus service, and encourage cycling and walking? Ensure development is located so as to reduce reliance on private car?</i>	From the perspective of:			Evidence
	Equality Group		Supporting Comments	
	Age	+	The Local Plan seeks to ensure that new development is sustainable and accessible to jobs and local services, retail, public transport, education, healthcare, recreational facilities and open space. It seeks to encourage and promote cycling and walking by making these modes of transport more integrated, accessible, safer to use. The effects of the above would be beneficial to the elderly, the young, people at home with young children and those with disabilities. People living in rural communities would also benefit. The Local Plan seeks to ensure that Gypsies and Travellers and Travelling Showpersons sites should be located close to public transport to improve accessibility to services, shops, education.	
	Gender	0		
	Race	0		
	Gender Reassignment	0		
	Pregnancy or Maternity	+		
	Sexual Orientation	0		
	Religion or Belief	0		
Disability	+			
Marriage or Civil Partnership	0			
				The following policies are viewed to support the question: Policy SP1 Presumption in Favour of Sustainable Development SP4 Infrastructure and Connectivity Policy PP1: Generic Infrastructure and Mitigation Requirements DM11: Gypsies, Travellers, and Travelling Showpeople Policy DM21: Sustainable Access to Development Policy DM22: Parking

<i>Does the Local Plan as a whole Protect, enhance and manage quality and diversity of natural environment and habitats of Colchester Borough?</i>	From the perspective of:			Evidence
	Equality Group		Supporting Comments	
	Age	+	Although the Braintree District is predominately rural, the Local Plan seeks to meet the local recreational needs of the community by identifying, protecting, enhancing and managing the natural and informal open spaces across the whole District. This therefore has benefits for those living in rural and urban communities. However, this objective has the potential to positively affect all the equality groups. The Local Plan 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.	
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
Disability	+			
Marriage or Civil Partnership	+			
				The following policies are viewed to support the question: DM7: Agricultural Development and Diversification DM17: Retention of Open Space and Recreation Facilities DM18: Provision of Public Open Space DM24: Sustainable Urban Drainage Systems DM25: Renewable Energy, Water, Waste and Recycling

<i>Does the Local Plan as a whole Protect and enhance tourist facilities and infrastructure?</i>	From the perspective of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The protection and enhancement of tourist facilities and infrastructure could potentially benefit all equality groups providing employment and recreational opportunities. The creation of holiday lets (conversion of rural buildings) in the rural areas could positively impact on the rural communities supporting the local economies. To ensure there is not a negative impact on the rural character and communities it is important that holiday lets are provided in suitable locations and conversions are sympathetic to the surrounding character. Improving tourist facilities – provide ramps etc. to improve accessibility for disabled groups.	The following policies are viewed to support the question: PP1: Generic Infrastructure and Mitigation Requirements DM5: Tourism, Leisure, Culture and Heritage DM6: Economic Development in Rural Areas and the Countryside
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			

<i>Does the Local Plan as a whole Diversify and strengthen rural economy?</i>	From the view point of:			Evidence
	Equality Group		Supporting Comments	
	Age	+	The Braintree District is predominately rural. The Local Plan supports the rural economy by encouraging and facilitating developments that give priority to reuse of suitable previously developed land or buildings.	
	Gender	+		
	Race	+	The Local Plan seeks to help towards the promotion and viability of local farming enterprises, and diversification of agriculture and recreational uses appropriate to countryside. This will benefit the rural communities, providing local jobs and reduces the need for people to travel.	
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+	It could be argued that this potentially adversely affects those in urban areas, because as the rural economy is strengthened the urban economy is neglected.	
	Religion or Belief	+	Disabled groups may benefit from local employment opportunities in rural areas as it reduces need to travel to jobs.	
	Disability	+		
Marriage or Civil Partnership	+	The Local Plan seeks to encourage expansion of broadband provision and appropriate home working. Improved internet accessibility will inevitably benefit those in rural areas, and those who may not have internet improving social inclusion.		

The following policies are viewed to support the question:
 PP1: Generic Infrastructure and Mitigation Requirements
 DM5: Tourism, Leisure, Culture and Heritage
 DM6: Economic Development in Rural Areas and the Countryside
 DM7: Agricultural Development and Diversification

<i>Does the Local Plan as whole Improve employment opportunities in the Colchester Borough?</i>	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan broadens opportunities for business and secures delivery of employment land in the District. This could positively impact on all equality groups improving accessibility to employment opportunities and supporting the economy of the Braintree District as a whole. The Local Plan seeks a flexible and broadly skilled workforce to support the economy. This could assist those people who would benefit from flexible working conditions including parents with children, retired persons and carers.	The following policies are viewed to support the question: Policy SP3 Providing for Employment Policy SP4 Infrastructure and Connectivity Policy SP7 Development and Delivery of New Garden Communities in Essex Policy SP8 East Colchester/West Tendring New Garden Community Policy SP9 West of Colchester/East of Braintree New Garden Community Policy SP10 West of Braintree New Garden Community SG3: Economic Growth Provision SG4: Local Economic Areas NC1: North Colchester and Severalls Strategic Economic Area EC1: Knowledge Gateway and University of Essex Strategic Economic Area WC1: Stanway Strategic Economic Area PP1: Generic Infrastructure and Mitigation Requirements DM5: Tourism, Leisure, Culture and Heritage DM6: Economic Development in Rural Areas and the Countryside DM7: Agricultural Development and Diversification
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			

<i>Does the Local Plan as a whole Provide affordable housing? Provide sites in suitable locations to cater for gypsies and travellers and travelling show people?</i>	From the view point of:			Evidence
	Equality Group		Supporting Comments	
	Age	+	The Strategic Housing Market Assessment which forms part of the evidence base for the Local Plan confirms the need for more affordable housing in the Braintree District. 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 Local Plan seeks to ensure they are located in close proximity to local services. The Local Plan also includes the use of exception site policies for affordable housing to meet particular local needs in small villages this could benefit and support the rural communities. The Local also seeks to provide suitable accommodation for Gypsies, Travellers and Travelling Showpersons.	
	Gender	0		
	Race	+		
	Gender Reassignment	0		
	Pregnancy or Maternity	0		
	Sexual Orientation	0		
	Religion or Belief	0		
	Disability	+		
Marriage or Civil Partnership	+			
				The following policies are viewed to support the question: DM8: Affordable Housing DM11: Gypsies, Travellers, and Travelling Showpeople DM14: Rural Workers' Housing

<i>Does the Local Plan as a whole Ensure that the services and facilities required meet the future needs of the community (including health, education, policing, sport, the arts, and local community facilities)?</i>	From the view point of:			Evidence
	Equality Group		Supporting Comments	
	Age	+	The Local Plan seeks to ensure the Council works in partnership with partners, service delivery organisations and development industry to ensure 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. The Local Plan seeks to ensure that in the rural area, services and facilities will be supported, developed and located to meet the defined needs of each settlement, and immediate local area. The loss or reduction of existing services and facilities will be resisted unless they are no longer viable or satisfactory alternatives are available. This could benefit those living in rural communities, the elderly, disabled who use their local facilities and services such as post offices, public houses, shops etc.	
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			
				The following policies are viewed to support the question: DM2: Community Facilities DM3: Education Provision DM4: Sports Provision DM17: Retention of Open Space and Recreation Facilities DM18: Provision of Public Open Space

<i>Does the Local Plan improve health, and promote healthy lifestyles?</i>	From the view point of:			Evidence The following policies are viewed to support the question: DM1: Health and Wellbeing DM2: Community Facilities DM4: Sports Provision DM18: Provision of Public Open Space
	Equality Group		Supporting Comments	
	Age	+	The Local Plan 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. The Local Plan 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 Local Plan 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).	
	Gender	0		
	Race	0		
	Gender Reassignment	0		
	Pregnancy or Maternity	0		
	Sexual Orientation	0		
	Religion or Belief	0		
	Disability	+		
Marriage or Civil Partnership	0			

<i>Does the Local Plan create environments which are safe and reduce crime & fear of crime?</i>	From the view point of:			Evidence The following policies are viewed to support the question: DM15: Design and Amenity - This policy sets out the considerations that must be taken into account when designing any development within the district.
	Equality Group		Supporting Comments	
	Age	+	The Local Plan aims to create environments which are safe and seeks to provide community and recreational facilities to reduce the fear of crime and facilitate community cohesion. This could positively impact across all the equality groups.	
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
Marriage or Civil Partnership	+			

<i>Does the Local Plan secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design and waste recycling facilities?</i>	From the view point of:		
	Equality Group		Supporting Comments
	Age	++	The Local Plan 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.
	Gender	+	
	Race	+	
	Gender Reassignment	+	
	Pregnancy or Maternity	+	
	Sexual Orientation	+	
	Religion or Belief	+	
	Disability	++	
Marriage or Civil Partnership	+		
			The following policies are viewed to support the question: DM23: Flood Risk and Water Management DM24: Sustainable Urban Drainage Systems DM25: Renewable Energy, Water, Waste and Recycling

<i>Does the Local Plan minimise land, water, air, light and noise pollution?</i>	From the view point of:		
	Equality Group		Supporting Comments
	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.
	Gender	+	
	Race	+	
	Gender Reassignment	+	
	Pregnancy or Maternity	+	
	Sexual Orientation	+	
	Religion or Belief	+	
	Disability	+	
Marriage or Civil Partnership	+		
			The following policies are viewed to support the question: DM1: Health and Wellbeing DM15: Design and Amenity DM25: Renewable Energy, Water, Waste and Recycling

Assessment of individual policies within the Publication Draft Local Plan

Publication Draft Local Plan: Section One Policies

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
SP1 - Presumption in Favour of Sustainable Development	The council shall embrace a positive approach to development.	+	+	+	+	+	+	+	+	+	The Council shall seek to proactively manage development within the District for the benefit and with regard for of all sectors of the community. The policy promotes sustainable development, which helps improve access to essential services and amenities for all, and helps reduce the need to travel, particularly by private car.
SP2 - Meeting Housing Need	Ensures that there is a sufficient allocation of homes for the plan period.	+	+	+	+	+	+	+	+	+	Providing a sufficient supply of homes aids all sectors of the community to be housed appropriately.
SP3 - Providing for Employment	Ensures that there is a sufficient allocation of employment land for the plan period.	+	+	+	+	+	+	+	+	+	This policy aims to provide a flexible supply of employment land to meet the varying needs of different economic sectors, and to protect and enhance existing employment sites and premises including enhance existing employment sites and premises including meeting the employment needs of rural areas. It seeks to direct employment in proportion to the locations planned to take major housing development. This policy will therefore result in an overall improvement in employment prospects for all people, and have benefits in terms of reducing the need to travel to access work, and help reduce associated travel costs.
SP4 - Infrastructure and Connectivity	Seeks to ensure that the appropriate infrastructure is provided with development.	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development has the right provision of infrastructure for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
SP5 - Place Shaping Principal	Ensures that development is to the highest standards in built and urban design.	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development is to the highest standard of design for all sectors of the community. The policy encourages the use of development frame works and masterplans that can aid in addressing or highlighting any likely issues that will arise in the issues that could present themselves that could disadvantage any sector of the community.
SP6 - Spatial Strategy for North Essex	The policy sets out the spatial strategy for Braintree, Colchester and Tendring councils.	+	+	+	+	+	+	+	+	+	The policy sets out the spatial strategy for the three districts. It is unlikely that this will at this strategic level have a visible impact upon any protected group particularly. Though the policy seeks to ensure that development is placed in the appropriate areas for the benefit of all sectors of the community.
SP7 -Development and Delivery of New Garden Communities in Essex	Sets out the information regarding the planned garden communities and the principles that they shall adhere to.	+	+	+	+	+	+	+	+	+	The policy seeks the highest quality of design and is based upon community empowerment. This will benefit all sectors of the community.
SP8 - East Colchester/West Tendring New Garden Community	Sets out the envisaged garden community to the East of Colchester / West of Tendring.	+	+	+	+	+	+	+	+	+	The site is outside of the district and therefore will have a negligible effect on any protected group within the Braintree District. However the impact suggested is + for all groups as in principle the garden community is similar in ambition and policy to SP9 and SP10.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
SP9 - West of Colchester / East Braintree New Garden community	Sets out the envisaged garden community to the West of Colchester / East of Braintree.	+	+	+	+	+	+	+	+	+	The policy sets out that the garden community will have to be built and designed to the highest standards. As with the other garden communities each shall be designed with a high proportion of open space for the enjoyment of all and sufficient facilities and services to sustain the community. The use of masterplans will enable any design issues likely to arise to be considered early on to ensure all sectors of the community are considered. The policy also requires the community to be empowered and therefore each protected group shall be able to be represented from an early stage.
SP10 - West of Braintree New Garden Community	Sets out the envisaged garden community to the West of Braintree.	+	+	+	+	+	+	+	+	+	The policy sets out that the garden community will have to be to highest standards of built and urban design. As with the other garden communities each shall be designed with a high proportion of open space for the enjoyment of all and sufficient facilities and services to sustain the community. The use of masterplans will enable any design issues likely to arise to be considered early on to ensure all sectors of the community are considered. The policy also requires the community to be empowered and therefore each protected group shall be able to be represented from an early stage.

Publication Draft Local Plan: Section Two Policies

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SG1: Colchester's Spatial Strategy	The policy seeks to encourage development within those areas which are deemed to be sustainable and at the appropriate level.	+	0	0	0	+	+	0	+	0	Encouraging development within those areas that are considered to be sustainable is beneficial to all sectors of the community. It could be considered that the location of development within sustainable locations could be of particular importance to those with lower levels of physical and social mobility due to the ease of travel and the likely lower financial cost. This could include the young, elderly, pregnant and the disabled.
Policy SG2: Housing Delivery	This policy sets out the OAHN for the district and discusses in broad terms which locations are deemed to be sustainable.	0	0	0	0	0	0	0	0	0	The policy is significant in addressing the housing need for the Borough; ensuring that the appropriate level of development is sought for current and prospective residents. The policy has no particular positive or negative implications for any protected group.
Policy SG3: Economic Growth Provision	The policy seeks to ensure the adequate provision of land for the appropriate employment uses.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
Policy SG4: Local Economic Areas	The policy seeks the retention of appropriate employment sites.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group however the benefits of retaining the employment sites could be more tangible for those of working age.
Policy SG5: Centre Hierarchy	The policy seeks to encourage appropriate development within the Town, District and Local centres.	+	0	0	0	+	+	0	+	0	The location and safeguarding of the relevant shops and services is to the benefit of all groups however this may have a more significant benefit to those who are less physically or socially mobile.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SG6: Town Centre Uses	Seeks to ensure the correct usages within the Town Centres.	+	0	0	0	+	+	0	+	0	The location and safeguarding of the relevant shops and services is to the benefit of all groups however this may have a more significant benefit to those who are less physically or socially mobile.
Policy SG6a Local Centres	Seeks to ensure the correct usages within the Local Centres.	+	0	0	0	+	+	0	+	0	The location and safeguarding of the relevant shops and services is to the benefit of all groups however this may have a more significant benefit to those who are less physically or socially mobile.
Policy SG7: Infrastructure Delivery and Impact Mitigation	The policy looks to ensure that development has the right provision of infrastructure for all sectors of the community.	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development has the right provision of infrastructure for all sectors of the community.
Policy SG8: Neighbourhood Plans	The policy encourages the creation of Neighbourhood Plans and sets out the locations where at the time of writing communities have already started the process.	0	0	0	0	0	0	0	0	0	The policy encourages communities to undertake Neighbourhood Plans that could amount to better development for the locality. The Borough Council will need to make sure that the Neighbourhood Plans adequately accommodate the needs and aspirations of protected groups. Other policies within the Local Plan will act as a safeguards to ensure that protected groups are not unjustifiably impacted upon. Officers that aid in the facilitation of Neighbourhood Plans will need to ensure that the Plans are in line with the Equality Issues that are addressed at the Local Plan level as appropriate. It is considered that the policy and the outcomes arising from the policy will have a low risk of impacting upon any protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy ENV1: Environment	The policy seeks to conserve and enhance the natural and historic environment.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant effect upon any protected groups and is beneficial to the wider community more generally.
Policy ENV2: Coastal Areas	The policy seeks to conserve the coastal areas of the borough.	0	0	0	0	0	0	0	0	0	The policy is beneficial for all groups and unlikely to have a significantly positive effect on any particular protected group.
Policy ENV3: Green Infrastructure	The policy encourages only development that will improve the green infrastructure of the borough within the strategic green link locations and seeks the conservation of the existing network in any other case.	0	0	0	0	0	0	0	0	0	The policy is beneficial for all groups and unlikely to have a significantly positive effect on any particular protected group. Care should be taken at the development management stage to ensure that all green infrastructure is as accessible as feasibly possible for all groups including those with lower physical mobility. In conjunction with relevant development management policies it is suggested that the policy satisfies this criterion.
Policy ENV4: Dedham Vale Area of Outstanding Natural Beauty	The policy only allows for appropriate development within the Dedham Vale AONB and outlines the criterion in relation to numerous types of development.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant effect upon any particular group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy ENV5: Pollution and Contaminated Land	The policy looks to safeguard the general public from further unwarranted pollutants and encourages the remediation of contaminated land as part of the development of sites.	+	0	0	0	+	0	0	+	0	The policy has a positive effect for the wider community and is unlikely to have a negative impact on any protected group in particular. In relation to the positive effects of the policy; the young, elderly and disabled maybe more demonstrably effected by pollutants and therefore the benefit of safeguarding in relation to pollution and the remediating contaminated land sufficiently could be deemed to have a more poignant positive effect. This same consideration could be relevant in relation to pregnancy.
Policy CC1: Climate Change	The policy seeks, in line with the NPPF, to mitigate and adapt to climate change.	+	0	0	0	+	0	0	+	0	The policy is unlikely to have a negative impact upon any protected group however some of the measures that could be envisaged as part of the effort to reduce carbon emissions will also have effects on the day to day cost of living. The locating of development in sustainable locations could reduce the cost of travel, or require no cost; these aspects of the policy are deemed to have a positive effect on those that maybe less physically or socially mobile. The cost benefit of energy efficient homes could also be of particular benefit to those on low incomes.
Policy PP1: Generic Infrastructure and Mitigation Requirements	The policy ensures that the relevant infrastructure and or mitigation is in place to enable developments.	+	0	0	0	+	0	0	+	0	The policy benefits all groups however the benefits will be dependent upon the particular infrastructure required by each specific development context. It could be surmised that though the benefits are available to all groups those who may be more dependent on different elements of infrastructure could see a greater benefit. In this respect it is considered that the young, old, pregnant and physically disabled may see the most benefit from the policy as they would be the groups that would be the most vulnerable without such a policy in place.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy TC1: Town Centre Policy and Hierarchy	The policy seek to enhance Colchester Town Centre with a tourism and improved public realm focus.	0	0	0	0	0	0	0	0	0	The policy does not have negative effect upon any group however does not discuss the need to ensure that all town centre improvements should be as accessible as possible to all user groups, including those with lower levels of mobility. It is suggested that the policy does not need to be amended to reflect this as development management policies cover these considerations.
Policy TC2: Retail Frontages	This policy seeks to ensure the appropriate usages within the areas with primary and secondary frontages.	0	0	0	0	0	0	0	0	0	The policy is not deemed to have a particular negative effect on any protected group however could be seen to help keep shops and services nucleated which should be of benefit to those who are reliant on walking and public transport. This policy could have a demonstrable positive effect on those that are less physically or socially mobile.
Policy TC3: Town Centre Allocations	The policy outlines the allocations for 5 sites within the Town Centre Area.	+	0	0	0	0	0	0	+	0	The policy is not considered to have a negative impact upon any protected group however does not highlight the need for development to be as accessible as feasible to all users; including those with lower levels of mobility. It is suggested that this is not a significant issue as other policies within the development management policy section addresses with these considerations. Elements of the policy could be deemed to have a particular positive effect for those with lower physical mobility with the allocation of housing within the policy within the high sustainable location.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy TC4: Transport in Colchester Town Centre	The policy ensures the suitable contributions towards infrastructure from the relevant developments within the Town Centre of Colchester.	+	0	0	0	+	0	0	+	0	The policy is of particular benefit to those within the protected groups that are less socially and physically mobile and could generally those reliant upon public transport. In relation to the pedestrian and cycleway there is no mention of other users that may have mobility issues however this matter can be dealt with sufficiently, where appropriate, in conjunction with other polices at the development management stage.
Policy NC1: North Colchester and Severalls Strategic Economic Area	The policy sets out that the area is sought to be developed in accordance with the zoning indicated within the relevant table.	+	0	0	0	0	0	0	+	0	The policy includes the allocation of 260 extra care units, public open space and sport, recreational and community space. The accessibility of the sports, recreational and community space will need to be considered in detail at the development management stage in conjunction with other policies within the plan. The 260 extra care units are of particular benefit to those with disabilities or older members of the community.
Policy NC2: North Station Special Policy Area	This policy seeks to improve the public realm of the North Station area and enable appropriate development within the policy area. The policy also seeks to encourage walking and cycling.	+	0	0	0	+	0	0	+	0	the policy is considered to have a beneficial effect for all groups however as considered within other policy commentary the consideration of those with lower mobility will need to be considered within the development management process in conjunction with other policies within the plan. The policy outcomes amount to creating a more sustainable location which may have a more positive effect upon those protected groups that are less socially or physically mobile. The safeguarding in relation to the air quality within the policy has a potentially more positive effect for those more vulnerable to air pollution; namely the young, old, disabled and pregnant members of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy NC3: North Colchester	The policy is a site specific policy for an area of Land in Braiswick that will include up to 70 homes.	0	0	0	0	0	0	0	0	0	The policy has no apparent equality issues. The implementation of the policy will need to be carried out in conjunction with the relevant development management policies that safeguard access for those with lower physical mobility.
Policy NC4: Transport in North Colchester	The policy indicates the specific transport infrastructure contributions that will be sought by development in the North of Colchester.	+	0	0	0	+	0	0	+	0	The policy is beneficial to all groups. Elements of the policy that support improvements to bus networks are of particular benefit to those within the protected groups with lower social and physical mobility.
Policy SC1: South Colchester Allocations	The policy outlines the expectations for several sites in the South of Colchester and the infrastructure contributions that will be sought.	+	0	0	0	+	0	0	+	0	The policy has no negative impact upon any protected groups. The contributions towards the sustainable transport links are evidentially beneficial to those with lower levels of social and physical mobility.
Policy SC2: Middlewick Ranges	The policy sets out the requirements and expectations for the development of the site with 1000 new homes.	+	0	0	0	+	0	0	+	0	The site has no negative impact upon any protected group. The site is currently only accessible to those with higher levels of physical mobility and the development of the site would enable the public open spaces envisaged to be accessible to all groups. The contributions sought towards improved sustainable travel connectivity will also be of particular benefit to those within the protected groups that have lower levels of social and physical mobility.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SC3: Transport in South Colchester	The policy outlines the south of Colchester specific infrastructure contributions that will be sought from developments within the area.	+	0	0	0	+	0	0	+	0	The policy has no negative effect upon any protected groups. The policy could be of particular benefit to those with lower social and physical mobility and therefore of more benefit to those groups that typically include such members including the younger and older members of the community, those with mobility issues derived from physical disabilities and those who are pregnant.
Policy EC1: Knowledge Gateway and University of Essex Strategic Economic Area	The policy sets out the development that will be encourage or permitted within the Knowledge Gateway and UoE Strategic Economic Area.	+	0	0	0	+	0	0	+	0	The policy highlights the need for good sustainable transport links by, foot, cycle and public transport within the area which is to the benefit of all groups. Similarly to many other area specific allocation policies; the policy could be of particular benefit to those with lower social and physical mobility and therefore of more benefit to those groups that typically include such members including the younger and older members of the community, those with mobility issues derived from physical disabilities and those who are pregnant.
Policy EC2: East Colchester / Hythe Special Policy Area	The policy sets out the specific criteria for the area that relates to the EC2 policy. The policy includes special consideration of the waterside environment and the types of uses that shall be encouraged.	0	0	0	0	0	0	0	0	0	The policy has no negative impact on any protected groups and the outcomes envisaged by the criteria of the policy would appear to be beneficial to all groups within the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy EC3: East Colchester	The policy outlines the area specific considerations for several specific geographic areas in the east of Colchester.	0	0	0	0	0	0	0	0	0	The policy has no negative effect upon any protected group and seeks the appropriate infrastructure and contributions, where applicable, for the development areas outlined in the policy to the benefit of all sectors of the community.
Policy EC4: Transport in East Colchester	The policy outlines the contributions that will be sort, financial or otherwise, in relation to transport infrastructure improvements within the East of Colchester.	+	0	0	0	+	0	0	+	0	The policy has no negative impact upon any protected groups. The policy is beneficial to all groups and could be of particular benefit to those with lower social and physical mobility and therefore of more benefit to those groups that typically include such members including the younger and older members of the community, those with mobility issues derived from physical disabilities and those who are pregnant.
Policy WC1: Stanway Strategic Economic Area	The policy outlines the specific requirements for zone 1 and zone 2 in the Stanway Strategy Area. This includes sustainable infrastructure requirements.	+	0	0	0	+	0	0	+	0	The policy seeks to enhance the sustainable transport links within the area and particularly to the town centre; to the benefit of all groups however this is particularly beneficial to those with lower levels of social and physical mobility who may also be members of protected groups notably; the younger and older members of the community, the disabled and those in pregnancy. Zone two also allows for an improved level of community facilities which will similarly benefit all groups of the community however maybe for beneficial to certain protected groups; dependent on what community facilities arise from the policies implementation. No negative impact is envisaged for any protected groups.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy WC2: Stanway	This policy outlines the requirements for 4 specific sites within the Stanway area.	+	0	0	0	+	0	0	+	0	The policy is not envisaged to have any negative effect upon any protected groups. The four separate sections of the policy will have different positive effects for each protected groups however notably the policy includes provision for a primary school and a preschool, improved transport links, of various types, throughout the policy. Considering the above this is deemed to be of particular benefit to those with lower levels of physical and social mobility. Parents and children would also benefit from the preschool and school element of the policy though it is acknowledged that carers and legal guardians of children may not always be of the same as parents.
Policy WC3: Colchester Zoo	The policy highlights the importance of Colchester Zoo as a tourist attraction and Safeguards the current use. The policy also considers SuDs and master planning for any potential expansion of the Zoo.	0	0	0	0	0	0	0	0	0	The policy is not considered to have any negative effect upon any protected group. Any expansion to the zoo would, as indicated in the policy, require further master planning to be agreed however any equality issues in relation to accessibility would be dealt with at this stage and in conjunction with the relevant development management policies within the plan.
Policy WC4: West Colchester	The policy outlines the requirements and limitations of two specific policies within the west of Colchester.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy WC5: Transport in West Colchester	The policy outlines what specific infrastructure requirements that will be sought in the west of Colchester.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative impact upon any protected group however the improvements sought in the form of improve public transport cycle and pedestrian ways will be of particular benefit to those with limited social and physical mobility within the community. This is likely to include, though not limited to, those within the age, pregnancy and maternity and disabled sections of the community.
Policy SS1: Abberton and Langenhoe	The policy highlights the expectations for development within two sites within the Abberton and Langhoe area.	+	0	0	0	0	0	0	0	0	The policy does not have a negative impact upon any protected group. The improved pathways and pick up and drop off zones within both site specific sections of the policy are of benefit to all pedestrians and more specifically children and those travelling to and from the schools.
Policy SS2: Boxted	This policy sets out that all developments will need to comply with the Boxted Neighbourhood Plan and that waste water treatment infrastructure will need to be improved in line with any need arising from development at Hill Farm.	0	0	0	0	0	0	0	0	0	The policy is considered to have no negative effect upon any protected group. The Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.
Policy SS3: Chappel and Wakes Colne	The policy sets out the proposed development for the area.	0	0	0	0	0	0	0	0	0	No positive or negative effect has been found in relation to any protected groups. The policy is beneficial to all groups within the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SS4: Copford	The policy sets out the site specific requirements for two allocations within Copford.	+	0	0	0	+	0	0	+	0	The policy has no negative effect upon any protected group however the inclusion of improve pedestrian linkages between the West Hall site and London Road will potentially be of further benefit to those groups that may contain members that are more likely to be reliant upon pathways. This could include those with lower levels of physical and social mobility.
Policy SS5: Eight Ash Green	The policy seeks development to accord with the Eight Ash Green Neighbourhood Plan and SG8.	+	0	0	0	+	0	0	+	0	The policy is considered to have no negative effect upon any protected group. The Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.
Policy SS6: Fordham	The policy sets out the requirements for the residential allocation made in Fordham.	+	0	0	0	+	0	0	+	0	The policy is considered to have no negative effect upon any protected group and is seen to be beneficial to all groups within the community. Notwithstanding this; the suitable pedestrian links with the existing village from the proposed new residential site will be of particular benefit to those within the community that are more reliant on pathways i.e.; those with lower levels of social and physical mobility. Though Fordham is spread out in nature links to the pathways do allow for access to the services and facilities within the village and the village is served by a bus route.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SS7: Great Horkesley	The policy sets out the expectations for two sites within Great Horkesley, namely Great Horkesley Manor and School Lane.	+	0	0	0	+	0	0	+	0	The policy is suggested to have no negative effect upon any protected group. The policy seeks a provision of a scout hut, allotments and improved walking and cycling networks and therefore is seen to be beneficial to all groups of the community however particularly to those within the younger age range and those with lower physical and social mobility levels. The inclusion of allotments could also enhance social cohesion which is seen to be advantageous.
Policy SS8: Great Tey	The policy includes the requirements and expectations for two specific sites within the Great Tey village.	0	0	0	0	0	0	0	0	0	The policy is considered to have no negative effect upon any protected group. The Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.
Policy SS9: Langham	The policy sets out the requirements for two specific residential led developments within Langham.	+	+	0	+	+	+	0	+	0	The policy is considered to have no negative impact upon any particular protected group. The policy includes a provision for sheltered housing which could be beneficial to younger and older members of the public and those who maybe in vulnerable domestic situations and those with disabilities; dependent upon the type of sheltered housing that will be provided.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SS10: Layer de la Haye	The policy sets out the envisaged development for the area of Layer de la Haye; including the provision of Housing.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group. The indicated provision for bungalows could be of particular benefit to those with lower levels of mobility. The policy also includes the potential for a children’s play area which would be of direct benefit to the younger members of the community however could also help to foster good relations between members of the community and encourage social cohesiveness.
Policy SS11: Marks Tey	The policy highlights the role of the Marks Tey Neighbourhood Plan for directing future development (currently being produced) and the Garden Community (DPD) in delivering the development that will be sought within the area.	0	0	0	0	0	0	0	0	0	The policy is considered to have no negative effect upon any protected group. The Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues. The West of Colchester development will be separately assessed within the DPD for the garden community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SS12a: West Mersea	The policy sets out the planned development for the West of Mersea including housing and a sport pavilion and children's play area.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group. The inclusion a recreational sports facility and children's play area will benefit the community as a whole however could also encourage good relations between protected groups. The younger member of the public have a direct benefit from the children's play area and many groups may benefit from the sports pitch and pavilion. In relation to the Neighbourhood Plan; the Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.
Policy SS12b: Coast Road, West Mersea	The policy is specific to the Coast Road area and includes the requirement for consideration of the Coastal Protection Belt.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SS12c: Mersea Island Caravan Parks	The policy outlines the expectation for any changes to the caravan parks on Mersea Island.	0	0	0	0	0	0	0	0	0	The policy is not considered to have any negative effect upon any protected group. The requirement for appropriate Flood Risk Assessments and a Flood Management Plan will benefit all member of the community who could live or work in the area however could be seen to be particularly vital for those members of the community with lower levels of mobility. The restriction on permanent residential usage could be seen to be beneficial to all groups as the sites are not considered to be appropriate for this use however members of the community who may fall within a protected group may have lower levels of social mobility and this could, in that case be seen to be a mixed effect in relation to social mobility. Notwithstanding this the potential negative effect is considered to be negligible when balancing this against the individuals to be housed in appropriate housing.
Policy SS13: Rowhedge	The policy sets out the proposed provision of development with the Rowhedge area.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative impact upon any protected group and is likely to be of benefit to those with lower levels of social mobility with the inclusion of affordable housing. The provision of a healthcare facility could also be of benefit to all sectors of the community however likely to be of particular benefit to those who may be more reliant on such facilities; envisaged groups this could include would be, but is not limited to, the older and younger groups within the community as well as those with disabilities or who are pregnant.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy SS14: Tiptree	The policy outlines the requirement for development within the area of Tiptree to accord with the Tiptree Neighbourhood Plan. The policy outlines that the Neighbourhood Plan will allocate 600 homes.	0	0	0	0	0	0	0	0	0	The policy is considered to have no negative effect upon any protected group. The Tiptree Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.
Policy SS15: West Bergholt	The policy highlights that development within the West Bergholt area will need to accord with the emerging West Bergholt Neighbourhood Plan.	0	0	0	0	0	0	0	0	0	The policy is considered to have no negative effect upon any protected group. The West Bergholt Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.
Policy SS16: Wivenhoe	The policy outlines the proposal for 250 homes within Wivenhoe and requires development to accord with the emerging Wivenhoe Neighbourhood Plan.	0	0	0	0	0	0	0	0	0	The policy is considered to have no negative effect upon any protected group. The Wivenhoe Neighbourhood Plan will be a key consideration within the area and therefore it will be dependent upon the Neighbourhood Plan whether any discrimination takes place. However this is considered to be of low risk and the development management policies within the Publication Draft Local Plan should negate any of these issues.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy OV1: Development in Other Villages	This policy outlines the criterion for development to be permitted within Other Villages.	+	0	0	0	0	0	0	+	0	The policy is not considered to have a negative effect upon any protected groups. The policy allows for extensions to existing buildings which could potentially benefit those requiring alterations to their properties that are required due to disabilities. Another example of how this could be beneficial is that it could enable households to extend to cater to the needs of the household; typically to accommodate older and younger members of the household.
Policy OV2: Countryside	The policy outlines what development could be permitted in countryside locations.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative impact upon any protected group. The policy directs development to typically more sustainable locations that have higher levels of services and facilities and better public transport links to the benefit of all groups however this could be considered to be more poignant for those members of the community with lower social and physical mobility.
Policy DM1: Health and Wellbeing	The policy sets out the ambition for all development to promote where possible health and well-being through various means.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any protected group. The inclusion of a requirement for developments of over 100 units to include a Health Impact Assessment is beneficial to all groups however generally those sub groups within the protected groups who maybe more susceptible to lower health levels could be said to see a greater benefit to this policy. The inclusion of a requirement to find appropriate mitigation in relation to emissions could be seen to benefit though groups that may be more prone to respiratory related illness such as the younger and older members of the community as well as those carrying children or who have certain physical disabilities.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM2: Community Facilities	This policy seeks to safe guard existing community facilities where appropriate and support the development of new facilities as required.	+	+	+	+	+	+	+	+	+	The policy is not considered to have a negative effect upon any protected groups. The retention and development of community facilities will be of benefit to the communities as a whole and increase the levels of social cohesion. Community facilities such as meeting halls are a significant resource for all types of groups including groups that are linked to any protected characteristic or a specific subsection of the protected groups. It is therefore considered that the policy amounts to a positive indicator for all protected groups.
Policy DM3: Education Provision	This policy seeks to retain educational facilities where appropriate.	+	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group however has a direct advantageous effect for the younger members of the community.
Policy DM4: Sports Provision	This policy outlines the requirements in relation to sports provision within the Colchester Borough. This includes site specific allocations.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any particular protected groups and could be deemed to improve social cohesion between the protected groups and the wider community. Notably the provision of sport provision will aid in the objectives set out in DM1.
Policy DM5: Tourism, Leisure, Culture and Heritage	The policy outlines the criterion for further development in relation to Tourism, Leisure, Culture and Heritage.	0	0	0	0	0	0	0	0	0	The policy is not considered to have any negative impact upon any protected group however in relation to the design of proposals; the highest levels of physical accessibility should be sought for those members of the community who may have lower levels of physical mobility. These considerations would be dealt with by the relevant policies that ensure suitable design and layout.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM6: Economic Development in Rural Areas and the Countryside	The policy seeks to enable development that accords to the specific criterion of the policy.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group and would be of the benefit to all groups however likely to be of a more direct benefit to those of working age in countryside communities. This policy could be of benefit to those with lower levels of social and physical mobility within the countryside seeking employment in a local area and indeed those who may benefit from these services and facilities provided from such developments. The benefit is not deemed to be significant enough for any protected group to warrant a positive indicator.
Policy DM7: Agricultural Development and Diversification	This policy outlines what criterion will need to be complied with to enable the diversification of usages in agricultural usage.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected groups however could offer opportunities for a more diversity in local employment that could cater to all members of the community. This could be seen to be beneficial to those member of the community with lower levels of physical or social mobility; though is not limited to theses sub section of the community. The policy is not considered to have any significant effect as to be reflected in the positive indicators.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM8: Affordable Housing	The policy sets out the borough's criteria for affordable housing.	+	0	0	0	0	0	0	+	0	The policy is beneficial to all sections of the community and is not considered to have a negative effect upon any protected group. The policy could be deemed to be of particular benefit to those members of the community with lower levels of social mobility that could be considered to be more typical of some protected groups. The policy is considered to have a notably positive effect for The young and the old due to the lower levels of employment and therefore limited abilities to receive higher incomes typically. Also the policy is deemed to likely be more beneficial to those who are incapacitated from employment due to disabilities or ill health. The ability to allocate 'rural exception sites' is also deemed to be favourable for those with lower physical and social mobility who wish to live close to support networks.
Policy DM9: Development Density	This policy outlines the council's position in relation to development density and specifically the relationship between the density with the local context and design and amenity standards.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any particular group however strives to use land efficiently within sustainable locations; subject to the relevant criterion. As such the policy could be deemed to be beneficial to all groups within the community however of particular advantage to those groups who maybe more reliant of public transport, walking and cycling. The policy is considered to be of benefit to those with lower levels of physical and social mobility and it is suggested that this could include the younger and older members of the community as well as those who may have young children, are pregnant or have disabilities.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM10: Housing Diversity	The policy sets out the criterion for residential development within the borough in relation to the types of housing that shall be required on developments. This includes specific reference to homes for older members of the community, specialist housing, custom / self-build, accommodation for gypsies and travellers, students and a provision for hospices.	+	+	+	+	+	+	+	+	0	The policy is considered to have a positive effect for all groups within the community. The specific considerations in relation to the older members of the communities, specialist housing, Gypsies and Travellers, Students and Hospices is suggested to lead to a positive indicator for age, gender, race, gender reassignment, pregnancy and maternity, sexual orientation, religion or belief and disability. Though this amounts to all but 1 group being considered to have particular benefit this is due to the significant level of appropriate accommodation the policy potentially affords to these groups.
Policy DM11: Gypsies, Travellers, and Travelling Showpeople	The policy sets out the council's position in relation to Gypsies, Travellers, and Travelling Showpeople sites and pitches.	+	0	+	0	0	0	0	0	0	The policy is particularly of benefit to those within the Gypsies, Travellers, and Travelling Showpeople communities. Though a personal preference for an individual to consider themselves a member of a race to an extent; many gypsies do identify themselves as such and therefore it is considered that the policy has a positive effect upon the race indicator. The policy is also seen to be beneficial potentially enabling the younger Gypsies, Travellers, and Travelling Showpeople with accommodation.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM12: Housing Standards	The policy sets out the position in relation to several aspects of housing standards including disabled access provisions at different levels and space standards more generally.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any particular negative group however is considered to have a significant positive effect for those with lower levels of physical mobility due to the requirements in relation to the Part M4 requirements. The requirement for the need to comply with national space standards and the encouragement for appropriate cycle storage within apartment blocks is seen to be advantageous to the community as a whole as is the requirement for external drying areas; though this helps remove the need to dry clothes inside which can lead to mould and respiratory issues that certain protected groups maybe more susceptible to and effected more negatively (the younger and older members of the community, the disabled and those carrying children).

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM13: Domestic development	The policy outlines the council's stance in relation to the extension, alterations and outbuildings associated with residential dwellings.	+	0	0	0	0	0	0	+	0	The policy is not considered to have a significant impact upon any protected group. The policy is restrictive in part however is considered to be so to safeguard the character and amenity of the dwellings and their surroundings. The policy does allow for alterations to properties which could become particularly relevant in the case where a home needs modification to suit those with lower levels of physical mobility. The ability to extend could safe guard any group that requires a larger property however is not sufficiently socially mobile to consider relocating to a larger property; a similar benefit could be argued in relation to annexes. The inclusion of consideration to Annexes could be of particular benefit to those members of the community who require a level of independence however need to be in close proximity to elements of their support network; such as older members of the community and those with disabilities.
Policy DM14: Rural Workers' Housing	The policy outlines the requirements in relation to enabling the development of rural workers dwellings.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group. The inclusion of the policy is of particular benefit to those members of the community who have limited appropriate housing options in proximity to their employment due to their level of social mobility. The policy is however not considered to be a particular benefit to any protected group inherently. It is also notable that the policy seek retain the appropriate existing facilities where appropriate helping to safeguard the ability of the ability of those members of the community who have lower levels of social mobility to retain adequate housing.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM15: Design and Amenity	This policy sets out the considerations that must be taken into account when designing any development within the district.	+	0	0	0	0	0	0	+	0	This policy is not considered to have a significant effect upon any protected group. The policy amounts to a requirement for high levels of design and amenity. The policy could arguably be of more benefit in parts to those demographics that are more likely to be within their homes throughout the day (in relation to noise and light levels for example) and this could include those who have disabilities, are from older or younger sections of the community. However it is not considered that the policy warrants any positive or negative indicator in relation to any protected groups.
Policy DM16: Historic Environment	The policy seeks to safeguard the districts historic environment where appropriate.	0	0	0	0	0	0	0	0	0	The policy is considered to have no notable negative effect in relation to any protected group. The policy could be seen to require some further financial expenditure in relation to the design and development which could impact groups with lower levels of social mobility however to no significant level on any particular protected group and it is considered that the need for the potential further expenditure is warranted in the protection of the historical assets within the borough to the benefit of all sections of the community.
Policy DM17: Retention of Open Space and Recreation Facilities	This policy outlines the safeguards in place to protect existing open space and outlines in under what circumstances the provision may be allowed to be removed.	+	+	+	+	+	+	+	+	0	The policy is suggest to have a generally positive effect for the community as a whole. The safeguarding of open space is not of particular relevance to any group. It is noted that open space enables members of all sections of the community to interact and generally could be seen to promote social cohesiveness.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM18: Provision of Public Open Space	The policy outlines the council's position in relation to public open space in relation to new development.	+	+	+	+	+	+	+	+	0	The policy is not considered to have a negative effect upon any protected group. The policy does however not include any consideration of the accessibility of the open space to all users; including those with lower levels of physical mobility. Notwithstanding this it is considered that this can be dealt with by using the policy in conjunction with the suite of development management policies. The policy is deemed to have a positive effect upon all groups due to the enabling effect of the open space provision in relation to social inclusion and cohesiveness.
Policy DM19: Private Amenity Space	The policy outlines the expected level of private amenity space in relation to residential units.	+	0	0	0	0	0	0	+	0	The policy is not considered to have a negative effect upon any protected group. The policy is likely to be of particular benefit to younger member of the community and those members of the community who are more often in their homes in the day. This may include those who are from the older sections of the community and those with disabilities.
Policy DM20: Promoting Sustainable Transport and Changing Travel Behaviour	The policy seeks to try and create a behavioural change towards a modal shift to the use of public transport, walking and cycling.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any protected group. The general aim of the policy is to increase the usage of sustainable modes of transport which will likely lead to more frequent services running from areas where there is a critical mass of development to enable the said service. This approach is beneficial to all of the community however could be more pertinent to those section of the community who may have lower levels of social and physical mobility in general. This is considered for the purposes of this EqIA to include the younger and older sections of the community as well as those who have disabilities or those who are pregnant or have young children.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM21: Sustainable Access to Development	The policy outlines the council's requirements in terms of the sustainable access within developments and in relation to the wider context.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any protected group. The policy seeks to increase the usage of sustainable modes of transport and this approach is beneficial to all of the community however could be more pertinent to those sections of the community who may have lower levels of social and physical mobility in general. This is considered for the purposes of this EqIA to include the younger and older sections of the community as well as those who have disabilities or those who are pregnant or have young children.
Policy DM22: Parking	The policy sets out the council's position in relation to appropriate car parking levels in relation to developments.	0	0	0	0	0	0	0	0	0	The policy is not considered to have a negative effect upon any protected group though however it could be suggested that the policy could have specific consideration to those members of the community with lower levels of physical mobility. Notwithstanding this the parking standards referred to within the policy do indicate the level of disabled parking spaces that should be provided in relation to development. The policy if used in conjunction with other policies within the plan safeguards those members of the community who have lower levels of physical mobility and the policy is not considered to require a positive or negative effect indicator for any protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM23: Flood Risk and Water Management	The policy sets out the council's position in relation to the expectation upon proposed development in regard to Flood Risk and Water management.	+	0	0	0	+	0	0	+	0	The policy is not considered to have a significant effect upon any particular protected group however could be seen to be more pertinent to those sections of the community who maybe more vulnerable in flood situations. This could include those who have lower levels of physical mobility however in a less apparent way also those members of the community who have lower levels of social mobility. In this instance this could include the older and younger members of the community, those who are pregnant or have small children and those with disabilities.
Policy DM24: Sustainable Urban Drainage Systems	The policy seeks the appropriate levels of SuDs for development to be enabled.	+	0	0	0	+	0	0	+	0	the policy is not considered to have a negative effect upon any particular protected group however similarly to the policy in relation to Flood Risk and Water Management (DM23) could have a more pertinent direct benefit to those who have lower levels of physical mobility however in a less apparent way also those members of the community who have lower levels of social mobility. In this instance this could include the older and younger members of the community, those who are pregnant or have small children and those with disabilities.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments and Recommendations
Policy DM25: Renewable Energy, Water, Waste and Recycling	This policy sets out the Council's position in relation to several elements of sustainable development. Particularly the policy deals with renewable energy projects and water and waste efficiency as well as the encouragement to decrease the level of energy consumed by development through building techniques and energy efficient materials (in construction process and U values).	+	0	0	0	+	0	0	+	0	The policy is not considered to have a negative effect upon any protected group. The relationship between energy efficiency and members of the community is complex. Generally all energy efficiency promoting projects safe guard the environment for all sections of the community. Energy efficient design in residential units can be considered to have a higher level of initial outlay however this depends on the techniques and methods used to improve the energy efficiency of the buildings. In the running of the buildings however the cost can fall significantly and this could be seen to be of particular benefit to those sections of the community who have lower levels of social mobility; the policy could help mitigate fuel poverty. As such it is consider that in general the policy is beneficial to all groups within the community however is of a pertinent benefit to those groups with lower levels of social mobility that may include, but is not limited to the younger and the older members of the community as well as those with disabilities. Notably the potential impact of fuel poverty would also put those more vulnerable to extreme heat and/or cold temperatures and therefore it is considered that pregnancy and maternity should also be included in the positive indicator group.



Appendix Two

Table of groups contacted during the Local Plan consultation

Appendix Two - Table of groups contacted during the Local Plan consultation

The table below indicates groups contacted during the Local Plan process. Other groups have been included within the consultation process including statutory consultees that are not highlighted within the table.

Active Essex	African Caribbean Community Group
African Families in the UK	Age UK
Army Welfare Services	Beacon House
Braiwick Residents Association	Campaign for Real Ale
Catten College	CHASUP (Colchester Homelessness Agencies Service Users Panel)
Colchester & District Jewish Community	Colchester & Tendring Women's Refuge
Colchester & Tendring Women's Refuge	Colchester Access Group
Colchester and North East Essex Building Preservation Trust	Colchester Archaeological Trust
Colchester Area Community church	Colchester Arts Centre
Colchester Association of Local Councils (CALC)	Colchester Baptist Church
Colchester Bus Users Support Group	Colchester Chinese Culture Society
Colchester Citizens Advice Bureau	Colchester Credit Union Ltd
Colchester Croquet Club	Colchester Cycling Campaign
Colchester Equality	Colchester Equality
Colchester Foodbank	Colchester Friends of the Earth
Colchester Institute	Colchester Islamic Cultural Association
Colchester Malayalee community	Colchester Mind
Colchester Natural History Society	Colchester Nepalese Society
Colchester Primary Care Trust	Colchester Transport and Shopmobility
Colchester Works	Colchester Zoo
Colchester-Blackwater School Sport Partnership	Colne Housing Society
Commercial Estates Group	Community 360 (formerly CCVS Colchester Community Voluntary Service)
Community Economic Development Alliance CIC	CPRE Essex
Dedham Vale AONB Project	Defence Estates
Diocese of Chelmsford Colchester Area team	Disability Rights UK
Dutch Quarter Association	East Anglian Chambers Chelmsford Office
East Anglian Chambers Ipswich Office	East Anglian Indian Association
East Lexden Residents Association	East of England LGA
ECDP - Independent Supporters	Emergency Nightshelter

Emmaus	Environment Agency
Essex & Suffolk Gliding Club	Essex Boys and Girls Clubs
Essex Bridleways Association	Essex Children's University
Essex Council for Voluntary Youth Services ECVYS	Essex County Council: Equalities
Essex County Council: Ethnic Minority and Traveller Achievement	Essex County Cricket Club
Essex Countywide Traveller Committee	Essex Countywide Traveller Unit
Essex Cultural Diversity Partnership	Essex Fire & Rescue Services
Essex Integration (formerly DNA Fresh Beginnings)	Essex Multicultural Activities Network
Essex University	Essex Wildlife Trust
Fair Access to Colchester Borough	Federation of Small Businesses
Filipino community	Forestry Commission
friends families and travellers	Grassroots
Greater Haven Gateway Equality and Diversity	Greenstead Community Centre
Greenstead Community Centre	Greenstead Library
Haven Gateway Planning Officers Group	Hazlemere Infants School & Nursery
Hindu Cultural & Heritage Centre (Clacton)	Integration Support Services
JRP (Joint Referral Panel)	Lying-In Trust
Migrant Agency Forum	Migrant Help
Mosaic Housing	NACRO
New Generation Development Agency	Older People's Forum
One Support	Open Road
Outhouse East	PORTAL
Purple	RCCE (Rural Community Council of Essex)
Safer Colchester Partnership	Sainsburys Veterans Trust Colchester LA
SHAKE (Colchester Furniture Project)	Signpost (Colchester) Limited
Sikh Community Group	Street Drinkers Group
Supported Housing Network	Tendring & Colchester Minority Ethnic Partnership (TACMEP)
The Conservation Volunteers (Essex)	The Gilbert School
The Grandparents' Association	The Invicta Foundation
Travellers Forum	Turkish/Kurdish community
University of Essex Students Union	YES (Youth Enquiry Scheme)
YMCA	