



Oxfordshire County Council
Equalities Impact Assessment
DFT LOCAL TRANSPORT DELIVERY PLAN
2026 - 2030

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Section 1: Summary details

Directorate and Service Area	Environment and Highways, Place Shaping.
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	The proposed Local Transport Delivery Plan for 26/27-29/30, for submission to the DfT.
Is this a new or existing function or policy?	Existing
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	The Local Transport Delivery Plan outlines how the DfT's consolidated funding settlement will be spent. The Delivery Plan includes schemes to break down the barriers to public transport and active travel, encouraging residents to travel more sustainably and enabling them to access important local services. The Delivery Plan also includes Highways Maintenance, and Vision Zero schemes which aim to improve road safety for users across all modes. The Local Transport Delivery Plan is considered to have a positive impact on both individuals and communities. Some of the expected benefits are reduced congestion, increased active travel and public transport use, improved road safety and accessibility and improved air quality. There are considered to be no negative impacts from an EIA standpoint.
Completed By	Claire Godbolt
Authorised By	Hannah Battye
Date of Assessment	02/03/2026

Section 2: Detail of proposal

Context / Background Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.	Oxfordshire County Council has received a Local Transport Consolidated Funding Settlement letter from the Department for Transport (DfT), commissioning the Council to produce a Local Transport Delivery Plan (LTDP), which will identify how the funding will be prioritised and spent. Oxfordshire County Council is required to submit a draft of the LTDP with all spending for 2026/27 and an outline plan to 2029/30, by 20 March 2026. The final LTDP to 2029/30 should be submitted to the Department by 18 September 2026. The consolidated funding settlement from 2026/27 to 2029/30 totals £244.8m.
Proposals Explain the detail of the proposals, including why this has been decided as the best course of action.	The Local Transport Delivery Plan (LTDP) produced is aligned with the Council's ambitions of the Local Transport & Connectivity Plan (LTCP), known more commonly to DfT as the Local Transport Plan (LTP), and its supporting strategies, delivering outcomes through the key themes of: Environment, Health, Healthy Place Shaping, Productivity, Connectivity and Inclusivity. The programmes/schemes listed within the Plan are local network priorities and align with wider place-based and local/regional objectives (growth, spatial, environmental and social). The LTDP is aligned with and directly supports the Council's priorities for fostering an inclusive, integrated, and sustainable transportation network, contributing to making Oxfordshire a greener, fairer, and healthier county.
Evidence / Intelligence List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that	For 2026/27, the majority of schemes within the existing capital programme will have already undergone Equalities Impact Assessment on a scheme-by-scheme basis as part of their development and approval.

supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.	For future years, Equalities Impact Assessments will take place prior to schemes being included within the Local Transport Delivery Plan and before any funding is allocated. Consideration of equalities impacts forms a core part of the prioritisation process, ensuring that schemes delivering the greatest overall benefits are progressed. Accessibility and inclusion will be embedded throughout scheme development (in line with the DfT's frameworks and emerging requirements) both prior to and during scheme development and delivery. This approach is supported by alignment with corporate priorities for development and delivery, alongside individual scheme-level consultation to inform design and mitigation of potential impacts.
Alternatives considered / rejected Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.	Producing a Delivery Plan is a condition for the receipt of the DfT funding. The DfT have assumed that particularly for 2026/27, the programmes and schemes identified within the LTDP will already be within the Council's committed programme. The LTDP will be further refined with regards to the allocations of future years funding i.e. 2027-2030, with the final LTDP submitted to DfT on 18 September 2026. Schemes were selected based on continued operation of existing programmes and perceived importance in improving the sustainable transport offer, as well as their deliverability within the time and budgets allowed. The Highways Maintenance programme and how to utilise the Local Electric Vehicle Infrastructure Grant (LEVI) effectively have also been considered. Other schemes not included in the LTDP were considered but rejected on the basis that they were not a priority and/or not deliverable within the time and budgets allowed. They remain an aspiration for the future.

Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	☐	☒	☐	Younger and older people are statistically more likely to rely on buses. This group will benefit from improvements to bus services and access outlined within the Delivery Plan. Vision zero/accessibility and road safety schemes outlined within the Plan support safer roads for all users, but notably more vulnerable groups (including older people). Highways maintenance schemes improve the condition of carriageways, footways and crossings, reducing trip hazards and improving overall safety for all road users. Improving the carriageway should also support those using mobility aids to travel actively.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.

Disability	☐	☒	☐	People with disabilities are statistically more likely to rely on buses. This group will benefit from improvements to bus services and access outlined within the Delivery Plan. Vision zero/accessibility, road safety and highways maintenance schemes outlined within the Plan support safer roads, footways and crossings for all users, and can support those with disabilities by reducing physical barriers and improving accessibility of the public realm. Research shows that often the built environment is cited as a barrier to mobility for disabled users of the highway. Active travel schemes are intended to change the environment in order to enable all users to walk, wheel and cycle and link up with other forms of transport.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
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Gender Reassignment	☒	☐	☐	There is likely to be a neutral impact on this group.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
Marriage & Civil Partnership	☒	☐	☐	There is likely to be a neutral impact on this group.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme

Pregnancy & Maternity	☐	☒	☐	Women are statistically more likely to rely on buses and are more likely to undertake multi-modal journeys. Therefore this group will benefit from improvements to bus services and active travel provision outlined within the Delivery Plan. Exposure to polluted air can be harmful during pregnancy, increasing the risk of premature birth or low birth weight. Transport schemes that encourage modal shift away from private car use and reduce traffic congestion (such as active travel schemes and bus schemes) are therefore likely to have positive health impacts for pregnant women through improved air quality. Improved highway conditions (delivered via the highways maintenance programme) support safer and more comfortable walking environments for those using prams, pushchairs or accompanying young children.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
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Race	☐	☒	☐	Black, Asian, and minority ethnic (BAME) households tend to have the highest rates of poverty and are therefore statistically more likely to rely on buses. Therefore, this group will benefit from improvements to bus services outlined within the Delivery Plan. Active travel schemes are intended to change the environment in order to enable all users to walk, wheel and cycle and link up with other forms of transport Highways maintenance schemes benefit people from all ethnic backgrounds by improving access to essential services, employment and education through safer and more reliable transport networks.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
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Sex	☐	☒	☐	Women are statistically more likely to rely on buses. Therefore, this group will benefit from improvements to bus services outlined within the Delivery Plan. Enhancements such as improved crossings, wider footways, segregated cycle routes, reduced traffic volumes and lighting upgrades can improve real and perceived safety. This is particularly relevant for women, who are more likely to cite safety concerns as a barrier to walking or cycling. Active Travel and Vision Zero schemes outlined in the Delivery Plan that reduce vehicle dominance and prioritise pedestrians and cyclists can therefore increase women's confidence to travel actively. Improved road and footway conditions contribute to safer public spaces for all users, supporting greater confidence when travelling, particularly for women who may feel more	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
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				vulnerable in poorly maintained environments. Enhanced highway safety and accessibility benefit everyone by supporting safer, more predictable journeys.			
Sexual Orientation	☒	☐	☐	There is likely to be a neutral impact on this group.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
Religion or Belief	☒	☐	☐	There is likely to be a neutral impact on this group.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	☐	☒	☐	The impacts of transport poverty are worst for poor people in rural areas. Therefore, this group will benefit from improvements to bus services and active travel infrastructure outlined within the Delivery Plan. Active travel schemes aim to connect people in rural areas with services in urban locations. Highways maintenance schemes improve the condition, safety and reliability of the local road network, supporting access to employment, education, healthcare and essential services and therefore having a positive impact on residents in rural areas.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
Armed Forces	☒	☐	☐	There is likely to be a neutral impact on this group.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
							of KPIs for each scheme/programme
Carers	☐	☒	☐	Carers are likely to be unpaid or on low income and therefore would benefit from improvements to bus services listed within the Delivery Plan. Carers are also more likely to trip-chain undertake multi-modal journeys.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme
Areas of deprivation	☐	☒	☐	Those on lower incomes are statistically more likely to rely on buses. In addition, access to work is greatly improved by more accessible and affordable public transport opportunities. Therefore, this group will benefit from improvements to bus services outlined in the Delivery Plan. Increased Active Travel provision also supports users who do not have access to their own vehicle.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Refugees, Asylum seekers and Undocumented migrants (i.e. vulnerable migrants)	☐	☒	☐	A programme of transport schemes supporting active travel and improved bus services, as outlined in the Delivery Plan, can improve access to employment, healthcare, education and other community services. Investment in public transport and safe walking and cycling infrastructure can reduce reliance on taxis/private vehicles, supporting refugees on low incomes to manage travel costs more effectively.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
Socio-Economic Duty	☐	☒	☐	The Local Transport Delivery Plan, which includes highways, bus and active travel schemes, supports the Socio-Economic Duty by improving affordable access to employment, education, healthcare and community services, particularly for people on lower incomes, in rural areas and in areas of deprivation. By prioritising public transport, walking and cycling, and	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
				embedding inclusive design and mitigation through scheme-specific EqlAs, the programme seeks to reduce inequalities of outcome associated with socio-economic disadvantage.			

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	☐	☒	☐	Access to work is greatly improved by more accessible and affordable public transport opportunities and increased active travel provision (such as safer cycle routes). Therefore, this group will benefit from improvements to bus services and improved active travel links. As staff mostly use the highways network in Oxfordshire, they will also benefit from the highways maintenance schemes outlined within this delivery plan.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.
Other Council Services	☐	☒	☐	Other Council Services have a reliance on the highways network within Oxfordshire. An example of this is the Fire Service. Increased spend on highways maintenance could also help to reduce road accidents.	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme
Providers	☒	☐	☐	There is likely to be a neutral impact on this group.	To consider this group when developing the details of	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
					schemes within the Delivery Plan.		March 2027. Quarterly monitoring of KPIs for each scheme/programme
Social Value ¹	☐	☒	☐	The Delivery Plan lists a mixture of highways, bus and active travel schemes. Overall, this is expected to deliver positive social value by improving accessibility, safety, affordability and health outcomes. The schemes outlined within the Delivery Plan help to connect people to jobs and customers to businesses, facilitate access to education and essential services. and contribute to environmental improvements by encouraging a shift from private to public transport/active travel. Social value is also embedded within the Highways	To consider this group when developing the details of schemes within the Delivery Plan.	Programme Lead, OCC	Delivery of schemes outlined within the 26/27 plan by 31 March 2027. Quarterly monitoring of KPIs for each scheme/programme.

¹ If the Public Services (Social Value) Act 2012 applies to this proposal, please summarise here how you have considered how the contract might improve the economic, social, and environmental well-being of the relevant area

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
				maintenance contract, therefore additional investment in this area allows for more of this activity to take place.			

Section 4: Review

Where bias, negative impact or disadvantage is identified, the proposal and/or implementation can be adapted or changed; meaning there is a need for regular review. This review may also be needed to reflect additional data and evidence for a fuller assessment (proportionate to the decision in question). Please state the agreed review timescale for the identified impacts of the policy implementation or service change.

Review Date	September 2026
Person Responsible for Review	Ben Smith (Strategic Transport Manager)
Authorised By	Hannah Battye (Head of Place Shaping)