



Oxfordshire County Council

Equalities Impact Assessment

UPDATES TO 'IMPLEMENTING DECIDE & PROVIDE'

NOVEMBER 2025

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Section 1: Summary details

Directorate and Service Area	Economy and Place, Place Shaping
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Updates to the 'Implementing Decide & Provide' document
Is this a new or existing function or policy?	Updates to an existing technical document, which is supplementary to the council's Local Transport and Connectivity Plan (LTCP)
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).	<p>The 'Implementing 'Decide & Provide': Requirements for Transport Assessments' document (hitherto referred to simply as Implementing Decide & Provide) sets out how developers are required to follow the 'decide and provide' approach to transport planning through the transport assessments submitted as part of planning applications. The document was devised to implement LTCP policy and helps to ensure that new developments make improvements to the transport system that suitably mitigates their impacts in line with the LTCP transport user hierarchy.</p> <p>The document was first adopted in September 2022, the updates to this document now proposed are not expected to significantly change the intended outcomes, rather they are to refine its methodology and to reflect subsequent updates to the National Planning Policy Framework (NPPF).</p> <p>This Equalities Impact Assessment shows that there is likely to be a benefit to various individuals, groups, and communities as a result of this technical document being implemented.</p>
Completed By	Will Pedley, Transport Planning Technical Lead
Authorised By	
Date of Assessment	

Section 2: Detail of proposal

<p>Context / Background</p> <p>Briefly summarise the background to the policy or proposed service change, including reasons for any changes from previous versions.</p>	<p>Implementing Decide & Provide was adopted as a formal supplementary document to the council's LTCP in September 2022. This relates to Policy 36 of the LTCP, which states that the council will, "Require transport assessments accompanying planning applications for new development to follow the County Council's 'Implementing 'Decide & Provide': Requirements for Transport Assessments' document."</p> <p>The document stated that it would be reviewed every 12-18 months and updated when appropriate. These reviews have taken place and a need to update the document has been identified.</p> <p>In December 2024 the National Planning Policy Framework (NPPF) was updated to include a requirement for developments to follow a vision-led approach to transport planning. Updates to the Implementing Decide & Provide document are required to reflect these changes. Opportunities to improve and revise the document have also been identified, informed by the experiences gained from its use since its adoption.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>Since the document's adoption in 2022, significant changes were made to the NPPF in December 2024. The NPPF now includes the requirement for development proposals to follow a vision-led approach to transport planning. When these changes to the NPPF were initially proposed it was stated in the supporting text for the accompanying consultation that (Chapter 8, paragraph 7, MHCLG), "To support the implementation of this updated policy, we will publish updated guidance alongside the policy coming into effect." At the time of writing, this updated guidance remains forthcoming.</p> <p>Thus, in the context of this description of the vision-led approach and in lieu of the updated guidance, the Implementing Decide & Provide document should be seen as the methodology that development proposals within Oxfordshire must follow in order to meet the requirement set out in paragraph 118 of the NPPF. However, it is expected that, once the updated guidance is made available, OCC's Implementing Decide & Provide will be complementary to the national guidance and will remain necessary in setting out local requirements to ensure that a vision-led approach to transport planning has been followed.</p> <p>Further to the need to reflect these changes to the NPPF in an updated version of the Implementing Decide & Provide document, an opportunity was identified to improve and revise the document, informed by the experiences gained from its use since its adoption.</p>

<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that 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.</p>	<p>Implementing Decide & Provide is a technical document used to apply in practice the policy in the Oxfordshire LTCP. As such the comprehensive consultation exercise for the LTCP encompasses the intent of this document.</p> <p>However, as part of the process of developing the original version of the document (adopted in September 2022), significant engagement took place with internal colleagues, officers at the district and city councils, industry professionals, relevant OCC cabinet members (i.e. those with transport-related portfolios), National Highways, and the authors of the guidance upon which the document is based. The comments derived from that engagement process were then used to inform the final version of the document.</p> <p>To inform the proposed updates to the Implementing Decide & Provide document, further engagement was undertaken with the same parties listed above (and others in addition to those previously contacted) in order to refine and enhance this document, gleaning valuable input from those who have had direct experience of using this document and those with related experiences from similar approaches elsewhere.</p>
<p>Alternatives considered / rejected</p> <p>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.</p>	<p>Previous Local Transport Plans have not typically been supported by supplementary documents intended to ensure the effective implementation of OCC policy, so in that sense doing nothing was previously the option taken.</p> <p>As discussed in the 'Proposals' section, the updates to the Implementing Decide & Provide document are considered necessary to include suitable reference to changes to national policy.</p>

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to improving walking, wheeling, cycling, and public transport provision the document should make a positive contribution to ensuring that travel choices for all ages are more widely available.	n/a	n/a	n/a
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to improving walking, wheeling, cycling, and public transport provision the document should make a positive contribution to ensuring that travel choices for people with disabilities are more widely available.	n/a	n/a	n/a
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a

Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a

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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to improving walking, wheeling, cycling, and public transport provision the document should make a positive contribution to ensuring that travel choices for people living in rural communities are more widely available.	n/a	n/a	n/a
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to improving walking, wheeling, cycling, and public transport provision the document should make a positive contribution to ensuring that travel choices for carers are more widely available.	n/a	n/a	n/a
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to improving walking, wheeling, cycling, and public transport	n/a	n/a	n/a

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
				provision the document should make a positive contribution to ensuring that travel choices connecting areas of deprivation are more widely available.			

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	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		n/a	n/a	n/a
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to improving walking, wheeling, cycling, and public transport provision the document should make a positive contribution to ensuring that travel choices are more widely available thus contributing to the economic, social, and environmental well-being of the county.	n/a	n/a	n/a

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

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	n/a
Person Responsible for Review	n/a
Authorised By	n/a