



**Oxfordshire Joint
Statutory Spatial Plan**

Equalities Impact Assessment

July 2021

1. Introduction

- 1.1. This Equalities Impact Assessment (EqIA) reviews the Oxfordshire Plan 2050 preferred strategy (Reg 18 part 2) consultation document. The assessment includes the policy options contained within the five thematic sections set out in the consultation document, as well as the five spatial options.
- 1.2. The purpose of the EqIA is ensure that equality is placed at the centre of policy development and identifies the likely impacts of the preferred strategy on our city and district's existing and future communities. The EqIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group. To do so, it will consider the impact of the policy and spatial options might have on the relevant 'protected characteristics' as defined in the Equalities Act 2010. These are:
 - Age
 - Disability
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Sexual orientation
 - Race
 - Religion or belief
 - Sex
- 1.3. The EqIA will be updated as the plan-making process moves forward. It will sit alongside other key documents that support the Oxfordshire Plan, including the Sustainability Appraisal (SA), Habitat Regulations Assessment (HRA) and the evidence base.

2. Oxfordshire Baseline

Population

- 2.1. Oxfordshire has a population of 691,700 people (ONS 2019). The split by each local authority district/city is as follows:
- Cherwell: 150,500
 - Oxford: 152,500
 - South Oxfordshire: 142,100
 - Vale of White Horse: 136,000
 - West Oxfordshire: 110,600

Young People

- 2.2. Oxfordshire has a similar proportion of people aged 0 to 15 (19%) compared with the national average (19.01%) (ONS 2019). Oxford has the lowest proportion of people aged 0 to 15 in the county; however, it also has one of the lowest median age figures in the country at 28.9. The split by each local authority of people aged 0 to 15 was:
- Cherwell: 20.1%
 - Oxford: 17.8%
 - South Oxfordshire: 19.2%
 - Vale of White Horse: 19.3%
 - West Oxfordshire: 18.5%

Older People

- 2.3. The proportion of people in Oxfordshire 70+ is 13.9%, which is lowered significantly by Oxford whose proportion of older people (70+) is 9.1%, compared to the rest of the districts who average 15.3% (ONS 2019). Rural areas typically have older populations than cities, so this is expected. The split by each local authority of people aged 70+ was:
- Cherwell: 13.4%
 - Oxford: 9.1%
 - South Oxfordshire: 15.9%
 - Vale of White Horse: 15%
 - West Oxfordshire: 16.2%

People from ethnic minority backgrounds

- 2.4. As of the 2011 Census¹, 16.4% of Oxfordshire's residents were from an ethnic minority background (non-white British). The percentage of those from ethnic minority backgrounds in Oxfordshire remains below the England average, which is 20%. The split by each local authority of residents from an ethnic minority background at the time of the 2011 census were:
- Cherwell: 13.7%
 - Oxford: 36.4%
 - South Oxfordshire: 9.07%

¹ The 2011 Census is the latest whole population dataset for ethnicity. The next update will be from Census 2021 a release date for this is not yet available.

- Vale of White Horse: 10.24%
- West Oxfordshire: 7.43%

Religion

- 2.5. As of the 2011 Census, the largest religious group in Oxfordshire is Christian, with 60.2% of Oxfordshire's residents stating Christianity as their religion. This is similar to the England average, where 59.4% of the country state they are Christian. The next largest group are those that state they have no religion at 27.9% of Oxfordshire residents. This is above the England average where 24.7% of people state they have no religion. As the question on religion was voluntary in the 2011 Census, 7.5% of people in Oxfordshire did not answer.

Gypsy and Traveller Population

In the 2011 Census, 0.1% of people in Oxfordshire stated their ethnicity as Gypsy or Irish Traveller which is reflective of the England and Wales average (0.1%). West Oxfordshire has the highest number of gypsies and travelers with 182 living within the district. At the time of the 2011 Census, 51.5% lived in rural parts of Oxfordshire compared to 24% nationally. Oxfordshire County Council operates six permanent council-owned Traveller sites, which provide a total of 89 pitches. There are also 21 privately run sites across the county.

Marital and Civil Partnership Status

- 2.6. In the 2011 Census Oxfordshire had 48.8% of married residents, this is lower than the average in England and Wales which is 50.5%. 0.3% of residents in a registered same-sex civil partnership and 34.7% of residents were single (never married or never registered a same-sex civil partnership).

Health Statistics

- 2.7. According to the Oxfordshire Joint Strategic Needs Assessment (JSNA) 2021², Oxfordshire's population is relatively healthy. It does better or similar to the national average on most Public Health indicators. Life expectancy in Oxfordshire is significantly higher than national and regional average for both male and females. Men have an average life expectancy of 81.7 years and women have a life expectancy of 85.0 years compared to 79.4 years for males and 83.1 years for females nationally. However, according to the JSNA, mental health rates of diagnosis and referrals are continuing to increase.
- 2.8. COVID-19 has also had a great impact on health and wellbeing in Oxfordshire. In 2020 there were 18,200 confirmed cases of COVID-19 in people living in Oxfordshire, equivalent to a rate of 2,776 cases per 100,000 population. The majority of these cases were in the working age population. The JSNA noted that national data has shown COVID-19 has had a disproportionate impact on ethnic minority communities, with people from Black ethnic groups were most likely to be diagnosed. According to ONS data there were also approximately 700 deaths with COVID-19 on the death certificate in Oxfordshire in 2020. Deaths were relatively evenly spread across Oxfordshire's districts, however the rate was lower in Oxford than in the districts. The national and local lockdowns implemented due to

² Oxfordshire Joint Strategic Needs Assessment 2021: <https://insight.oxfordshire.gov.uk/cms/jsna-2021-full-report>

COVID-19 have also had an impact on wellbeing. The JSNA also reported that there has been a deterioration in mental health of young people with existing mental health needs in lockdown, which is largely linked to increased loneliness and anxiety.

Multiple Deprivation

- 2.9. Oxfordshire has been ranked the 10th least deprived of 151 upper-tier local authorities in England in 2019. The number of people living in Oxfordshire in the most deprived 20% of areas of England by Indices of Deprivation were 4.1%, significantly lower than the national average of 20%. Oxfordshire has one area within the 10% most deprived areas nationally, which is within the Northfield Brook ward, south east Oxford. 16 areas are among the 20% most deprived nationally, compared to 13 in 2015. These are mostly contained within 10 wards, 1 in Abingdon, 3 in Banbury and 6 in Oxford.

People providing unpaid care

- 2.10. The 2011 Census showed that 9.4% of people in Oxfordshire provided some level of unpaid care to another person. This is proportionately fewer than the estimate for England (10.2%) and the South East Region (9.8%). The Vale of White Horse is estimated to have the highest proportion of unpaid carers (10.3%) whilst Oxford is estimated to contain the lowest (7.7%).

Housing and Living Arrangements

- 2.11. In 2011, there were 258,855 households recorded in Oxfordshire. 65.5% of these homes were owned either outright or with a mortgage/loan, 1.1% were shared ownership (part owned, and part rented) and 14.2% were social rented. The remaining 19.2% were either rented privately or lived rent free. The percentage of those who own their home is above the national average of 63%, whilst the percentage of those living in social housing is below the national average of 17%. The average household size in Oxfordshire was 2.4 people, which is consistent with the national average.

Lone Parent families

- 2.12. Lone parent families with dependent children in Oxfordshire at the time of the 2011 Census was 18.8%. This is lower than the England average which is 24.5%. 43% of children in relative low-income families are in lone parent households. This is higher than the national average of 40.8%.

Economic activity

- 2.13. In Oxfordshire, 82.3% of residents aged 16-64 were economically active in 2020 (including full and part time employees, self-employed and unemployed people). This is above the national rate of 79% and South East Region rate of 82%.

Unemployment

- 2.14. Unemployment claimant count data by the Department of Work and Pensions shows that the number of people claiming unemployment-related benefits in February

2021 was 17,255. By area, in February 2021 the rate of unemployment claimants (as a percentage of the economically active population aged 16-64) was highest in Oxford followed by Cherwell. Of the economically active population in Oxfordshire, 5.1% of residents were unemployed compared with 5.1% in February 2020. This does not include people on the Coronavirus Job Retention scheme which is due to end in September 2021. As of 31 December 2020, there were 37,300 furloughed employees in Oxfordshire, a take-up of 11% compared with 13% take-up across England.

Qualifications

- 2.15. People in Oxfordshire are relatively well qualified. 35.7% of residents in Oxfordshire had a degree or equivalent qualification according to the 2011 Census. This is well above the national average of 27.4%. Of those surveyed, 16.7% of residents had no qualifications. Cherwell had the greatest percentage of people with no qualifications at 19.7%. Oxford had the greatest percentage of people with a degree or equivalent qualification at 42.6%.

Occupation

- 2.16. The largest employment sector in Oxfordshire is retail, with 14% of people in employment working within this sector. The second largest employment sector following closely is education also at 14%. The third largest employment sector is health and social work, with 11% of people in employment working within this sector. 48.3% of people in employment worked in a managerial, professional or associate professional occupation, which is higher than the regional average of 44.8% and national average of 41.1%. 9.7% of those in employment worked in elementary occupations, which is consistent with the regional average but lower than the national average which is 11.1%.

3. Who are the Oxfordshire Plan and its policies designed to support / help / serve?

- 3.1. The Oxfordshire Plan is a strategic plan, which will collectively consider the needs of the whole county. The Plan will help deliver greatly needed new homes – including affordable and social housing, and infrastructure to the county while helping to tackle climate change. The Oxfordshire Plan builds on the foundations set by the current and emerging Local Plans and looks beyond them, at the strategic planning issues for the period up to 2050. It will give the district and city councils a framework for future planning policies and help determine planning applications where appropriate.
- 3.2. The Plan will not allocate sites for housing or employment. Instead, it will identify key areas for sustainable growth with associated housing / employment numbers, while considering how to help tackle climate change, improve water efficiency and mitigate flood risk. Districts will then use this to produce future Local Plans which will provide a detailed view of how housing and infrastructure will be delivered, and how they will address the climate emergency.
- 3.3. The Oxfordshire baseline as detailed above is a reflection of census data from 2011, as well as more recent data from ONS. Once implemented, it is expected that the policies that will ultimately form the Oxfordshire Plan (in combination with those set out in adopted Local Plans) will positively influence the quality of life for people in Oxfordshire, and the Oxfordshire baseline will improve.
- 3.4. There are a number of ways in which the Oxfordshire Plan will help to improve the quality of life for Oxfordshire's residents and address inequalities across the county:
 - It will help to deliver more homes – the Plan will support our communities by planning for energy efficient homes sufficient in number and of the right tenures, types and sizes to meet the needs of Oxfordshire's residents – current and future – in well-designed communities with accessible, high quality and accessible services and public spaces and in ways that support communities' health, social and cultural well-being
 - It will help to create more jobs - The creation of a variety of jobs across the county will help to create prosperous communities that sustain the economic and social wellbeing of Oxfordshire's residents. The Oxfordshire Plan seeks to ensure we are levelling up and that all citizens have an opportunity to access new local jobs as well as advanced skills and education.
 - It will help to support the delivery of strategic infrastructure. The delivery of strategic infrastructure will help to connect communities across Oxfordshire, particularly those in isolated rural areas, and will help to encourage a shift towards more sustainable travel.
 - It will help to address climate change - By helping to tackle climate change and improving environmental quality, we will help to create more sustainable places, with housing that is cheaper to run and is accessible to those with specialist needs.
 - It will help to create healthy places - By ensuring that healthy placeshaping principles are imbedded into new development across Oxfordshire strong and healthy communities will be created, where residents lead more active lives, and health inequalities are lessened.

Cumulatively, the impact of the Oxfordshire Plan's policies alongside those found in the adopted Local Plans should help to reduce inequalities across the county as well as broaden opportunities available for residents – particularly those in the defined equality groups.

4. What is being assessed through the EqlA?

- 4.1. The assessment will cover the policy options within five thematic sections and the five spatial options. These are as follows:

Theme One: Addressing climate change

This theme covers policies on sustainable design and construction, energy, water efficiency and flood risk. The overarching principles for this theme are to reduce carbon emissions, encourage a shift to sustainable energy, ensure the county is prepared for future weather events (i.e. flooding), and ensure an efficient use of energy and water across development in Oxfordshire.

Theme Two: Improving environmental quality

This theme covers policies on the protection and enhancement of landscape characters and the historic environment, as well as policies on nature recovery, biodiversity gain, natural capital and ecosystem services, the green belt, air quality and water quality. The overarching principles for this theme are to plan for green and blue infrastructure benefits across the county, provide for nature recovery in Oxfordshire, achieve biodiversity net gain, respect the landscape, historic and built environment quality notable to Oxfordshire.

Theme Three: Creating strong and healthy communities

This theme covers policies on design for new developments, Garden Town standards, healthy place shaping, health impact assessments, and leisure, recreation, community and open space facilities. The overarching principles of this theme are to ensure major new development is well designed and built to a high standard, to plan for a healthy future in Oxfordshire, address inequalities and broaden access to opportunities in the county, plan for a range of facilities and services that lead to enhanced quality of life, and importantly help build strong, rooted, inclusive communities in Oxfordshire.

Theme Four: Planning for sustainable travel and connectivity

This theme covers policies on a net-zero carbon transport network, sustainable transport, sustainable freight management, digital infrastructure and strategic infrastructure priorities. The overarching principles of this theme are: to plan for reducing the need to travel in future, to prioritise active travel then public transport use, to support a move towards a net-zero transport network, to support improved connectivity and access to public services, to future proof where possible to allow easy adoption of future technologies, to provide best quality digital connectivity across the county, to plan for uptake of more sustainable freight management and take opportunities to link development planning with delivery of transport infrastructure improvements such as East West Rail, bus routes upgrades and active travel networks.

Theme Five: Creating jobs and providing homes

This theme covers policies on homes (including affordable homes), jobs, town centre renewal, urban renewal, economic assets, culture and arts, the visitor economy, skills and education needs, specialist housing needs, and gypsies, travellers, and travelling showpeople. The overarching principles of this theme are to provide homes to meet Oxfordshire's needs, to support Oxfordshire's economy, to provide better access to jobs and affordable housing, and plan for a range of homes and jobs to support a variety of needs and a strong future for the county.

Spatial Options

- **Option 1: Focused on opportunities in and around larger settlements & planned growth locations**

The focus of this option would be to distribute the bulk of growth to 2050 to those locations that have accommodated the majority of five Local Plan allocations in the first phase of the Plan up to the mid-2030s, at the edges of the towns, the City and former MoD sites. It would represent an extension of the existing plans and strategies, following the pattern of existing and planned infrastructure investment.

- **Option 2: Focus on Oxford-led growth**

This option covers urban intensification within the City of Oxford, new or extended urban extensions on the edge of the City. It includes consideration of growth proposals that are well-connected to the city or are potential extensions to planned growth sites on city edge related to growth in the current adopted Local Plans and employment sites on the edge of the city that form an Oxford-focused cluster.

- **Option 3: Focus on opportunities in sustainable transport corridors & at strategic transport hubs**

This option covers new growth based in the most sustainable transport corridors, where frequent bus services operate & rail stations act as transport hubs. This includes new rail stations being planned through strategies such as the Oxfordshire Rail Corridor Study. This option aligns with the emerging Local Transport Connectivity Plan, being prepared by Oxfordshire County Council.

- **Option 4: Focus on strengthening business locations**

This option centres on the network of business parks that covers Oxfordshire and particularly those identified as priority economic assets in the OXLEP LIS key locations within Oxfordshire's 'innovation ecosystem'.

- **Option 5: Focus on supporting rural communities**

The scope for this option is to consider growth in rural settings away from the main service centres and top tier settlements that will accommodate the current Local Plan led growth up to the mid-2030s and a redirection of development to more rural parts

of the county that are currently isolated from the public transport network and key services and facilities.

5. The Assessment Methodology







- 5.1. The EqlA will assess whether any of the spatial options or policy options within the five thematic sections have the potential to cause a negative impact or discriminate against those considered to have protected characteristics as listed in paragraph 1.2. We will also be including an additional measure which is 'Rural'. This has been added due to the rural nature of our districts (with the exclusion of the city of Oxford) and in recognition of the barriers rural groups may face specifically in relation to access to services.
- 5.2. The assessment is presented in a tabular format. The table lists each equality group and assesses any potential impacts (positive, negative, or neutral) that could potentially arise as result of the policy or spatial option. This is then followed by a summary of any impacts identified, and lists any actions to take forward as a result of the assessment.
- 5.3. The following symbols are used in the assessment:

Positive outcome for the protected characteristic group:	✓
Neutral impact in relation to the protected characteristic group:	-
Negative outcome in relation to the protected characteristic group:	✗
- 5.4. A positive outcome means that the policy or spatial option will remove or minimise disadvantages suffered by people due to their protected characteristics, and takes steps to meet the needs of people from protected groups where these are different from the needs of other people. A neutral impact means that neither a positive or negative impact will result from the implementation of the policy or spatial option. A negative outcome means that the policy or spatial option could result in a negative impact or discriminate against those in that specific protected characteristic group. If a negative outcome is identified and cannot be justified, mitigating action must be taken as set out in the 'action' column. It is acknowledged that many policy/spatial options will have indirect impacts to all equality groups. However, the assessment will focus on the direct impacts the policy/spatial options will have on the equality groups to derive the most significant impacts of the Plan options presented.
- 5.5. It is important to note that this assessment has been carried on the Oxfordshire Plan policy options and spatial options in order that it can properly inform the process of developing the Plan, the draft and final versions of the Oxfordshire Plan may differ to those in this assessment. This EqlA will be updated to reflect the final policies and spatial options at the Regulation 19 stage.

6. Equality Impact Assessment

The following table assess the Oxfordshire Plan policy and spatial options against the equality groups (gender reassignment, disability, age, race, sexual orientation, sex, religion or belief, pregnancy and maternity, marriage and civil partnership, rural). People in Oxfordshire may face barriers because of these characteristics.

Key:

-  Theme One: Addressing Climate Change
-  Theme Two: Improving environmental quality
-  Theme Three: Creating strong and healthy communities
-  Theme Four: Planning for sustainable travel and connectivity
-  Theme Five: Creating jobs and providing homes
-  Draft Spatial Strategy

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Policy 01 - Sustainable Design & Construction	-	-	✓	-	-	-	-	-	-	-	The preferred policy option would require new development to achieve net zero operational carbon. Net zero carbon homes are significantly cheaper to run and are therefore likely to reduce energy bills which will help to address issues of fuel poverty. A high proportion of those affected by fuel poverty are older people who are particularly vulnerable to the cold.	None
Policy 02 – Energy	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 03 – Water efficiency	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 04 – Flood Risk	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 05 – Protection and Enhancement of Landscape Characters	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 06 – Protection and	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Enhancement of Historic Environment												
Policy 07 - Nature Recovery	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 08 - Biodiversity Gain	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 09 - Natural Capital and Ecosystem Services	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	The policy options will help to ensure that through development, stocks of natural capital are maintained in good condition so they can deliver a sustainable flow of 'ecosystem services' which ultimately underpin human health and wellbeing. As a result, these policy options will potentially have a positive impact on all equality groups in terms of reducing health and wellbeing inequalities.	None
Policy 10 - Green Belt	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Policy 11 - Water Quality	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
											Ensuring air quality assessments are undertaken for new development across Oxfordshire will potentially	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Policy 12 - Air Quality	-	✓	✓	-	-	✓	-	✓	-	-	have a positive impact on the health of all equality groups, however it will be directly beneficial for groups who are younger, older, disabled and pregnant, as these groups are often more vulnerable to the negative impacts poor air quality has on health.	
Policy 13 - Healthy Place Shaping and Impact Assessments	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>The inclusion of a Healthy Place Shaping policy that includes healthy place shaping principles committed to reducing health inequalities will have a positive impact on all equality groups.</p> <p>Additionally, the Health Impact Assessment element of this policy option proposes to require all major developments in Oxfordshire to be accompanied by a HIA. This will have a positive impact on all equality groups as it will help to tackle health inequalities and improve health and wellbeing through new major developments in Oxfordshire.</p>	None
Policy 14 – Health Infrastructure	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>This policy option proposes to provide a land use planning framework for Oxfordshire within which future health estate reviews might be considered. It will aim to ensure that health infrastructure is of high quality and in the right locations, with good access available by public transport and active travel methods. This policy option will have a positive impact on all equality groups as it will ensure that new health infrastructure is functional and easily accessible for all, which could have a direct impact</p>	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
											on the physical and mental health of those with protected characteristics.	
Policy 15 – High Quality Design for New Development and Garden Town Standards for New Settlements	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	<p>A fundamental part of what makes design high quality is ensuring that it promotes healthy living. Urban design can help promote good mental health, help prevent mental illness, and help support people with mental health problems.</p> <p>The guiding principles of Garden Towns are inclusive and help to tackle inequalities particularly in relation to health and wellbeing. The implementation of Garden Town Standards for new settlements will have a positive impact on equality groups, however as this is predominately an urban policy the impact on rural groups is neutral. However, it is acknowledged that the influence of Garden Town standards have a wider reach than within the red line boundary of new settlements.</p>	None
Policy 16 - Leisure, recreation, community and open space facilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	<p>Supporting new strategic leisure and recreation facilities within the county has the potential to have a positive impact on all equality groups, as access to these facilities is beneficial to human health. However, it will have the most significant direct positive impact on those with disabilities and the young and elderly who often rely on leisure and recreation facilities for fitness and health.</p> <p>Additionally, supporting new community facilities will</p>	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
											have a positive impact on all equality groups. Access to services such as schools, libraries and emergency services is important for the health and wellbeing for all equality groups.	
Policy 17 - Towards a Net-Zero Carbon Transport Network	-	✓	✓	-	-	✓	-	✓	-	-	A movement to a net-zero carbon transport network across Oxfordshire would help to improve air quality and encourage active travel improvements, both of which would benefit the health of equality groups. However, those that would be most directly positively impacted are those that are disabled, the young and elderly, and those who are pregnant. This is because these groups are often more susceptible to the negative impacts of poor air quality and thus would benefit from a movement to a net-zero carbon transport network across the county.	None
Policy 18 - Sustainable Transport in New Development	-	✓	✓	-	-	-	-	-	-	✓	The preferred policy option would help to ensure that new developments in Oxfordshire support sustainable transport options such as walking, cycling and public transport. This would potentially benefit the health of all equality groups but would have the most direct positive impact on those who are less likely to travel by car, such as those with mobility issues and the elderly. It will also have a particularly positive impact on those in rural areas that don't have access to sustainable means of travel.	None
Policy 19 -	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Supporting sustainable freight management												
Policy 20 - Digital infrastructure	-	-	-	-	-	-	-	-	-	✓	The preferred policy option supports the expansion of electronic communications networks, including next generational mobile technology and full-fibre broadband connections. This is beneficial to all equality groups but would have the most positive direct impact on the county's rural communities where access to good quality internet and mobile phone signal is often limited.	None
Policy 21 - Strategic Infrastructure Priorities	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	All equality groups could potentially be positively impacted by the implementation of strategic infrastructure. For example, strategic transport infrastructure (particularly that which connects rural communities) would be beneficial to equality groups and can additionally help to regenerate areas. It should be noted that transport is not the only type of strategic infrastructure. Strategic infrastructure also includes health and adult social care, education, emergency services infrastructure and more.	None
Policy 22 - Supporting the	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	The creation of a variety of jobs across the county helps to create prosperous communities that sustains the economic and social wellbeing of the	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Creation of Jobs											community. Provided that diverse full and part-time employment opportunities are created this policy should have a positive impact on all equality groups and help to tackle unemployment.	
Policy 23 - Protection of Economic Assets	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified.	None
Policy 24 - Town Centre Renewal	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	The renewal of the county's city and town centres could result in regenerative benefits to local communities, particularly those with levels of deprivation. This policy would potentially positively impact all equality groups through the delivery of new facilities and jobs created through town centre renewal. However, as this is predominately an urban policy, it will have neutral impact on rural communities.	None
Policy 25 - Visitor Economy	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified though it is recognised this could indirectly benefit all equality groups.	None
Policy 26 - Culture and Arts	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified though it is recognised this could indirectly benefit all equality groups.	None
Policy 27 - Meeting Skills and	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy option aims to support the provision of modern and up to date facilities to support education and training. Education and training facilities play an	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Education Needs											important role in teaching and upskilling young people and adults, which is particularly beneficial to those with protected characteristics who are more likely to be marginalised or disadvantaged in a work or education setting. This policy option aims to ensure these facilities meet the needs of all of the community and are located in accessible and sustainable locations. In reflection of the above, direct benefits to all groups are anticipated.	
Policy 28 - Homes: How Many? Commitments and Locations	-	✓	✓	✓	-	✓	-	✓	-	-	<p>The delivery of a mix of good quality, affordable and specialist housing that meets the needs of Oxfordshire's residents will have a positive impact on all, but particularly those in certain equalities groups who are more statistically likely to be in need of affordable and specialist housing, including ethnic minorities, children and young adults, women (including those who are pregnant) and disabled people.</p> <p>Additionally, the spatial distribution of homes will have an indirect impact on equality groups, as ensuring they are in the right places is important to addressing inequalities regarding access to housing. However, it has the strongest positive impact on those equality groups listed in the paragraph above.</p>	None
Policy 29 – Urban Renewal											The implementation of urban renewal schemes across the county could result in regenerative benefits to local communities, particularly those with	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
	✓	✓	✓	✓	✓	✓	✓	✓	✓	-	levels of deprivation. This policy would potentially positively impact all equality groups through its regenerative impact. However, as this is predominately an urban policy, it will have neutral impact on rural communities.	
Policy 30 - Affordable Homes	-	✓	✓	✓	-	✓	-	-	-	-	Affordable homes are considered to provide positive benefits to all in the community, particularly those on lower incomes which are more statistically likely to be those in certain equalities groups, including ethnic minorities, children and young adults, women and disabled people. However, this is ultimately dependent on their access to the housing register.	None
Policy 31 - Specialist housing needs	-	✓	✓	✓	-	✓	-	-	-	-	This policy option is specific in its intention to directly benefit older people, particularly those with disabilities or ill health by providing specialist housing that will allow them to live independently. One of the policy options is to provide specialist key worker housing. Key workers are statistically more likely to be those in ethnic minority groups, women or disabled. Therefore, the delivery of specialist key worker housing would positively benefit these groups.	None
Policy 32 - Gypsies, Travellers, Travelling Showpeople	-	-	-	✓	-	-	-	-	-	-	Setting out a high-level narrative on suitable locations for meeting needs of Gypsies, Travellers and Travelling Showpeople would have a positive impact on this group.	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
Strategic Environmental Allocations	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Spatial Option 1 – Focus on opportunities at larger settlements and planned growth locations	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Spatial Option 2 – Focus on Oxford-led growth	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Spatial Option 3 – Focus on opportunities in sustainable transport	-	-	-	-	-	-	-	-	-	✓	This spatial option would have the potential to improve links from rural parts of Oxfordshire with the city, towns and key employment locations, which would have a positive impact on rural communities. Improved public transport provision will also benefit those less likely to travel by car, including the disabled and the elderly.	None

Oxfordshire Plan Policy Option	Gender Reassignment	Disability	Age	Race	Sexual Orientation	Sex	Religion or Belief	Pregnancy and Maternity	Marriage and Civil P.	Rural	Summary of Impact	Action
corridors and at strategic transport hubs												
Spatial Option 4 - Focus on strengthening business locations	-	-	-	-	-	-	-	-	-	-	No direct impact to equality groups identified	None
Spatial Option 5 – Focus on supporting rural communities	-	-	-	-	-	-	-	-	-	✓	This spatial option considers growth in rural settings. This option would help to address issues of rural isolation and deprivation by redirecting growth away from main settlements to where it could best address inequalities.	None