

Oxfordshire County Council Equalities Impact Assessment

LOCAL TRANSPORT AND CONNECTIVITY PLAN

CENTRAL OXFORDSHIRE TRAVEL PLAN

August 2023

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Section 1: Summary details

Directorate and Service	Directorate - Environment and Place
Area	Service Area - Place Making
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Central Oxfordshire Travel Plan (COTP)
Is this a new or existing function or policy?	A new policy document (COTP).
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?	The Central Oxfordshire Travel Plan (COTP) sets out the transport strategy for the central Oxfordshire area from 2023 to 2050, with a focus over the period to 2032. It is part of a suite documents that sit under the Local Transport and Connectivity Plan (LTCP), which was adopted by Oxfordshire County Council in July 2022. The LTCP outlines a clear vision to deliver a net-zero Oxfordshire transport system that enables the county to thrive whilst, protecting the environment and making Oxfordshire a better place to live for all residents. We plan to achieve this by reducing the need to travel, discouraging unnecessary individual private vehicles and making walking, cycling, public and shared transport the natural first choice. Policies have been identified in a range of
(following completion of the assessment).	key categories in order to achieve this. We will monitor the progress of COTP to assess how it is delivering against identified targets. Where needed, updates to the document could be made.
Completed By	Robert Freshwater, Senior Transport Planner
Authorised By	Joanne Fellows, Growth Manager / Hannah Battye, Head of Placemaking
Date of Assessment	18 August 2022 (Reviewed 10 August 2023)

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.

The Central Oxfordshire Travel Plan (COTP) forms part of the county's statutory Local Transport and Connectivity Plan (LTCP).

COTP sets out a vision for transport across the central Oxfordshire area and identifies a set of actions needed to deliver this. The plan's targets and actions will be used to influence and inform how we manage transport and the types of schemes we implement.

The current transport plan covering the area (the Oxford Transport Strategy) was approved by the council in 2015. Forming part of the county's Local Transport Plan 4, OTS provided a strategic transport policy framework for the Oxford area over the last few years. However, the local and regional policy context has changed significantly since the publication of LTP4. This includes the council's new corporate priorities, commitment to enabling a zero carbon Oxfordshire by 2050 and increased national emphasis on encouraging walking, cycling and public transport use. Informed by the council's recently adopted LTCP, the COTP will develop a transport framework for the central Oxfordshire area that reflects these changes and implements a new way of thinking.

Proposals

Explain the detail of the proposals, including why this has been decided as the best course of action.

The Central Oxfordshire Travel Plan (COTP) outlines a clear vision to deliver a zero-carbon central Oxfordshire transport system that enables the county to thrive whilst, protecting the environment and making Oxfordshire a better place to live for all residents.

Across the Central Oxfordshire area, we plan to achieve this by looking at ways to avoid unnecessary travel, reducing the need to travel, shifting travel use towards shorter sustainable travel trip options and improving our travel networks.

The plan contains 23 actions which have been developed to help achieve the vision. The actions will lead to further individual projects which will be accompanied by bespoke Equalities Impact Assessments as appropriate.

The 23 actions are:

- Action 1 Expanding upon the pilot scheme, develop proposals for a Zero Emission Zone for Oxford city centre.
- Action 2 Develop proposals for a set of strategic traffic filters for locations across Oxford.
- Action 3 Develop proposals for a Workplace Parking Levy to cover businesses with 11 or more staff parking spaces in Oxford City Council's administrative area, within the Oxford ring road.
- Action 4 Develop proposals for further Controlled Parking Zones (CPZ) across the city and to review eligibility and quantity of permits in existing CPZ areas.
- Action 5 Support a case-by-case review of public parking provision across the area and a consolidation and/or a reduction in public parking provision where appropriate.
- Action 6 Remove on-street public parking where necessary on corridors identified in the plan as either being active travel Primary Routes (Quickways) or situated on core bus routes.
- Action 7 Regularly review parking pricing to favour sustainable travel.
- Action 8 Working to the principles of the Healthy Streets design approach, create public streets that are inclusive for all
- Action 9 Deliver a central Oxfordshire walking and cycle network consistent with the Oxfordshire Strategic Active Travel Network and the latest LCWIP plans.
- Action 10 Deliver a consistent wayfinding scheme across central Oxfordshire's active travel network
- Action 11 To help address issues of severance and also meet Vision Zero objectives, deliver junction improvements for active travel users where there is:
 - a) a poor road safety record for those who are walking, wheeling or cycling
 - b) insufficient dedicated infrastructure for those walking or cycling
 - c) significant severance for those walking and cycling

Action 12 - Deliver:

a) increased cycle parking at key destinations including for non-standard bikes

- b)a network of on-street residential cycle hangers across the area,
- c) a public hire cycle scheme including e-bikes, and which could also include e-scooter provision subject to ongoing trial performance and national legislation.

Action 13 – Deliver;

- a) bus priority measures along key inter-urban bus routes and on key orbital routes across the central Oxfordshire area.
- b) Upgrade bus infrastructure (including at bus stops and to Real Time Information)

Action 14 – Alongside partners, deliver a zero emission local bus fleet across the Oxford Smartzone area by 2024/25 and deliver afully zero emission bus fleet across the COTP area at the earliest possible opportunity thereafter"...

Action 15 – Alongside partners, support the delivery of:

- a) Oxford Station enhancements
- b) a passenger rail service and two new passenger stations on the Cowley Branch Line
- c) local rail capacity and service frequency enhancements

Action 16 - Deliver a mobility hub strategy for a network of mobility hubs across Oxfordshire

Action 17

- Deliver a freight consolidation feasibility study and first / last mile delivery pilot.
- Support modal shift to cargo bikes and the electrification of freight deliveries

Action 18 – Deliver a safer lorry scheme pilot across central Oxfordshire.

Action 19 - Develop and support implementation of a local toolkit of transport interventions that support a livable neighourhood approach

Action 20 – Alongside partners, deliver a Central Oxfordshire Movement and Place Framework.

Action 21 - Deliver attractive tourist coach drop off and pick up facilities in the city centre and convenient lay over facilities, consistent with proposals in a Central Oxfordshire Movement and Place Framework

Action 22 – Deliver an e-scooter hire scheme across central Oxfordshire, subject to ongoing trial performance and national legislation.

Action 23 - Deliver publicly accessible electric vehicle charging points across central Oxfordshire.

It was decided that these actions are the best course of action in order to address the following key challenges. These were identified from evidence base analysis, stakeholder engagement and public consultation:

- Climate and emissions: Exceedance of legal emission levels and the need to rapidly reduce carbon emissions from all transport related activities.
- Housing, jobs, and regeneration: Over the period 2011 to 2031, 100,000 new homes will be built in Oxfordshire, with at least 15,000 required to meet Oxford City's unmet housing need. Whilst population growth within Oxford itself over the period 2020-2030 is expected to be modest (+8%), areas on the city's immediate periphery are expected to see significant growth.
- Sustainable travel: Levels of congestion across the COTP area cause unreliable journey times for many people. Based on current trends, increased demand for movement in the area will exacerbate congestion in future years. This has a significant detrimental effect on quality of life for residents and the attractiveness of the area as a place to live and work. Space efficient travel options like public transport and active travel, can help significantly towards addressing this challenge. Currently, sustainable travel modes in the area face issues including:
 - Time and reliability Average bus speeds in Oxford have been declining on key routes to and from the city centre and employment sites, with only 8mph achieved between the JR hospital and city centre via Cowley Centre during weekday peaks.
 - **Safety** The Oxfordshire Cycle Survey 2019 identified 'Traffic Safety' as the single biggest issue for people cycling in Oxford.
- **Equality:** The COTP area includes some of the most deprived areas in the county. Inequalities in life expectancy at birth from least to most deprived across Oxford are estimated at 13.8 years for men, and 11.2 years for women.

• **Health:** Whilst the Oxford area has one of the lowest percentages of overweight or obese adults compared to nationally (49% vs 62%), physical inactivity and obesity remains one of the area's most significant and growing health issues.

This course of action was also required because previous approaches to reducing car use in central Oxfordshire, whilst having had some impact, have not resulted in a large enough reduction in car use and the car remains the dominant mode of choice. This has created environments that are not welcoming places for people and negatively impact on biodiversity and air quality.

Evidence / Intelligence

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.

The COTP, draws on an evidence based for the Local Transport and Connectivity Plan (LTCP), summarised within the LTCP itself. Additional analysis of existing held datasets has helped to identify the challenges and underpin the actions identified. This has included:

- · Local Authority air quality reporting
- Local Authority held traffic data
- · National publicly available research and surveying
- National Travel Survey data
- Local Authority Health data
- Local Authority road collision data
- · Local and national demographic data sets and projections

Underpinning the COTP document is a grounding in the adopted LTCP and its accompanying evidence which included three rounds of public engagement and consultation periods. During the drafting of the COTP document there has been broad engagement with various local council teams whose input and evidence has further helped to refine proposals. The plan is also informed by previous and more recent engagement on individual measures

identified in COTP and their emerging technical work, for example identified traffic filter, Workplace Parking Levy and Zero Emission Zone proposals.

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.

A do nothing approach was not considered appropriate for a range of reasons. This includes:

- Changes to national, sub-national and local policy since 2016 that need to be reflected in updated policy for the area
- The previous OTS and LTP4 does not account for new priorities such as decarbonisation
- Doing nothing is also not an option because it would not address the problems of traffic congestion and local air pollution, and climate change would remain and worsen if nothing is done.

Investment in sustainable transport infrastructure is important and is a key part of our overall strategy. However, opportunities to increase use of bus, cycling and walking, and railways, purely through sustainable transport infrastructure improvements are limited by the space available in a constrained city like Oxford, and by the availability of funds. The construction of large infrastructure projects of any kind also consumes resources and contributes to climate change.

During the drafting process, a range of actions have been developed and amended. There are currently 22 identifiable actions in the COTP document. Additional actions have been considered but were not taken forward for reasons including duplication with the LTCP, poor alignment with the vision and broader objectives and level of ambition and feasibility challenges.

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
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Age		COTP includes actions that	The detail of each COTP	Rob	In line with the
		will improve accessibility,	action will need careful	Freshwater,	individual project
		benefitting older and younger	consideration at the project	Senior	which will arise
		residents.	level, through a bespoke EIA, to identify if older and	Transport Planner.	from the action and/or planned
		Actions within COTP focus on incentivising active travel and reducing car movements across the central Oxfordshire area so as to make bus journeys faster and more reliable, and make walking, cycling and scooting safer so that more people will take	younger people are disadvantaged by the proposals.	riaillei.	revisions of the COTP.
	\boxtimes	these up. Measures are likely to benefit all age groups.			
		Keeping physically active in mid-life helps to delay the onset and progression of many age-related health conditions and plays an important role in helping to manage the impact of health conditions, including mental health			
		While proposals set out in COTP are likely to create safer, healthier streets for			
		residents, they may lengthen			

journey times for people who rely upon private car. In the short-to-medium-term, there may also be delays on some roads. Private cars are often relied upon by older people; longer journey times could make travelling more uncomfortable for them, particularly if they suffer from one or more underlying health condition. Young people aged under 16 and older people aged over 65 are more vulnerable to poor air quality. Measures set out in COTP aim to enable mode shift, reducing pollutants emitted by private cars and encouraging more active travel. This is likely to benefit these age groups more than others by improving their air quality and health outcomes. Current younger generations will be more severely affected by projected severe pollution and climate outcomes in mid-

later decades of the 21s	ıt .	
century.		

Disability		The COTP seeks to improve	The detail of each COTP	Rob	In line with the
		accessibility for people of all	action will need careful	Freshwater,	individual project
		ages with disabilities by	consideration at the project	Senior	which will arise
		implementing schemes which	level, through a bespoke	Transport	from the action
		improve bus journeys, improve	EIA, to identify if those who	Planner.	and/or planned
		air quality, improve safety of	are disabled are		revisions of the
		walking* and cycling as well as	disadvantaged by the		COTP.
		creating new direct routes.	proposals.		
		(*N.B: when we refer to			
		'walking' this also includes			
		those who use wheeled			
		mobility aids such as rollators			
		or mobility scooters etc.)			
	\boxtimes	Through managers outlined in			
		Through measures outlined in			
		COTP that reduce vehicle traffic less busy roads would			
		,			
		benefit disabled people whose impairments necessitate extra			
		time to cross roads. For			
		schemes such as the traffic			
		filters, zero emission zone,			
		and reviewing on-street car parking and CPZs –			
		considerations will be given to			
		how best to ensure these			
		schemes take in to account			
		the needs of blue badge			

			holders, for access and	
			parking.	
			In terms of enabling access to	
			cycling for disabled people,	
			there is increased likelihood	
			that a disabled person may be	
			using a non-standard cycle;	
			this plan seeks to ensure that	
			cycle infrastructure is	
			accessible by non-standard	
			cycles and that physical	
			barriers such as guard railing	
			do-not prohibit access for non-	
			standard cycles, or mobility	
			scooters, or even family travel	
			equipment such as double-	
			buggies, trailer bikes, box	
			bikes, trikes, tandems etc.	
Gender			People undergoing gender	
Reassignment			reassignment are unlikely to	
	\boxtimes		be disproportionately impacted	
			by proposals set out within the	
			COTP	
Morrioge 9 Civil			Doorlo viko ora regriid driis s	
Marriage & Civil			People who are married or in a	
Partnership			civil partnership are unlikely to	
	\boxtimes		be disproportionately impacted	
			by proposals set out within the	
			COTP	
		J	<u> </u>	

Pregnancy & Maternity				Positive impacts are expected to include; Reduced traffic volumes are generally likely to reduce conflicts between road users. This will create a safer environment for pregnant people and parents with infants/young children Improvements in air quality are likely to disproportionately benefit pregnant people. Polluted air is harmful for babies in the womb and can cause premature birth or low birth weight – factors associated with infant mortality. Potential disbenefits could include; Pregnant people and parents with infants/young children may find cycling and walking more difficult, e.g. due to physical exertion when pregnant or the practicalities of children travelling by foot or cycle. These groups may	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to identify if those who are pregnant or on maternity leave are disadvantaged by the proposals.	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.
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therefore have a heightened	
need to use private cars.	
Note that any specific	
transport or accessibility	
needs experienced by the	
Pregnancy & Maternity	
characteristic are likely to be	
covered in the 'Disability' or	
'Sex' section of this table.	

Race		Potential positive impacts include; Proposals within COTP are likely to reduce congestion within the central Oxfordshire area and within the Oxford ring road specifically. This may create improved conditions for buses. People identifying as 'Black/African/Caribbean/Black British' are most likely to use public transport at 31 per cent mode share.	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to identify if specific racial groups are disadvantaged by the proposals.	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.
		Measures to incentivise active travel are likely to benefit 'White' and 'Mixed or Multiple' ethnicity residents, who are more likely to walk or cycle.			
		Measures to incentivise bus travel should also benefit 'Black/African/Caribbean/Black British' residents, who are more likely to use public transport – these journeys			

		typically start and end on foot or cycle.		

Sex		COTP includes actions that	The detail of each COPT	Rob	In line with the
		will help to improve safe	action will need careful	Freshwater,	individual project
		access to walking, cycling and	consideration at the project	Senior	which will arise
		public transport infrastructure	level, through a bespoke	Transport	from the action
		for women. Particularly the	EIA, to ensure that the	Planner.	and/or planned
		actions for Primary Routes	proposals fulyl consider the		revisions of the
		(Quickways), wayfinding	Sex characteristic including		COPT plan.
		schemes and Vision Zero.	impact on women.		
		Women are more likely to			
		walk, cycle and travel by			
		public transport (journeys that			
		typically start and end on foot			
		or cycle) than men. They are			
		more likely to benefit from			
	\boxtimes	reduced traffic volumes and			
		subsequent improved road			
		safety conditions.			
		Potential disbenefits;			
		While women in Oxford are			
		slightly less likely to travel by			
		car or van than men (57 per			
		cent vs 59 per cent), those			
		who currently do so may be			
		less able or comfortable to			
		switch to other modes.			
		Women may be more hesitant			
		to walk or cycle because of an			
		increased threat or fear of			
		crime, especially at night. This			

			means that women may feel they have fewer alternatives to avoid the increased journey times and associated costs of continuing to travel by private car.		
Sexual Orientation	\boxtimes		People are unlikely to be disproportionately impacted by the COTP based on their sexual orientation		

Religion or Belief			Places of worship within the central Oxfordshire area may disproportionately benefit in terms of reduced traffic volumes, improved air and noise pollution, and safer roads compared to places of worship outside the ring road. It should be easier, safer, and more convenient to walk and cycle to these places of worship as a result. Improving conditions for cycling and walking is likely to benefit those who regularly attend places of worship. These destinations are generally used locally within cycling and walking catchments.	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to identify if religious groups and/ or places of worship are disadvantaged by the proposals.	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.
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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				COTP seeks to improve access to facilities from the rural areas both within and outside of the central Oxfordshire area including access to employment, key facilities and services, with a focus on doing so by noncar means; or with a shorter car journey and the need to interchange to bus, rail or active travel mode. The plan identifies transport hubs as potential locations where key facilities could be provided for rural communities. Careful consideration will be required to ensure that people from rural areas are not disadvantaged over those dwelling in urban areas where there is greater choice over transport mode.	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals fully consider the implications for rural communities.	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.
Armed Forces	\boxtimes			People in the armed forces are unlikely to be disproportionately impacted by the COTP.			
Carers			\boxtimes	Travel for Carers, both employed carers and those under informal arrangements, can	detail of each COPT The	Rob Freshwater,	In line with the individual project

Additional community impacts	No mpact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
				have complex needs/complex journeys. This could be due to the origin and destination, the mobility/disability/age of the person being cared for or the type of goods or equipment that needs transport for or with that person. Every situation is different. Many carers will be car dependent and without blue-badge parking permits. It is therefore likely that the COTP will disadvantage some people in this group, through a focus on trips can be carried out by walking, cycling or public transport, or that a blue-badge will enable access or parking; neither of which is likely to be the case. The 2021 Oxfordshire Joint Strategic Needs Assessment reports there being approximately 60,000 unpaid carers in Oxfordshire, around 10 per cent of the total population, 17,400 of whom provide 20 hours of care or more. The introduction of some of the measures proposed in COTP may increase journey times in the short term	action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals fully consider the implications for Carers both those formally employed or those with informal arrangements.	Senior Transport Planner.	which will arise from the action and/or planned revisions of the COPT plan.

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
				and/or distances for carers who travel by private car, which may lead to carers being unable to attend as regularly or cause delays to their expected arrival times. This is likely to have a disproportionately negative impact on disabled people reliant upon this care. Reduced traffic congestion on roads could improve accessibility for some who depend upon private car usage.			
Areas of deprivation		\boxtimes		The COTP and its actions will benefit all residents including those in areas of deprivation. By requiring Health Impact Assessments for significant infrastructure projects we will ensure impacts on vulnerable or disadvantaged groups are identified and addressed. Proposals set out in COTP are likely to reduce congestion across the area. This may create improved conditions for buses. Those on lower incomes are less likely to have access to a car and (nationally) are twice as likely to use buses as those on higher incomes and are therefore likely to disproportionately benefit from these improvements.	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals fully consider the implications for areas of deprivation	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.

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
				Cycling and walking are also normally the lowest-cost transport modes. Improvements in conditions for people using these modes may enable those on lower incomes to make more cycling and walking trips. Community activation – Measures to support infrastructure schemes will enable the whole community and particularly those with greatest need to benefit from the improvements. Passenger micromobility – Will improve simple, low cost access to bicycles and escooters for all residents and help to unlock more town for more people.			

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	\boxtimes			Staff will not be disproportionately impacted as a result of proposals set out in the COTP	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals fully consider the implications on county council staff.	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.
Other Council Services				The COTP will benefit resident's health, wellbeing and accessibility. This will have positive impacts on other services such as public health. However, there may be specific services which need to change work practices due to the transport implications. E.g. conducting home visits/site visits within a specific geographic area by a	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals full consider the implications across Other Council Services.	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.

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
				specific person on a specific day.			
Providers		\boxtimes		COTP will improve accessibility for providers using sustainable transport however it potentially increases journeys times for Council providers using cars and vans	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals full consider the implications across Other Council Service providers	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.
Social Value ¹				Measures set out in the COTP will bring social value benefits such as making bus journeys quicker and more reliable, make cycling and walking safer and more attractive, and reducing local air pollution to improve the health and wellbeing of communities across central Oxfordshire. Proposals are likely to have a net positive impact on the	The detail of each COTP action will need careful consideration at the project level, through a bespoke EIA, to ensure that the proposals full consider implications on social value	Rob Freshwater, Senior Transport Planner.	In line with the individual project which will arise from the action and/or planned revisions of the COTP.

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
				area's residents, including Protected Characteristic Groups.			

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	Autumn 2024
Person Responsible for Review	Robert Freshwater
Authorised By	Hannah Battye