



Oxfordshire County Council
Equalities Impact Assessment

Movement and Place Plans – Bicester and Surrounding Villages

29th January 2026

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Section 1: Summary details

<p>Directorate and Service Area</p>	<p>Environment and Place</p> <p>Place Shaping</p>
<p>What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).</p>	<p>Movement and Place Plan: Bicester and Surrounding Villages.</p>
<p>Is this a new or existing function or policy?</p>	<p>Updating the existing area strategy that form part of the Local Transport Plan 4, since superseded by the Local Transport and Connectivity Plan (2022) (LTCP). These plans are a commitment by the council as part of LTCP.</p>
<p>Summary of assessment</p> <p>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>	<p>Role of the Movement and Place (MAP) Plans within the LTCP</p> <p>The Movement and Place (MAP) Plans constitute “Part 2s” of the Local Transport and Connectivity Plan (LTCP). Their purpose is to directly address and support Policies 52 and 53 of the LTCP. Upon adoption, these MAP Plans will supersede the current “Area Strategies” that were adopted in 2016. They will remain as ‘live’ documents throughout the planning period extending up to 2050, ensuring ongoing alignment with the overarching LTCP.</p> <p>Delivery and Partnership Approach</p> <p>The MAP Plans provide a clear and structured delivery plan for the designated area. They outline which schemes the council intends to advance during the course of the planning period. In addition, the plans identify the key partners with whom collaboration will be essential to achieve the intended outcomes. It is acknowledged that, at this stage, the details of some specific schemes remain to be determined. Therefore, further co-production and engagement with stakeholders and the wider community will be necessary to refine and develop these elements.</p>

	<p>Addressing Imbalances and Reducing Inequalities</p> <p>A fundamental aim of the MAP Plan is to address any existing imbalance in movement and place across the MAP Plan area. The plan is designed to ensure that all communities within the area have equal opportunities, thereby actively working to reduce any inequalities that may currently exist.</p>
Completed By	Ashley Hayden
Authorised By	
Date of Assessment	29th January 2026

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>The Movement and Place Plans form Part 2 of the Local Transport and Connectivity Plan. Once adopted they will replace the previous area strategies, as they provide details of how the LTCP will be delivered in practice in different areas of Oxfordshire.</p> <p>Once adopted, these documents will remain live documents, meaning they will be subject to regular updates.</p> <p>This EIA refers specifically to the MAPP document produced for Bicester and the Surrounding Villages.</p>
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<p style="text-align: center;">Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>The Bicester and Surrounding Villages MAPP contains schemes and initiatives that will be delivered in the Bicester and Surrounding Villages area to achieve the objectives of the LTCP. Such schemes include a mix of infrastructure to support planned housing growth, delivery of mobility hubs, improvements to walking, wheeling, cycling and micromobility infrastructure, improvements to bus and rail services, improvements to bus and rail infrastructure, supporting the roll out of electric vehicle charging points, and demand management measures where appropriate.</p> <p>The area-based approach was chosen as it built upon the previous Area Strategies and struck a balance between providing the strategic case to support scheme development and developing an action plan of schemes to be delivered.</p>
<p style="text-align: center;">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>Each MAPP built upon the evidence base provided by the LTCP, combined with specific data collection and consultation findings. It should be noted that a further public consultation on each MAPP is planned.</p> <p>The main evidence base was sourced from a mixture of the following:</p> <ul style="list-style-type: none"> - Census 2011 and 2021 statistics - JSNA - Transport-related Social Exclusion - OCC own data such as traffic counts - Official statistics from the Department for Transport, the Office of Rail and Road, and National Highways - Academic journals and technical reports - Feedback from the public consultation on the MAPP document in November 2025 - Advice from council officers as part of the MAPP development process

	All of these are referenced in the MAPP document
<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>The majority of schemes identified are contained within other plans and strategies, notably Local Plans, LCWIPs, and the BSIP</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"/>	<p>Improving local public transport services will provide access to education and healthcare facilities for younger and older populations.</p> <p>Improvements to safe active travel networks will assist in reducing childhood obesity and help mitigate the impacts of poor health for elderly persons</p>	<p>For other age groups, the impacts of the measures are expected to be at least neutral. However, risks will be monitored through plan delivery.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.

Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Improvements to local walking, wheeling and cycling routes will be expected to incorporate design elements to improve accessibility for those with disabilities. The plans also support similar improvements to public transport.	<p>The impacts of different schemes on different types of disability will be considered at the individual scheme level.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.
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Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The impact of these plans is uncertain, primarily due to a lack of data. The desire of this plan is to improve the safety and experience of all travellers. Whilst it is possible that those under this protected characteristic may experience more general benefits as those experienced by other groups (e.g. improved health), the evidence of the impact of transport schemes on those covered by this protected characteristic is relatively limited. Though some challenges are known, for example feelings of safety.</p>	<p>Recommendations will be given to those responsible for scheme delivery to undertake targeted engagement with groups with this protected characteristic. This may likely require developing a research programme for which the evidence of impact is collected as part of scheme development and delivery.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	<p>Team Leader (Transport and Strategy Lead), Oxfordshire County Council</p>	<p>Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.</p>
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Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The impact of these plans is uncertain. Whilst we are seeking to improve the safety and experience of all travellers, it is possible that those under this protected characteristic may experience more general benefits as those experienced by other groups (e.g. improved health), the evidence of the impact of transport schemes on those covered by this protected characteristic is relatively limited.</p>	<p>Recommendations will be given to those responsible for scheme delivery to undertake targeted engagement with groups with this protected characteristic. This may likely require developing a research programme for which the evidence of impact is collected as part of scheme development and delivery.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	<p>Team Leader (Transport and Strategy Lead), Oxfordshire County Council</p>	<p>Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.</p>
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Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The impact of these plans is uncertain. Whilst it is possible that those under this protected characteristic may experience more general benefits as those experienced by other groups (e.g. improved health), the evidence of the impact of transport schemes on those covered by this protected characteristic is relatively limited.</p> <p>The MAPP does aim to improve walking routes for all to that it is comfortable, convenient, and secure. For example provision of street furniture and ensuring infrastructure and services.</p>	<p>Recommendations will be given to those responsible for scheme delivery to undertake targeted engagement with groups with this protected characteristic. This may likely require developing a research programme for which the evidence of impact is collected as part of scheme development and delivery.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	<p>Team Leader (Transport and Strategy Lead), Oxfordshire County Council</p>	<p>Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.</p>
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Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The impact of the schemes identified in the MAPP documents on this protected characteristic will likely be indirect in terms of its benefits. For instance, in locations with higher concentrations of minority ethnic groups, improvements to active travel and public transport services may be planned, working with communities as required to reduce inequalities. Regardless, these will likely be beneficial in terms of improving access to services, infrastructure, and improving health.</p>	<p>The impacts of different schemes on this characteristic will be considered at the individual scheme level.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	<p>Team Leader (Transport and Strategy Lead), Oxfordshire County Council</p>	<p>Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.</p>
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Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	While the MAPP plans do not refer to the experience of different sexes specifically, the actions contain plans that are likely to be somewhat beneficial to those of different sexes. For instance, making safety improvements at bus stops, and supporting wider national campaigns for the safety of women and girls (e.g. run by DfT). The degree of this impact will likely vary by scheme.	<p>The impacts of different schemes on this characteristic will be considered at the individual scheme level.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.
Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	While the MAPP plans do not refer to the experience of different sexes specifically, the actions contain plans that are likely to be somewhat beneficial to those of different genders. For instance, making safety improvements at bus stops. The degree of this impact will likely vary by scheme.	<p>The impacts of different schemes on this characteristic will be considered at the individual scheme level.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.

Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The impact of these plans is uncertain. Whilst it is possible that those under this protected characteristic may experience more general benefits as those experienced by other groups (e.g. improved health), the evidence of the impact of transport schemes on those covered by this protected characteristic is relatively limited.</p>	<p>Recommendations will be given to those responsible for scheme delivery to undertake targeted engagement with groups with this protected characteristic. This may likely require developing a research programme for which the evidence of impact is collected as part of scheme development and delivery.</p> <p>A plan will be developed for targeted engagement and data collection (e.g., focus groups, surveys, partnership with local advocacy groups) to build the evidence base for this group.</p>	<p>Team Leader (Transport and Strategy Lead), Oxfordshire County Council</p>	<p>Further public consultation on schemes and on the review of the strategy robust, inclusive, and specifically targets underrepresented and vulnerable groups.</p>
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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	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Each of these MAPPs cover significant rural areas. They contained plans for investment in public transport and walking and cycling links serving rural areas, improving access for rural communities to key local service centres. Consequently, reducing rural isolation.	Explore opportunities to develop and deliver a rural impact assessment as part of scheme development, to understand, monitor, and where applicable deliver against rural issues.	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.
Armed Forces	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The MAPP areas cover some current or historic armed forces sites, such as St Davids Barracks, RAF Bicester, C Site (C8). These plans include some schemes that seek to improve access to these areas by non-car modes of transport, notably through delivering walking and cycling schemes identified in the LCWIPs	Recommendations will be given to those responsible for scheme delivery to undertake targeted engagement with armed forces personnel. This may likely require developing a research programme for which the evidence of impact is collected as part of scheme development and delivery, depending on whether schemes are located	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.

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
					in areas close to armed forces bases.		
Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The impact of these plans is uncertain. Whilst it is possible that those in this group may experience more general benefits as those experienced by other groups (e.g. improved local public realm improving physical and mental health), the evidence of the impact of transport schemes on those covered by this protected characteristic is relatively limited.	Recommendations will be given to those responsible for scheme delivery to undertake targeted engagement with carers. This may likely require developing a research programme for which the evidence of impact is collected as part of scheme development and delivery.	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Each MAPP identifies a number of areas where the percentage of the population being at risk of Transport Related Social Exclusion is high. They identify schemes in these areas which could help to overcome these issues and	Monitor the impacts as part scheme delivery. Explore opportunities to develop and deliver a deprivation assessment as part of scheme development, to understand, monitor, and where applicable deliver against rural issues.	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.

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
				improve access to services and employment.			

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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Whilst there are no details of the numbers of OCC staff that will be affected by the MAPPs, it is likely that staff may benefit from the increase in investment in local transport infrastructure and services. This could be for travel to work, or to improve their wellbeing outside of work, depending on the nature of the scheme in question.	Make staff aware of improvements to local transport planned that may affect them through internal communications.	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It is likely that schemes in the MAPP will impact on council service delivery for services operated remotely or in the community. This includes social care trips and waste management. However, the impact of such schemes cannot be quantified at present.	Understand the degree of impact that is likely, before formulating an action plan to deliver.	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.

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
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	It is likely that schemes in the MAPP will impact on providers delivering council services. However, the impact of such schemes cannot be quantified at present.	Understand the degree of impact that is likely, before formulating an action plan to deliver.	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP.
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	It is likely that MAPP schemes will deliver social value through additional benefits typically associated with scheme types. For instance, active travel schemes improve public health, community cohesion, and supporting community initiatives.	Look to develop a series of social value metrics to be included in the procurement of individual schemes. Communicate these required metrics to relevant staff and officers	Team Leader (Transport and Strategy Lead), Oxfordshire County Council	To be monitored on an ongoing basis, with formal reporting through the LTCP. Metrics will also be assessed through individual contracts for schemes

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	15th January
Person Responsible for Review	James Gleave
Authorised By	