



Oxfordshire County Council

Equalities Impact Assessment

UPDATES TO PARKING STANDARDS FOR NEW DEVELOPMENTS

DECEMBER 2025

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Section 1: Summary details

Directorate and Service Area	Regulatory Planning & Enforcement, Economy and Place
What is being assessed (e.g. name of policy, procedure, project, service or proposed service change).	Updates to Parking Standards for New Developments
Is this a new or existing function or policy?	An updated technical document to implement LTCP policy.
Summary of assessment Briefly summarise the policy or proposed service change. Summarise possible impacts. Does the proposal bias, discriminate or unfairly disadvantage individuals or groups within the community? (following completion of the assessment).	<p>The 'Parking Standards for New Developments' document has been updated to further support Oxfordshire County Council's (OCC) approach to parking at new and redeveloped development sites with an overall objective to restrict / reduce on-site car parking at a destination location to influence people's travel behaviour and encourage alternative modes of travel to be used rather than that of the private car. It is to be used to help determine the level of parking at all new developments and provide the basis of OCC's advice to the local planning authorities on development proposals and the soundness of policies related to parking for new developments.</p> <p>This Equalities Impact Assessment shows that there is likely to be a benefit to various individuals, groups, and communities as a result of this technical document being implemented.</p>
Completed By	Michael Deadman, Transport Development Manager
Authorised By	Jamie Kavanagh, Equality, Diversity and Inclusion Lead
Date of Assessment	15 th December 2025

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>OCC's Local Transport and Connectivity Plan (LTCP), adopted July 2022, outlines a clear vision to deliver a net-zero Oxfordshire transport and travel system by 2040. One of the policies within LTCP that will be key to this vision is Policy 33, which sets out how the council is seeking to reduce and restrict car parking availability creating more attractive places for residents to live and work in.</p> <p>Parts 'a' and 'b' of Policy 33 requires parking requirements for all modes of transport to be considered, in line with OCC's transport user hierarchy; and embed the parking standards into relevant guidance and decision-making processes, such as planning applications for development proposals. The updated 'Parking Standards for New Developments' document has now been prepared and its formal adoption by Cabinet is recommended in order to allow OCC officers to ensure its requirements are achieved to meet the aims of the LTCP policy. A specific policy to support the parking standard document is also being prepared and will also need to go through a separate LTCP process.</p>
<p>Proposals</p> <p>Explain the detail of the proposals, including why this has been decided as the best course of action.</p>	<p>OCC's LTCP sets out the target of achieving a net-zero transport and travel system by 2040, improving health and wellbeing, tackling the climate emergency, reducing private car usage, and prioritising walking, cycling, and public transport. As detailed in the LTCP, in order to achieve this, changes to the way the council assesses on-site car parking levels for development proposals will need to be made. Such an undertaking will necessarily entail a multi-pronged approach to reshaping the way places are connected.</p> <p>OCC, in its role as the local highway authority, is a statutory consultee in respect of planning considerations that affect the public highway and responds to planning application proposals when consulted by all local planning authorities. OCC provides advice to local planning authorities on the transport implications of development proposals to assist in their decision-making process. OCC is also consulted during the preparation of local and neighbourhood plans and may provide advice on the soundness of policies that relate to parking in new developments (redeveloped) sites.</p> <p>This updated parking standard document has been prepared to outline OCC's approach to parking at new developments with an objective to restrict / reduce on-site car parking at a destination location to influence people's travel behaviour and encourage alternative modes of travel to be used rather than that of the private car. It is to be used to help determine the level of parking at all new developments and provide the</p>

	<p>basis of OCC’s advice to the local planning authorities on development proposals and the soundness of policies related to parking for new developments.</p>
<p>Evidence / Intelligence</p> <p>List and explain any data, consultation outcomes, research findings, feedback from service users and stakeholders etc, that supports your proposals and can help to inform the judgements you make about potential impact on different individuals, communities or groups and our ability to deliver our climate commitments.</p>	<p>‘Parking Standards for New Developments’ is a technical document intended to implement policy in the Oxfordshire LTCP and as such a comprehensive consultation exercise for the adoption of this document in October 2022 was undertaken. Research has been undertaken by liaising and viewing other county council parking standard documents and other related research to assist with this document. In addition, the existing OCC parking standard, Oxfordshire 2011 and 2021 census data for car ownership, national design standards and local infrastructure guidance documents have also been researched to prepare this updated document and are referenced to.</p> <p>An engagement process has been undertaken seeking comments from a focussed group of internal colleagues, officers at the district and city councils, industry professionals, and the authors of the guidance upon which the document is based.</p>

<p>Alternatives considered / rejected</p> <p>Summarise any other approaches that have been considered in developing the policy or proposed service change, and the reasons why these were not adopted. This could include reasons why doing nothing is not an option.</p>	<p>The car and cycle parking standards that OCC has been using when assessing development proposals has been updated to incorporate revised standards while incorporating the guidance provided in the National Planning Policy Framework (NPPF) dated December 2025 and the adopted Local Transport and Connectivity Plan.</p> <p>Previous Local Transport Plans have not typically been supported by supplementary documents intended to ensure the effective implementation of OCC policy, so in that sense doing nothing was previously the option taken.</p> <p>To ensure the updates to this document are robust and legally defensible in planning terms, the reliance on the parking standards as guidance must be underpinned by a formal, adopted statutory policy within the LTCP.</p>
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Section 3: Impact Assessment - Protected Characteristics

Protected Characteristic	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to reduced on-site parking provisions, this will aid the council's overall objective to make walking, cycling, and public transport use more attractive making a positive contribution to ensuring that travel choices for all ages are more widely available.	n/a	n/a	n/a
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to reduced on-site parking provisions, this will aid the council's overall objective to make walking, cycling, and public transport use more attractive making a positive contribution to ensuring that travel choices for all ages are more widely available.	n/a	n/a	n/a

Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a

Section 3: Impact Assessment - Additional Community Impacts

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to reduced on-site parking provisions, this will aid the council's overall objective to make walking, cycling, and public transport use more attractive making a positive contribution to ensuring that travel choices for all ages are more widely available (where possible).	n/a	n/a	n/a
Armed Forces	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to reduced on-site parking provisions, this will aid the council's overall objective to make walking, cycling, and public transport use more attractive making a positive	n/a	n/a	n/a

Additional community impacts	No Impact	Positive	Negative	Description of impact	Any actions or mitigation to reduce negative impacts	Action owner (*Job Title, Organisation)	Timescale and monitoring arrangements
				contribution to ensuring that travel choices for all ages are more widely available.			
Areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to reduced on-site parking provisions, this will aid the council's overall objective to make walking, cycling, and public transport use more attractive making a positive contribution to ensuring that travel choices for all ages are more widely available.	n/a	n/a	n/a

Section 3: Impact Assessment - Additional Wider Impacts

Additional Wider Impacts	No Impact	Positive	Negative	Description of Impact	Any actions or mitigation to reduce negative impacts	Action owner* (*Job Title, Organisation)	Timescale and monitoring arrangements
Staff	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Other Council Services	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Providers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a	n/a	n/a	n/a
Social Value ¹	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	By putting greater emphasis on ensuring that new developments contribute to reduced on-site parking provisions, this will aid the council's overall objective to make walking, cycling, and public transport use more attractive making a positive contribution to ensuring that travel choices for all ages are more widely available contributing to the economic,	n/a	n/a	n/a

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

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
				social, and environmental well-being of the county.			

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	18 months from adoption date.
Person Responsible for Review	Transport Development Manager
Authorised By	Head of Regulatory Planning & Enforcement