

BDC/001

LOCAL
PLAN

EQUALITY IMPACT ASSESSMENT

June 2017



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1. Introduction

1.1 Local Authorities are required under legislation to undertake an Equality Impact Assessment (EQIA) when reviewing or developing new policies, strategies and functions to determine if there is any adverse impact or illegal discrimination or any unmet need or requirements.

1.2 This duty is set out in the Equality Act 2010, including age discrimination and public sector Equality Duty. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

1.3 The legislation imposes duties on local authorities to promote equality and tackle discrimination related to:

- **Age**
- **Disability**
- **Gender**
- **Gender Reassignment**
- **Marriage and Civil Partnership**
- **Race**
- **Religion or Belief**
- **Pregnancy or Maternity**
- **Sexual Orientation**

1.4 This assessment seeks to comply with the National Planning Policy Framework (NPPF). Specifically the paragraphs detailed below:

- Paragraph 50. To deliver a wide choice of high quality homes, widen opportunities for home ownership and create sustainable, inclusive and mixed communities, local planning authorities should plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes)
- Paragraph 69. The planning system can play an important role in facilitating social interaction and creating healthy, inclusive communities. Local planning authorities should create a shared vision with communities of the residential environment and facilities they wish to see. To support this, local planning authorities should aim to involve all sections of the community in the development of Local Plans
- Paragraph 155. Early and meaningful engagement and collaboration with neighbourhood, local organisations and businesses is essential. A wide section of the community should be proactively engaged, so that Local Plans, as far as possible, reflect a collective vision.

2. Initial Screening

Name of policy, strategy or function being assessed	Local Plan (publication draft)
Is this a new or existing Policy, Strategy or Function?	New – Replaces the Braintree District Local Plan Review 2005 and the Cores Strategy 2011
Person responsible for the assessment	Sean Tofts – Planning Policy Officer
Service area	Planning Policy
Manager	Emma Goodings - Economic Development and Planning Policy Manager
Additional screening	Moira Groborz – Community Services Officer, Community Services
Head of Service	John Hayden - Head of Sustainable Development
Date	September 2016

2.1 What is the main purpose of the Policy, Strategy or Function?

The Local Plan is a long term strategy for the development that will take place within the Braintree District. The plan will replace The Local Plan Review 2005, The Core Strategy 2011 and the interim planning policy statement 2014. The National Planning Policy Framework (NPPF) requires local planning authorities to plan positively and significantly boost the number of new homes being built. The Local Plan will include development management policies and key objectives and sites allocated for development within the district.

During the preparation of the Local Plan there have been formal stages of public consultation this includes so far consultation on the:

- Issues and Scoping (6 weeks)
- Draft Local Plan Public Consultation (8 weeks)

The public consultations have been carried out in accordance with the Statement of Community Involvement and at each stage the Council has sought feedback from public and key consultees on the emerging Local Plan to help guide its development.

The Local Plan will be subjected to the final formal stage of public consultation for 6 weeks in June / July 2017 prior to submission to the planning inspectorate.

2.2 Who are you delivering your service to/who will be affected by the Strategy, Policy or Function?

All those who engage with the planning system and require planning guidance and advice.

The main stakeholders for both documents include:

- Private individuals/residents of Braintree District
- Developers/landowners
- Local organisations and agencies
- Community and interest groups
- Town and Parish Councils
- Neighboring Authorities
- Existing communities
- Service providers
- Local businesses/employers
- All protected groups that live, work and travel to the District will be affected by the Local Plan.

2.3 As stated in 1.6 the Local Plan has gone through various formal stages of consultation where members of the public have been invited to comment on the proposals in Local Plan at consultation events, newsletters, questionnaires and email. Organisations that represent the interest of various equality groups have also been consulted throughout these stages of consultation (please see Appendix 1).

2.5 For the submission consultation we will use a range of methods to inform the public and organisations (including various equality groups) including notification by letter, email and newsletter. Following this public consultation period, the submission Local Plan, together with all the comments and responses received will be sent to a Government Planning Inspector. The Planning Inspectorate at a Public Hearing will then be required to determine whether or not the Local Plan is sound and legally compliant.

3. Appraisal of the Draft Local Plan

3.1. The following symbols have been used in the appraisal of the draft Local Plans general appraisal where the plan is considered as a whole:

Key	
++	The Local Plan is likely to have significant positive effect upon the protected group
+	The Local Plan is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The Local Plan is considered to have a neutral effect.
-	The Local Plan could have a negative effect upon a protected group
--	The Local Plan could have a significant negative effect upon a protected group

3.2. The following symbols have been used in the appraisal of the draft Local Plans when looking at specific policies:

Key	
++	The policy is likely to have significant positive effect upon the protected group
+	The policy is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The policy is considered to have a neutral effect.
-	The policy could have a negative effect upon a protected group
--	The policy could have a significant negative effect upon a protected group

3.3 Assessment of the draft Local Plan taken as a whole

Does the Local Plan as a whole improve access to public transport, promote car pools, car sharing and voluntary mini bus service, and encourage cycling and walking? Ensure development is located so as to reduce reliance on private car?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan seeks to ensure that new development is sustainable and accessible to jobs and local services, retail, public transport, education, healthcare, recreational facilities and open space. It seeks to encourage and promote cycling and walking by making these modes of transport more integrated, accessible, safer to use.	The following policies are viewed to support the question: Policy SP1 Presumption in Favour of Sustainable Development SP4 Infrastructure and Connectivity Policy LPP27 Gypsy and Traveller and Travelling Showpersons Accommodation LPP36 Sustainable Access for All Policy LPP37 Parking Provision Policy LPP40 New Road Infrastructure LPP83 Infrastructure and impact mitigation policy
	Gender	0		
	Race	0		
	Gender Reassignment	0		
	Pregnancy or Maternity	+	The effects of the above would be beneficial to the elderly, the young, people at home with young children and those with disabilities. People living in rural communities would also benefit.	
	Sexual Orientation	0		
	Religion or Belief	0		
	Disability	+		
	Marriage or Civil Partnership	0	The Local Plan seeks to ensure that Gypsies and Travellers and Travelling Showpersons sites should be located close to public transport to improve accessibility to services, shops, education.	

Does the Local Plan as a whole Protect, enhance and manage quality and diversity of natural environment and habitats of Braintree District?	From the view point of:		
	Equality Group		Evidence
	Age	+	Although the Braintree District is predominately rural, the Local Plan seeks to meet the local recreational needs of the community by identifying, protecting, enhancing and managing the natural and informal open spaces across the whole District. This therefore has benefits for those living in rural and urban communities. However, this objective has the potential to positively affect all the equality groups. The Local Plan seeks to address air/noise/light pollution, the excessive use of water and generation of waste. This objective has the potential to positively affect all the equality groups particularly those groups which may suffer health problems related to air pollution for example Asthma.
	Gender	+	
	Race	+	
	Gender Reassignment	+	
	Pregnancy or Maternity	+	
	Sexual Orientation	+	
	Religion or Belief	+	
	Disability	+	
	Marriage or Civil Partnership	+	
			The following policies are viewed to support the question: Policy LPP56 Natural Environment Policy LPP57 Protected Species Policy LPP58 Enhancements, Management and Monitoring of Biodiversity Policy LPP59 Landscape Character and Features Policy LPP60 Green Buffers Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards Policy LPP61 Policy LPP62 Energy Efficiency Policy LPP63 Renewable Energy Schemes Policy LPP64 Renewable Energy Within New Developments Policy LPP65 Surface Water Management Plan Policy LPP66 Sustainable Urban Drainage Systems Policy LPP67 Run-off Rates Policy LPP68 External Lighting

Does the Local Plan as a whole Protect and enhance tourist and visitor facilities and infrastructure?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The protection and enhancement of tourist facilities and infrastructure could potentially benefit all equality groups providing employment and recreational opportunities.	The following policies are viewed to support the question: Policy LPP5 Rural Enterprise Policy LPP6 Tourist Development LPP83 Infrastructure and impact mitigation policy
	Gender	+		
	Race	+	The creation of holiday lets (conversion of rural buildings) in the rural areas could positively impact on the rural communities supporting the local economies. To ensure there is not a negative impact on the rural character and communities it is important that holiday lets are provided in suitable locations and conversions are sympathetic to the surrounding character.	
	Gender Reassignment	+		
	Pregnancy or Maternity	+	Improving tourist facilities – provide ramps etc. to improve accessibility for disabled groups.	
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
	Marriage or Civil Partnership	+		

Does the Local Plan as a whole Diversify and strengthen rural economy?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Braintree District is predominately rural. The Local Plan supports the rural economy by encouraging and facilitating developments that give priority to reuse of suitable previously developed land or buildings. The Local Plan seeks to help towards the promotion and viability of local farming enterprises, and diversification of agriculture and recreational uses appropriate to countryside. This will benefit the rural communities, providing local jobs and reduces the need for people to travel. It could be argued that this potentially adversely affects those in urban areas, because as the rural economy is strengthened the urban economy is neglected. Disabled groups may benefit from local employment opportunities in rural areas as it reduces need to travel to jobs. The Local Plan seeks to encourage expansion of broadband provision and appropriate home working. Improved internet accessibility will inevitably benefit those in rural areas, and those who may not have internet improving social inclusion.	The following policies are viewed to support the question: Policy LPP5 Rural Enterprise Policy LPP6 Tourist Development Policy LPP32 Rural Workers Dwellings in the Countryside Policy LPP41 Broadband Policy LPP45 Equestrian Facilities
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
	Marriage or Civil Partnership	+		

Does the Local Plan as whole Improve employment opportunities in Braintree District?	From the view point of:		
	Equality Group	Supporting Comments	Evidence
	Age	+ The Local Plan broadens opportunities for business and secures delivery of employment land in the District. This could positively impact on all equality groups improving accessibility to employment opportunities and supporting the economy of the Braintree District as a whole. The Local Plan seeks a flexible and broadly skilled workforce to support the economy. This could assist those people who would benefit from flexible working conditions including parents with children, retired persons and carers.	The following policies are viewed to support the question: Policy SP3 Providing for Employment Policy SP4 Infrastructure and Connectivity Policy SP7 Development and Delivery of New Garden Communities in Essex Policy SP8 East Colchester/West Tending New Garden Community Policy SP9 West of Colchester/East of Braintree New Garden Community Policy SP10 West of Braintree New Garden Community Policy LPP1 Location of Employment Land 60 Policy LPP2 Employment Policy Areas Policy LPP3 Business Parks Policy LPP4 Design and Layout of Employment Policy Areas and Business Parks Policy LPP5 Rural Enterprise Policy LPP6 Tourist Development Policy LPP32 Rural Workers Dwellings in the Countryside Policy LPP41 Broadband Policy LPP45 Equestrian Facilities
	Gender		
	Race		
	Gender Reassignment		
	Pregnancy or Maternity		
	Sexual Orientation		
	Religion or Belief		
	Disability		
	Marriage or Civil Partnership		

Does the Local Plan as a whole Provide affordable housing? Provide sites in suitable locations to cater for gypsies and travellers and travelling show people?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Strategic Housing Market Assessment which forms part of the evidence base for the Local Plan confirms the need for more affordable housing in the Braintree District.	The following policies are viewed to support the question: Policy LPP24 Affordable Housing Policy LPP25 Affordable Housing in Rural Areas Policy LPP27 Gypsy and Traveller and Travelling Showpersons' Accommodation
	Gender	0		
	Race	+	The provision of affordable housing could benefit younger people (unable to access to private ownership), elderly, those on low incomes, people with disabilities and key workers.	
	Gender Reassignment	0		
	Pregnancy or Maternity	0	The location of affordable housing is an important factor. The Local Plan seeks to ensure they are located in close proximity to local services.	
	Sexual Orientation	0		
	Religion or Belief	0	The Local Plan also includes the use of exception site policies for affordable housing to meet particular local needs in small villages this could benefit and support the rural communities.	
	Disability	+		
	Marriage or Civil Partnership	+	The Local also seeks to provide suitable accommodation for Gypsies, Travellers and Travelling Showpersons.	

Does the Local Plan as a whole Ensure that the services and facilities required meet the future needs of the community (including health, education, policing, sport, the arts, and local community facilities)?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan seeks to ensure the Council works in partnership with partners, service delivery organisations and development industry to ensure that services and facilities required to provide for the future needs of the community are delivered in a timely, efficient and effective manner. This could potentially positively benefit all the equality groups.	The following policies are viewed to support the question: Policy LPP55 Retention of Local Community Services and Facilities Policy LPP60 Green Buffers
	Gender	+		
	Race	+		
	Gender Reassignment	+	The Local Plan seeks to ensure that in the rural area, services and facilities will be supported, developed and located to meet the defined needs of each settlement, and immediate local area. The loss or reduction of existing services and facilities will be resisted unless they are no longer viable or satisfactory alternatives are available.	
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			

Improve health, and promote healthy lifestyles?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan promotes cycle and pedestrian links this could encourage a healthier lifestyle and reduce reliance on the private modes of transport, reducing carbon emissions. Elderly people, young children and those with particular illnesses may particular benefit from better air quality. Providing cycle/pedestrian routes to schools may also assist in reducing obesity in school age children.	The following policies are viewed to support the question: Policy LPP11 Leisure and Entertainment Policy LPP43 Health and Wellbeing Impact Assessment Policy LPP44 Provision for Open Space, Sport and Recreation Policy LPP45 Equestrian Facilities Policy LPP55 Retention of Local Community Services and Facilities Policy LPP62 Energy Efficiency
	Gender	0		
	Race	0		
	Gender Reassignment	0	The Local Plan promotes energy efficient design in new developments. Elderly people, those with younger families and the disabled may benefit from energy efficient design and warmer homes more demonstrably.	
	Pregnancy or Maternity	0		
	Sexual Orientation	0		
	Religion or Belief	0	The Local Plan promotes the provision of recreational and community facilities which could encourage an increase in sports and other healthy activities. This may benefit those who commute regularly using less active modes of travel (car, bus train).	
	Disability	+		
	Marriage or Civil Partnership	0		

Create environments which are safe and reduce crime & fear of crime?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan aims to create environments which are safe and seeks to provide community and recreational facilities to reduce the fear of crime and facilitate community cohesion. This could positively impact across all the equality groups.	The following policies are viewed to support the question: Policy LPP46 Layout and Design of Development "Designs and layouts shall promote a safe and secure environment, crime reduction and prevention, and shall encourage the related objective of enhancing personal safety with the maximum amount of natural surveillance of roads, paths and all other open areas and all open spaces incorporated into schemes"
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Marriage or Civil Partnership	+		

Secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design and waste recycling facilities?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	++	The Local Plan seeks to secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design, waste recycling facilities. Providing energy efficient homes could particularly benefit the elderly and those on lower incomes, reducing fuel bills.	The following policies are viewed to support the question: Policy LPP61 Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards Policy LPP62 Energy Efficiency Policy LPP63 Renewable Energy Schemes Policy LPP64 Renewable Energy Within New Developments Policy LPP65 Surface Water Management Plan Policy LPP66 Sustainable Urban Drainage Systems Policy LPP67 Run-off Rates Policy LPP68 External Lighting
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	++		
	Marriage or Civil Partnership	+		

Minimise land, water, air, light and noise pollution?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	Minimising all forms of pollution could positively benefit all the equality groups. Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities.	The following policies are viewed Policy LPP36 Sustainable Access for All Policy LPP43 Health and Wellbeing Impact Assessment Policy LPP68 External Lighting
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
	Marriage or Civil Partnership	+		

3.4 Policy specific assessment of the draft Local Plan

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
SP1 - Presumption in Favour of Sustainable Development	The council shall embrace a positive approach to development.	+	+	+	+	+	+	+	+	+	The Council shall seek to proactively manage development within the District for the benefit and with regard for of all sectors of the community. The policy promotes sustainable development, which helps improve access to essential services and amenities for all, and helps reduce the need to travel, particularly by private car.
SP2 - Meeting Housing Need	Ensures that there is a sufficient allocation of homes for the plan period.	+	+	+	+	+	+	+	+	+	Providing a sufficient supply of homes aids all sectors of the community to be housed appropriately.
SP3 - Providing for Employment	Ensures that there is a sufficient allocation of employment land for the plan period.	+	+	+	+	+	+	+	+	+	This policy aims to provide a flexible supply of employment land to meet the varying needs of different economic sectors, and to protect and enhance existing employment sites and premises including meeting the employment needs of rural areas. It seeks to direct employment in proportion to the locations planned to take major housing development. This policy will therefore result in an overall improvement in employment prospects for all people, and have benefits in terms of reducing the need to travel to access work, and help reduce associated travel costs.
SP4 - Infrastructure and Connectivity	Seeks to ensure that the appropriate infrastructure is provided with development.	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development has the right provision of infrastructure for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
SP5 - Place Shaping Principal	Ensures that development is to the highest standards in built and urban design.	+	+	+	+	+	+	+	+	+	The policy looks to ensure that development is to the highest standard of design for all sectors of the community. The policy encourages the use of development frame works and masterplans that can aid in addressing or highlighting any likely issues that will arise in the issues that could present themselves that could disadvantage any sector of the community.
SP6 - Spatial Strategy for North Essex	The policy sets out the spatial strategy for Braintree, Colchester and Tendring councils.	+	+	+	+	+	+	+	+	+	The policy sets out the spatial strategy for the three districts. It is unlikely that this will at this strategic level have a visible impact upon any protected group particularly. Though the policy seeks to ensure that development is placed in the appropriate areas for the benefit of all sectors of the community.
SP7 -Development and Delivery of New Garden Communities in Essex	Sets out the information regarding the planned garden communities and the principles that they shall adhere to.	+	+	+	+	+	+	+	+	+	The policy seeks the highest quality of design and is based upon community empowerment. This will benefit all sectors of the community.
SP8 - East Colchester/West Tendring New Garden Community	Sets out the envisaged garden community to the East of Colchester / West of Tendring.	+	+	+	+	+	+	+	+	+	The site is outside of the district and therefore will have a negligible effect on any protected group within the Braintree District. However the impact suggested is + for all groups as in principle the garden community is similar in ambition and policy to SP9 and SP10.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
SP9 - West of Colchester / East Braintree New Garden community	Sets out the envisaged garden community to the West of Colchester / East of Braintree.	+	+	+	+	+	+	+	+	+	The policy sets out that the garden community will have the be to the highest standards of built and urban design. As with the other garden communities each shall be designed with a high proportion of open space for the enjoyment of all and sufficient facilities and services to sustain the community. The use of masterplans will enable any design issues likely to arise to be considered early on to ensure all sectors of the community are considered. The policy also requires the community to be empowered and therefore each protected group shall be able to be represented from an early stage.
SP10 - West of Braintree New Garden Community	Sets out the envisaged garden community to the West of Braintree.	+	+	+	+	+	+	+	+	+	The policy sets out that the garden community will have the be to the highest standards of built and urban design. As with the other garden communities each shall be designed with a high proportion of open space for the enjoyment of all and sufficient facilities and services to sustain the community. The use of masterplans will enable any design issues likely to arise to be considered early on to ensure all sectors of the community are considered. The policy also requires the community to be empowered and therefore each protected group shall be able to be represented from an early stage.
LPP1 - Development Boundaries	The policy seeks to encourage development within the right locations within the district	++	+	+	+	++	+	+	++	+	The policy seeks to encourage retail, employment and residential development generally within the development boundaries which are seen to be more sustainable locations within the district generally. In broad terms the policy is positive for all groups however the preference of development with more sustainable location in terms of transport links and the relationship between development and existing settlements could be seen to be particularly beneficial for the young, elderly and physically disabled.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP2 - Location of Employment Land	The policy outlines the quantity of employment land required throughout the plan period. The policy also sets out 6 strategic sites for employment.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. Each employment area highlighted within the policy has been chosen as a strategic location that is considered sustainable and viable for all sectors of the community.
LPP3 - Employment Policy Areas	The policy sets out the type of businesses/uses that are likely to be allowed on employment sites.		+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy seeks the retention of appropriate employment associated uses within 21 employment areas throughout the district which enables some employment distribution throughout the district; increasing the sustainability of some locations within the district, particularly the rural north.
LPP4 - Kelvedon Park	The policy seeks to enable the appropriate development of the Essex Fire and Rescue HQ.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.
LPP5 - Allshot's Farm, Rivenhall	This policy seeks the appropriate development of employment uses at Allshot's Farm, Rivenhall	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.
LPP6 - Business Parks	Retention of land for Use Class B1 business uses	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP7 - Design and Layout of Employment Policy Areas and Business Uses	Well planned and designed business Areas	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues yet the policy is considered to be beneficial for all groups as the policy requests suitable parking (including disabled spaces as per parking standards) and the encouragement of sustainable transport.
LPP8 - Rural Enterprise	Change of use of rural buildings or use of a site for employment use in rural areas.	+	+	+	+	+	+	+	+	+	The policy could enable the economic development of the rural areas; leading to higher levels of sustainability for all sectors of the community.
LLP9 - Tourist Development within the countryside	The enable appropriate tourist development within the countryside.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP10 - Retailing and Regeneration	Ensures the long term viability of Town, District and Local Centres.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP11 - Primary Shopping Areas	Looks to ensure an appropriate level of different use classes remain in town centres.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP12 - District Centre	Looks to ensure the vitality of District Centres.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP13 - Freeport Outlet Centre	Sets out the Freeport is for discount shopping.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP114 - Leisure and Entertainment	Retention of Lesuire and Entertainment usage.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP15 - Retail Warehouse Development	Ensures preferential placement of Retail Warehousing	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP16 - Retail Site Allocations	Identifies 6 sites for Retail usage.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP17 - Housing Provision and Delivery	This policy sets out the provision of housing required over the plan period to 2033 and its broad distribution.	+	+	+	+	+	+	+	+	+	The requirement is based on meeting local housing needs and therefore aims to meet the needs of all people.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP18 - Strategic Growth Location - Land East of Great Notley, South of Braintree	The delivery of up to 2,000 new homes, of a mixed size and type; affordable housing; appropriate employment uses; primary and secondary education facilities including a contribution to or a location for NHS facilities; a village centre with local retail and food outlets; public open space and informal and formal recreation; a gypsy and traveller site.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP19 - Strategic Growth Location - Land East of Broad Road	The delivery of up to 1,000 new homes, of mixed size and type; affordable housing, employment development; a new primary school; local retail facilities and contributions to other community facilities including local health facilities; public open space and informal and formal recreation including improvements to the River Walk to the south of the site and pedestrian and cycle way links to the town centre; a gypsy and traveller site.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP20 - Strategic Growth Location - Former Towerlands Park Site	The delivery of 600 new homes, of a mixed size and type; affordable housing; a new primary school; local retail facilities; community facilities including contributions to local NHS facilities; public open space and informal and formal recreation including landscaping to the rural edge.	+	+	+	+	+	+	+	++	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.
LPP21 - Strategic Growth Location - North West Braintree	The delivery of 600 new homes, of a mixed size and type; affordable housing; a new primary school; local retail facilities; community facilities including contributions to local NHS facilities; public open space and informal and formal recreation including landscaping to the rural edge.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP22 - Strategic Growth Location - Land at Feering	The delivery of up to 1,000 newhomes, of a mixed size andtype; affordable housing;appropriate employment usesto support the new community;a new primary school orcommunity centre; communityfacilities including a contributionto, or location for, new NHSfacilities; public open space andinformal and formal recreationincluding a new country park tothe south of the A12; cycle andpedestrian links between the development and the village; a gypsy and traveller site	++	+	+	+	+	+	+	++	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP23 - Strategic Growth Location - Wood End Farm, Witham	The delivery of up to 450 new homes, of a mixed size and type; affordable housing; a site for, or contributions to, a new primary school and contributions to early years and secondary education; contributions to other community facilities including health provision as required by the NHS; informal and formal open space, play space and allotments; an appropriate countryside edge to the development and buffering to the railway line.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.
LPP24 - Comprehensive Redevelopment Area - Land East of Halstead High Street	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP25 - Speciaslist Housing - Mount Hill Halstead	the delivery of specialist housing and the minimum amount of ancillary market housing to enable the specialist housing to be viable.	+	+	+	+	+	+	+	++	+	The development could enable a provision of specialist housing that would be of particular benefit to those with disabilities. The policy also allows for a minimum level of market housing that could benefit the wider community, including all protected groups.
LPP26 - Comprehensive Redevelopment Area - Factory Lane West/Kings Road Halstead	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.
LPP27 - Comprehensive Redevelopment Area - Former Dutch Nursery, West Street Coggeshall	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.
LPP28 - Comprehensive Redevelopment Area - Kings Chase	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP29 - Newlands Precinct	The Comprehensive redevelopment of the area where a combination of retail, employment, leisure, community facilities, car parking and residential uses will be allowed.	+	+	+	+	+	+	+	+	+	The redevelopment of the site will benefit all sectors of the community.
LPP30 - Rickstones Neighbourhood Centre	The redevelopment of the site could enable improvements of the public realm, through the introduction of new and improved community uses.	+	+	+	+	+	+	+	+	+	The redevelopment of the site will benefit all sectors of the community.
LPP31 - Comprehensive Redevelopment Area - Land between A12 and GEML, Hatfield Peverel	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this. The policy notes that sufficient infrastructure contributions should be sought.
LPP32 - Residential Allocation - Gimsons, Witham	The redevelopment of the site for 40 dwellings.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this. The policy also seeks public realm improvements which would benefit the wider community, including all protected groups.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP33 - Affordable Housing	The delivery of affordable housing as part of development sites	++	+	+	+	+	+	+	++	+	Developments shall be built with required level of affordable housing including units suitable disabled people. The council where possible should require units to be built to lifetime homes standards.
LPP34 - Affordable Housing in the Countryside	To deliver rural affordable housing	++	+	+	+	+	+	+	++	+	Consideration should be given to ensuring that accommodation is suitable to meet the needs of an ageing population. New properties need to be appropriately sized and be adaptable in their internal structure. It is important to ensure that new housing developments are in areas accessible and are well served by public transport.
LPP35 - Specialist Housing	The delivery of specialist housing for those who need it	++	++	+	+	+	+	+	++	+	Specialist housing can benefit all sectors of the community however particularly with regards to age, gender and disability.
LPP36 - Gypsy and Traveller and Travelling Showpersons' Accommodation	The delivery of 40 pitches for Gypsy and Travellers and 1 Travelling Showpersons pitch	+	+	++	+	+	+	+	+	+	The sufficient provision of pitches is required. This is particularly relevant to the protected group race however would also be related to all subsections of the group including those with other protected characteristics.
LPP37 - Housing Type and Density	The density and massing of residential development will be related to criteria within the policy	+	+	+	+	+	+	+	++	++	This policy will ensure that developments are in accordance with the national space standards. On sites of 10 or more dwellings 10% of dwellings will be required to be Building Regulations Part M compliant. The National Space Standards enable a proportion of dwellings to be appropriate for wheelchair users. This policy will likely be advantageous to this protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP38 - Residential Alterations, Extensions and Outbuildings.	The policy sets out the criteria for Extensions and Alterations to existing buildings.	+	0	0	0	0	0	0	+	0	The policy safeguards the amenity of the community however has a negligible effect upon all protected group. The policy could enable the suitable modification of a home for the any group however this could be of particular benefit to those with impaired mobility including the elderly or disabled.
LPP39 - Replacement Dwellings in the Countryside	To safeguard the character of rural areas	0	0	0	0	0	0	0	0	0	Consideration should be given to ensuring that accommodation is suitable to meet the needs of an ageing population. There is no significant impact likely to affect any particular safeguarded group.
LPP40 - Rural Workers Dwellings in the Countryside	The policy sets out the criteria for replacement dwellings within the countryside.	0	0	0	0	0	0	0	0	0	The policy safeguards the amenity of the community however has a negligible effect upon any protected group.
LPP41 - Infill Developments in Hamlets	To safeguard the character of rural areas	++	+	+	+	+	+	+	++	+	New properties need to be appropriately sized and be adaptable in their internal structure. It is important to ensure that new housing developments are in areas accessible to the young, elderly and disabled, and are served by public transport. Older or younger people may well have a lower than average income; therefore, it is important to provide housing that is affordable to these groups.
LPP42 - Residential Conversion of Buildings in the Countryside	The policy sets out when the conversion of buildings within the countryside will be permitted.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant effect upon any protected group. Ensuring that residential units are located within sustainable locations benefits the community as a whole.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP43 - Garden Extensions	The policy sets out the criteria for a garden extension to be allowed.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant effect upon any protected groups.
LPP44 - Sustainable Transport	The policy sets out the hierarchy of importance for different modes of transport.	+	+	+	+	+	+	+	+	+	The policy safeguards routes for pedestrians and cyclists through larger sites which can benefit all user groups. The policy could be seen to be beneficial for all sectors of the community.
LLP45 - Parking Provision	Development will be required to provide vehicular and cycle parking in accordance with the Essex County Council's adopted Vehicle Parking Standards.	++	+	+	+	+	+	+	++	+	The policy requires developments to have regard for the Essex County Council Vehicle Parking Standards and this requires sufficient parking for those who are disabled or have children where appropriate.
LPP46 - Protected Lanes	The policy seeks to conserve protected lanes.	+	+	+	+	+	+	+	+	+	The policy is viewed to have no impact upon any particular protected group.
LPP47 - Transport Related Policy Areas	The policy sets out criteria for the development of 3 specific transport related sites.	+	+	+	+	+	+	+	+	+	The policy is viewed to have no impact upon any particular protected group.
LPP48 - New Road Infrastructure	The delivery of a series of new road infrastructure projects	+	+	+	+	+	+	+	+	+	To ensure suitable access and road infrastructure across the District. No particular negative impact is envisaged for any protected group however at design stage consideration of different user groups should be considered.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP49 - Broadband	To ensure suitable broadband access across the District within new developments.	+	+	+	+	+	+	+	+	+	The policy is beneficial for all sectors of the community.
LPP50 - Built and Historic Environment	The policy seeks all development within conservation areas and within the vicinity of Historic Buildings to be required to meet the criteria within the policy that will safeguard the setting.	+	+	+	+	+	+	+	+	+	The policy is beneficial for all sectors of the community.
LPP51 - An Inclusive Environment	The policy seeks development to be accessible to all regardless of disability, age, gender, ethnicity or economic circumstances.	++	+	++	+	+	+	+	++	+	The policy is beneficial for all sectors of the community however it is noted within the policy that the policy has specific regard for gender, age, disability and gender. Notwithstanding this it is suggested that the policy could benefit from not discounting some protected groups within the text or could discount all groups and simply leave the wording to reflect that inclusivity should be sought as far as feasible for all groups.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP52 - Health and Well Being Impact Assessment	The District Council will require Health and Wellbeing Impact Assessments to be prepared in accordance with the advice and best as published by the Department of Health and other agencies such as the NHS.	++	+	+	+	+	+	+	+	+	The policy may have particular benefit for younger age groups when considering the third paragraph. The policy seeks to ensure the health and wellbeing of all groups.
LPP53 - Provision of Open Space, Sports and Recreation	To secure the appropriate provision of open space	++ / -	+	+	+	+	+	+	++ / -	+	Open spaces may promote social cohesion. It is important to ensure that open space is usable and accessible to the young, elderly and disabled. The design of any new open spaces will have to be heavily critiqued for their accessibility. Open space should be located in safe, accessible locations with good public transport links as identified in the Playing Pitch Strategy.
LPP54 - Equestrian Facilities	The policy sets out the qualifying criteria for the development of equestrian facilities.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP55 - Layout and Design of Development	Planning permission will only be granted where all the criteria within the policy are met.	++	+	+	+	+	+	+	++	+	This policy is likely to benefit the whole community by ensuring that development is to a high standard of design and layout. This could be potentially more beneficial for those with mobility issues which may fall under the protected groups of age and disability.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP56 - Conservation Areas	The Council will only allow development that meets the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP57 - Demolition in Conservation Areas	The Council will only allow demolition of building within conservation areas under the criteria set out within the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP58 - Shop Fronts, Fascias and Signs in Conservation Areas	The Council will shop frontage changes that meet the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP59 - Illuminated Signs in Conservation Areas	The Council will shop frontage changes that meet the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP60 -Heritage Assets and their Settings	The Council will only allow development that meets the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP61 - Demolition of Listed Buildings or Structures	The Council will only allow demolition where the criteria of the policy is met.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP62 - Enabling Development	Sets out the criteria to which development will be allowed when in relation to a heritage asset.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP63 - Archaeological Evaluation, Excavation and Recording	Seeks to ensure the appropriate mitigation on archaeological sites.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP64 - Educational Establishment	Seeks to ensure the retention of educational establishments where appropriate.	++	+	+	+	+	+	+	+	+	The policy is likely to be beneficial for all sectors of the community. The policy seeks to specifically to promote adequate and reliable public transport provision for students. This will be beneficial for students who would likely be of school and college age and those who they may be dependent upon.
LPP65 - Local Community Services and Facilities	The policy seeks the retention of all existing community facilities and services where they meet an identified local need.	++	++	++	++	++	++	++	++	++	The policy is beneficial for all sectors of the community.
LPP66 - Cemeteries and Churchyards	The policy seeks the retention of cemeteries and churchyards unless specific criteria is met.	++	++	++	++	++	++	++	++	++	The policy is beneficial for all sectors of the community. Potentially this policy could be more beneficial for

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP67 - Natural Environment and Green Infrastructure	The policy seeks to safeguard the natural environment and improve green infrastructure.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP68 - Protected Species, Priority Spaces and Priority Habitat	Safeguarding protected species.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard protected species for all sectors of the community.
LPP69 - Tree Protection	Safeguarding protected trees	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP70 - Protection, Enhancement, Management and Monitoring of Biodiversity	The safeguarding of biodiversity	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP71 - Landscape Character and Features	Requires development to have regard for the context.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP72 - Green Buffers	Seeks to ensure that development is restricted by the criteria of the policy.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP73 - Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards	The policy seeks to protect and enhance natural resources, minimising pollution and safeguarding from hazards.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP74 - Climate Change	The policy seeks the district to have a low carbon future.	++	+	+	+	+	+	+	++	+	The policy is unlikely to have a significant impact upon any protected group however the impacts of climate change, which the policy is trying to mitigate and adapt to in part, have potentially more negative impacts upon the young, old and disabled.
LPP75 - Energy Efficiency	The policy encourages the conservation of energy within development.	+	+	+	+	+	+	+	+	+	The conservation of energy is beneficial generally and the potential cost savings could be significantly beneficial to those with lower incomes however this is not particularly linked to any protected group. The policy is unlikely to have a significant impact upon any protected group.
LPP76 - Renewable Energy Schemes	Seeks to ensure that a proportion of development is powered by renewable energy.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP77 - Renewable Energy within New Developments	Seeks to ensure that a proportion of development is powered by renewable energy.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP78 - Flooding Risk and Surface Water Drainage	The policy will seeks to discourage inappropriate development within areas prone to flooding	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP79 - Surface Water Management	The policy will seeks to safeguard against flooding in CDAs and LFRZs.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP80 - Sustainable Urban Drainage Systems	Ensures that sites of over 10 dwellings have a demonstrable suds scheme.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP81 - External Lighting	To protect the environment from light pollution that can result from new developments	+	+	+	+	+	+	+	+	+	It is important to protect the amenity of all sectors of the community; likely that there will be no particular impact upon protected groups.
LPP82 - Infrastructure Delivery and Impact Mitigation Plan	The policy seeks the appropriate infrastructure or financial provision for infrastructure required to enable development. The policy does not allow for development where capacity cannot be realised from the proposed development.	+	+	+	+	+	+	+	+	+	The policy ensures development receives that sufficient infrastructure is sought with developments; this benefits all groups however important contributions towards healthcare and education could be seen to be of particular benefit to young, elderly, disabled and pregnant.

11. Monitoring and Review Arrangements

These are as follows:

- The Annual Monitoring Report (AMR) indicators cover the number of affordable homes built, skills and economic inclusion, working age population qualified to NVQ Level 4 or higher, improving community health and the design of new buildings.
- There is also the potential in the future of using an indicator based on equality / related policy within the Annual Monitoring Report and the performance indicators once we have an established baseline for this area of work/policy.
- The use of equality impact assessments carried out at a project/planning application level locally. These could be monitored on a two yearly basis; due to the life span of the Local Plan document.
- When a review of the Braintree District Local Plan takes place, it would be appropriate to carry out an equality impact assessment, to assess any policies changes and their effects.

Appendix 1

Table of equality groups contacted during the Local Plan consultation.

Action with Communities in Rural England
Adult Community College
Age Concern (Halstead) Drop-In- Centre
Age Concern Essex
Age Concern Essex Home Support Service
Age Concern Halstead
Age Concern Witham & Busy Bees
Al-Falah Braintree Islamic Centre
All Saints & St Marys Rayne & Panfield
All Saints Church
All Saints Church/Holy Trinity Bradwell
Alzheimer's Society Mid Essex Branch
Anglia Housing Association
Anglican Church
Asthma Society (Halstead)
Baptist Church
Beckers Green Primary School
Belchamp St Paul's Church of England (Voluntary Aided) Primary School
Bethel Christian Fellowship
Bocking Church Street Primary School
Bocking South Tenants & Residents Association
Bocking South Tenants & Residents Association
Boys Brigade (2nd Witham)
Braintree & District Carers Support Group for the Mentally Ill
Braintree & District Social Club for the Blind
Braintree & Witham Action Group

Braintree Arthritis Care
Braintree District Access Group
Braintree District Youth Council
Braintree East Tenants & Residents Association
Braintree Elim Pentecostal Centre
Braintree Fellowship of Churches
Braintree Indian Society
Braintree Mencap
Braintree Pensioners Action Group
Braintree Rural Isolation Project
Braintree Witham & Halstead Citizens Advice Bureau
Buddhist Centre
Campaign for Real Ale Ltd
Care Trust
CHANCES
Chelmsford & District MIND
Christ Church Methodist & United Reform Church
Christchurch
CHUMS
Church
Coffee Mill (Christ Church)
Colchester Gay Switchboard
Colchester MIND
Colchester Quaker Housing Association
Community 360
Congregational Church
Council for the Protection of Rural Essex
Cressing Evangelical Church
Cressing Good Companions (Over 60's)
Cressing Primary School
Deafblind UK (National Centre for Deafblindness)
Diabetes UK

Earls Colne Baptist Church
East Anglian Gypsy Council
Elderly Accommodation Counsel
Elim Pentecostal Church
Independent Living Advocacy (Essex)
Kids Club Network
Lancaster Way Christian Fellowship
Mencap
MENTA
Methodist Church
Mid Essex Drug Awareness Service
Mid Essex Primary Care Trust
MIND Social Centre
Multiple Sclerosis Society
Muscular Dystrophy Campaign
National Travellers Action Group
NEECS (Outreach)
North East Essex Care Alliance
Notley Baptist Fellowship
One Voice 4 Travellers
Over 60's Club
PARC Essex
Parentline Plus
Parkinsons Disease Society
Physically Handicapped Swimming Club
Polish Mothers Gp
Pre-School Learning Alliance
Quaker Friends Meeting House
RAD (Centre for Deaf People)
Rape Crisis Line (Colchester)
Relate North Essex & East Herts
Religious Society of Friends

Rickstones Evangelical Church
Rickstones Youth Centre
Riding for the Disabled Twinstead Group
Roman Catholic Church
Rural Community Council of Essex
SCOPE
SENSE (Essex Branch)
Shaftesbury Housing Group
St Andrews Church
St Bartholomew C of E Church
St Catherine's C of E Church
St Giles Church
St James Church
St Katherine's Church
St Mary Church
St Mary Immaculate & The Holy Archangels
St Michael Anglican Church
St Michael's CofE Primary School
St Nicholas C of E Church
St Paul's Church
St Pauls Parish Church
St Peter & St Paul Church
St Peter's Anglican Church
St Peters Church of St Peter ad Vincula
Stroke Support Group (Braintree District)
T.D. Ridley & Sons
Tabor Centre for Physically Handicapped Adults
The Baha'I Faith
The Chapel
The Church in Great Notley
The National Gypsy Council
The Parish Church of St Michael

The Presbytery
The Samaritans
United Reform Church
Victim Support Essex (North Division)
Wethersfield Parish Church
White Notley Parish Church
Witham Baptist Church - Children's Club
Witham Braintree & Halstead Care Trust
Witham Child Contact Centre
Witham Citizen Advocacy
Witham United Charities