



Braintree
District Council

Equality Impact Assessment

September 2026



Local Review Plan 2041



1 - Introduction and Background

Braintree District Council is currently working on reviewing its Local Plan. As part of this work it is necessary to assess the impact of the policies contained within it on equality. This report details the results of an Equality Impact Assessment (EqIA) of the Braintree District Local Plan Review which is proposed for consultation under Regulation 19. The main purpose of the EqIA is to assess whether the Local Plan has an impact on different groups of people in different ways. It looks at the likely impact on these groups and how the needs of such groups have been taken into account in relation to the development of the Local Plan and policies and proposals in it.

The Local Plan sets out the planning policies for 2026 to 2043. It sets out proposals for the development and growth, and policies to protect and enhance the natural and built environment of Braintree District. The Local Plan will replace the two part Local Plan which was a joint Plan with Colchester City Council and Tendring District Council which was adopted in 2021 and the Braintree specific section 2 Plan which was adopted in 2022. The Local Plan consists of;

- A spatial vision for the district with objectives and policies which will help guide development over the plan period to 2043.
- Allocations which will help provide development to meet the identified needs of the district.
- Development Management policies which guide and help shape new development.

EqIA has been undertaken throughout the Local Plan preparation process to help ensure that the impacts of the Plan on equalities are fully understood, with each report to Local Plan sub-committee having a high level assessment of the likely impacts the contents of that report may have.

There has been previous consultation at Issues and Options stage in 2025 and prior to that in 2024 and informal Ideas and Issues consultation in 2024 which sought general views on what a new Local Plan should contain, and which issues it should cover.

Following Regulation 18 Consultation the policies in the Local Plan have been amended and in some cases deleted in response to representations received in response to the consultation. This draft now reflects the contents of the proposed Regulation 19 consultation version of the Plan. The table below has been updated to reflect these changes and re-assessed for the EQIA.

This Local Plan will be subject to examination in public following submission at the end of December 2026. Once adopted the impact of the policies will be monitored through the Council's Annual Monitoring Report.

Legal Context

Braintree District Council is required to have regard to the Public Sector Equality Duty at an early stage of policy formulation. An EqIA can help a Local Authority in making the necessary considerations and provides evidence of how a local authority has discharged the duty.

Under the Equalities Act 2010, the Council must comply with the Public Sector Equalities Duty to;

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity between those who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The purpose of an EQIA

The EQIA is used to assess the potential impact of the policies in the new Local Plan on different groups within Braintree District. An assessment of the new Local Plan policies has been undertaken and will be kept under review as the Plan progresses. The following protected characteristics are included in the assessment (As defined by the Equalities Act 2010).

- Age: This refers to a person being a particular age or being within an age group. This includes all ages, including older people, children and young people.
- Sex: this is someone being either male or female.
- Disability: A person has a disability if he or she has a physical impairment which has a substantial and long term adverse impact on their ability to carry out normal day to day activities, for example physical, sensory, mental or learning impairment.
- Race: this includes colour, nationality (including citizenship), ethnic or national origins.
- Religion or belief: religion means any religion, including reference to a lack of religion. Belief includes religious and philosophical beliefs, any religious/faith or other groups with a recognised belief system or lack of belief.
- Sexual orientation: this is whether a person's sexual attraction is toward their own sex, or to both sexes
- Gender reassignment: this relates to people who are transitioning from one gender to another
- Pregnancy and maternity: this includes expectant others and mothers who have recently had a child. Protection against maternity discrimination is for 26 weeks after giving birth.

The Equality Act

There are three main aims of the Equalities Act which are set out in table 1 below. This table includes an explanation of how the new Local Plan policies relate to the aims of the equalities act.

Table 1 – Relationship of the Local Plan Policies to the aims of the Equalities Act.

Aim	Yes/No or N/A	Details if Yes
Eliminate Unlawful Discrimination	Yes	The Plan aims to ensure the sustainable development of Braintree District over the plan period (2026 to 2043). The promotion of balanced and inclusive communities that benefit all is integral to achieving this, and the policies set out later in this report demonstrate that the Plan is not unlawfully discriminatory.
Advance Equality of Opportunity	Yes	The Plan aims to promote balanced, inclusive and sustainable communities that benefit all. Many of the policies within the Plan will benefit the wider community in Braintree District and not specifically those with protected characteristics, either positively or negatively.
Foster Good Relations	Yes	The Plan and policies set out within it are inclusive and aim to foster good relations with those within the protected characteristics for instance when seeking to meet the housing need for all groups and seeking the provision and extension of new health provision, local employment, and improved transport provision by all modes.

The Equalities profile of Braintree District

Protected characteristic	Braintree District Summary
Age	<p>Different demographics have different needs. For example, areas with high proportions of older people will likely have a higher demand on adult social care services, and areas with high proportions of children & young people will have more demand for children's social care and family services. Service demand will also change over time as the resident population ages and understanding the demographics of an area can help inform future planning.</p> <ul style="list-style-type: none"> • There are 155,270 people living in Braintree according to the 2021 census. Compared to the previous 2011 census the population has grown by 5.6%.

	<ul style="list-style-type: none"> • The median age in Braintree is 43, higher than the England median age (40). There is a roughly equal sex split with females making up 51.0% of Braintree residents.
Sex	Of the 155,200 people in the district 79,100 (51%) are female and 76,100 (49%) are male.
Disability	<ul style="list-style-type: none"> • 15.46% of the population suffer from a limiting long term illness. • 4.08% of the population are claiming Disability Living allowance • 6.9% of the District's population are providing up to 19 hours of unpaid care per week and a further 2.48% provide over 20 hours a week.
Race	14,980 (9.7%) of residents in Braintree identify as an ethnicity other than White British. This is lower than England, where 26.5% identify as an ethnicity other than White British. 97.1% of residents speak English as their main language. After English, the three most common languages spoken in Braintree are Any other European languages (1,340, 0.9%), Polish (1,190, 0.8%), and Portuguese (310, 0.2%).
Religion or belief	<p>Religion is a collection of cultural systems, belief systems, and worldviews that relate humanity to spirituality and, sometimes, to moral values.</p> <ul style="list-style-type: none"> • No Religion - 45% • Christian - 47% • Buddhist - 0.3% • Hindu - 0.4% • Jewish - 0.2% • Muslim - 0.7% • Sikh - 0.1% • Other Religion - 0.4% • Not Answered - 5.9%
Sexual Orientation	2792 people identify as either gay/lesbian, bisexual or other orientations.
Gender Reassignment	233 people identify as a different gender then what was assigned to them at birth.

Pregnancy and Maternity	In 2013 there were 1659 births compared to 2021 there were 1603 births.
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2 - The Equality Impact Assessment

Stage 1 – Initial Screening

The purpose of the screening process is to see if the Local Plan presents any issues for any group of people. The screening process determines whether or not it is appropriate to carry out a full Equality Impact Assessment for this area of work. The main issue being considered is whether the Local Plan has the potential to cause any adverse impact or discrimination against different groups in the community.

It is considered that the scope of the Local Plan may have the potential for adverse impacts or discrimination against people with protected characteristics in view of its significance in terms of land use and development across the district over a long period of time. It is therefore considered necessary to carry out an EqIA of the Local Plan.

Stage 2 – Scoping and Defining

The EqIA has been prepared by officers in the Planning Policy Team who are responsible for the Local Plan preparation. Guidance has been sought from when necessary, from the Council's Governance team. Although the Equalities Act has nine protected characteristics it is not considered necessary to include an assessment against "marriage and civil partnership" as it is not relevant in the context of a Local Plan but rather for employment contexts.

Stage 3 – Information Gathering

To help the production of the EqIA officers have sourced various pieces of information to help determine whether the Local Plan is likely to have an adverse impact on, or discriminate against different groups within the community. This includes Census 2021 data and statistics produced by both Braintree District Council and Essex County Council.

Once the Local Plan completes Regulation 18 consultation, the comments received will be considered and any changes necessary made to the policies in the Plan. This will mean that if policies have been significantly changed, then they will be required to be assessed again for any impact, and a revised EqIA published.

Stage 4 – Making a judgement

Policies contained in the Local Plan aim to deliver the vision, objectives, and strategy set out within it.

The table below assess the impact of the policies contained within the Regulation 18 version of the Plan on the identified characteristics. The table is set out to show the policy number and its title, and where necessary any commentary on whether or not there are any potential policy impacts on the protected characteristics.

Section 4 of the report provides a summary of the likely impacts of the Local Plan as a whole.

3 – Analysis of Local Plan Policies

Each of the characteristics is given a rating of Positive, Neutral or Negative

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 1	Spatial Strategy for Braintree District	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy provides the overall strategy for development in the district and settlement hierarchy. It is positively written and no positive or negative discrimination of any of the protected characteristics has been identified.
Policy LPR 2	Development Boundaries	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy identifies where in development is considered

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										appropriate in towns and villages. The policy is broadly unchanged from the previous Local Plan which passed examination and EqIA, therefore no positive or negative impacts have been identified.
Policy LPR 3	Strategic Employment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets the Local Plan strategy for the quantum and provision for employment in the district. No positive or negative impacts have been identified.
Policy LPR 4	Location of Employment Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy identifies specific sites for employment in

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										the district. It is written positively and no impacts on protected characteristics have been identified.
Policy LPR 5	Employment Policy Area	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy identifies a number of employment sites in the district and what uses are appropriate on them. The policy allows for services to support employees working on the site, which could include childcare services, as such a positive impact has been identified for pregnancy and maternity.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 6	Kelvedon Park	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This is a site specific allocation policy, no impacts have been identified on the protected characteristics.
Policy LPR 7	Business Parks	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This is a policy identifying and protecting business parks in the Local Plan. No impacts have been identified on the protected characteristics.
Policy LPR 8	Rural Enterprise	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is broadly unchanged from the previous Local Plan which passed examination and EQIA previously. The policy has been updated to reflect changes in the 2024 NPPF

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										No impacts are identified.
Policy LPR 9	Tourist Development within the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan which passed examination and EQIA previously. The policy has been updated to reflect changes in the 2024 NPPF. No impacts are identified.
Policy LPR 10	Retailing and Regeneration	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy identifies the need for new retail floor space, identifies the retail centre hierarchy, sets out retail impact thresholds, and identifies allocations. No impacts on the protected characteristics

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										have been identified.
Policy LPR 11	Primary Shopping Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan which was subject to examination and EQIA. Minor updates have been made to the policy as a result of the Regulation 18 consultation. No impacts on protected characteristics has been identified.
Policy LPR 12	District Centre - Great Notley	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan which was subject to Examination and EQIA. Minor updates have been made to the policy following

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										Regulation 18. No impacts have been identified.
Policy LPR 13	Braintree Village Designer Outlet Centre	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan which was subject to Examination and EQIA. No impacts have been identified.
Policy LPR 14	Leisure and Entertainment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan which was subject to Examination and EQIA. No impacts have been identified.
Policy LPR 15	Retail Warehouse Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan which was subject to Examination and EQIA. No

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										impacts have been identified.
Policy LPR 16	Retail Site Allocations	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out retail site allocations in the Local Plan. It is positively written. No impact on protected characteristics has been identified.
Policy LPR 17	Housing Provision and Delivery	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out the housing target for the plan as well as sites for major strategic growth locations. The policy is positively worded and no impact on protected characteristics has been identified.
Policy LPR 18	Strategic Growth Locations	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This is a new policy which sets

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										out criteria for how strategic growth locations should be developed in the Local Plan. The policy is positively worded and no impact on protected characteristics has been identified.
Policy LPR 19	SGL - Hayeswood, East of Great Notley, South of Braintree	Positive	Neutral	Positive	Positive	Positive	Neutral	Neutral	Positive	This policy is for a strategic growth location. The policy is positively worded, and contains proposals which could have a positive impact on protected characteristics in terms of the provision of health, community

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										facilities, and childcare and education. It also seeks provision for Gypsy and Traveller accommodation either on site or financially. Minor wording changes are proposed to the policy to clearly set out the education requirements and highways improvements for the site.
Policy LPR 20	SGL - Land East of Broad Road, Braintree	Positive	Neutral	Positive	Positive	Positive	Neutral	Neutral	Positive	This policy is broadly unchanged from the previous Local Plan and has been subject to examination and EQIA. A minor change to the wording of the policy is

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										included. No negative impacts are identified.
Policy LPR 21	SGL - Former Towerlands Park Site, Braintree	Positive	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Neutral	This policy is broadly unchanged from the previous Local Plan and has been subject to examination and EQIA. A minor wording change has been included in the policy to better reflect the 2024 NPPF. No negative impacts are identified.
Policy LPR 22	SGL - Panfield Lane, North West Braintree	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is broadly unchanged from the previous Local Plan and has been subject to examination and EQIA. A minor wording change is

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										proposed to make the policy inline with the 2024 NPPF. No negative impacts are identified.
Policy LPR 23	SGL - East of Braintree	Positive	Neutral	Positive	Positive	Positive	Neutral	Neutral	Positive	This policy is for a strategic growth location. The policy is positively worded, and contains proposals which could have a positive impact on protected characteristics in terms of the provision of health, community facilities, and childcare and education. It also seeks provision for Gypsy and Traveller accommodation.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										Minor wording changes are proposed. No negative impact on protected characteristics is identified.
Policy LPR 24	SGL - Land South and North-East of Halstead (Within Greenstead Green and Colne Engaine Parish)	Positive	Neutral	Positive	Positive	Positive	Neutral	Neutral	Positive	This policy is for a strategic growth location. The policy is positively worded, and contains proposals which could have a positive impact on protected characteristics in terms of the provision of health, community

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										facilities, and childcare and education. It also seeks provision for Gypsy and Traveller accommodation.
Policy LPR 25	SGL - Land at South East Feering	Positive	Neutral	Positive	Positive	Positive	Neutral	Neutral	Positive	This policy is for a strategic growth location. The policy is positively worded, and contains proposals which could have a positive impact on protected characteristics in terms of the provision of health, community facilities, and childcare and education. It also seeks provision for Gypsy and Traveller

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										accommodation either on site or financially. Minor changes to the policy are proposed. No negative impact on a protected characteristic is identified.
Policy LPR 26	SGL -West of Feering - Kings Dene	Positive	Neutral	Positive	Positive	Positive	Neutral	Neutral	Positive	This policy is for a strategic growth location. The policy is positively worded, and contains proposals which could have a positive impact on protected characteristics in terms of the provision of health, community facilities, and childcare and education. It also

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										seeks provision for Gypsy and Traveller accommodation. Changes are proposed to the policy but no impact on protected characteristics are identified.
Policy LPR 27	SGL - Wood End Farm, Witham	Positive	Neutral	Positive	Neutral	Positive	Neutral	Neutral	Positive	This policy is broadly unchanged from the previous Local Plan and has been subject to examination and EQIA. A minor update to the policy wording is proposed to make it in accordance with the 2024 NPPF. No negative impacts are identified.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 28	SGL - Land North of the A12, Hatfield Peverel	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	This is a new policy for a strategic growth location at Hatfield Peverel. Some positives have been identified as a result of proposed improvements and services in the area. Further changes are proposed to the policy in the Regulation 19 version, but no negative impacts on protected characteristics has been identified.
Policy LPR 29	Comprehensive Redevelopment Area - B&M Retail Unit, Rayne Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	This is a re-development of an existing site. Positive impacts have been identified

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										through the provision of improved local services particularly for health and childcare. Minor changes are proposed to the policy, but no negative impacts on a protected characteristic has been identified.
Policy LPR 30	Comprehensive Redevelopment Area - Land East of Halstead High Street	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is unchanged from the previous Local Plan and has been subject to examination and EQIA. No changes are proposed to the policy as a result of Regulation 18 consultation. No negative impacts are identified.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 32	Comprehensive Redevelopment Area - Coggeshall Football Club, Coggeshall	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This is a new policy which seeks to provide new sports provision for Coggeshall Football Club, through the release of its existing site for housing provision. The policy is positively worded and no negative impacts on protected characteristics have been identified. Minor changes are proposed to the policy and associated allocation, but no impacts on a protected characteristic

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										have been identified.
Policy LPR 34	Comprehensive Redevelopment Area - Cut Throat Lane Carpark, Witham (WITN3212)	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This is a policy for the re-development of an existing car park in Witham. The policy is positively worded and no negative impacts on protected characteristics has been identified. A minor update to the policy wording is proposed.
Policy LPR 33	Land on the East Side of the A131 High Garrett (BOCN2033)	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy supports a small housing allocation. It is positively worded and outlines that the proposal should provide an alternative road access to

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										an existing junction. A minor change is proposed to the policy wording. No impacts have been identified on any protected characteristic.
Policy LPR 34	SPD - Former Airbase RAF Wethersfield	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This is a policy which seeks a Supplementary Plan for the Former Airbase at RAF Wethersfield. Limited details are known at this time so any positives are difficult to identify, however no negatives have been identified at this stage.
Policy LPR 35	Affordable Housing	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out the Council's affordable

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										housing requirements. It is positive for age and disability, as it can help provide specialist accommodation for older people and people with disabilities.
Policy LPR 36	Specialist Housing	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policies allows for the provision of specialist housing for older people or those with special needs. Changes are proposed to the wording of the policy to update it. It is considered to have a positive impact on age and disability characteristic and neutral

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										impact on the other characteristics.
Policy LPR 37	Self and Custom Build Housing	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy supports the provision of custom and self build housing. It is positively worded and enables people to build their own home. This could potentially have positive benefits for some characteristics such as age and disability, however the level to which this is likely to happen is uncertain and would need to be determined on a case by case basis. No negative impacts are identified.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 38	Gypsy and Traveller and Travelling Showpersons' Accommodation	Positive	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Positive	This policy sets out the requirement for Gypsy and Travellers in the district. Gypsy and Travellers status is a protected characteristic under, Race, ethnicity and nationality. This policy seeks to meet the identified need for culturally appropriate housing. As it seeks to meet all need rather than for those travellers who continue to travel, it also has positive benefits for older travellers and those with

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										disabilities and children. Minor changes are proposed to the policy which do not have an impact on a protected characteristic.
Policy LPR 39	Housing Mix and Density	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	This policy seeks to create sustainable, inclusive and mixed communities by providing a mix of house types and tenures which reflects local need. This includes the provision of housing for people with disabilities. This policy is likely to be positive in respect of all characteristics

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										as it seeks to meet the accommodation needs of everyone. Changes are proposed to the policy none of which are identified as having a negative impact on a protected characteristic.
Policy LPR 40	Residential Extensions, Alterations and Outbuildings	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy enables people to extend their homes. The reasons for this could include creating a larger housing to accommodate the needs of older people or those with disabilities to continue to live in their own

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										home. Minor changes are proposed for this policy. No negative impacts have been identified.
Policy LPR 41	Replacement Dwellings in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy enables people to replace an existing house. It is positively worded but does not have any impact on protected characteristics. The policy is carry over from the previous Local Plan and has been subject to examination and EQIA. Minor changes are proposed to the policy none of which are identified as

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										having an impact on any protected characteristic.
Policy LPR 42	Rural Workers Dwellings in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried over from the previous Local Plan which was subject to examination and EQIA. Minor change to policy but no impacts on any characteristic have been identified.
Policy LPR 43	Infill Development in Hamlets	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy allows for the development of infill sites outside of existing development boundaries. The policy is positively worded and no impacts on protected characteristics

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										has been identified.
Policy LPR 50	Residential Conversion of Buildings in the Countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy has been carried forward from the previous Local Plan which was subject to examination and EQIA. A minor change is proposed to the policy. No impacts on protected characteristics have been identified.
Policy LPR 45	Garden Extension	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy has been carried forward from the previous Local Plan and has been subject to examination and EQIA. No impacts on protected characteristics

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										has been identified.
Policy LPR 46	Sustainable Transport	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to ensure that new developments are as far as possible supported by sustainable means of transport. It specifically seeks to meet the needs of pedestrians including the disabled and those with impaired mobility by ensuring a safe pedestrian environment. Community transport is also sought which can help vulnerable or isolated members of the

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										community. The wording of the policy has been updated. No negative impacts on protected characteristics have been identified.
Policy LPR 47	Parking Provision	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to ensure that appropriate parking is provided for cars, motorcycles and bikes e.t.c. It seeks to provide appropriate parking in accordance with the ECC standards, which includes provision for parking for people with disabilities, parent and child parking e.t.c.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										Changes to the policy are proposed, however no impact on a protected characteristic is identified.
Policy LPR 48	Transport Related Policy Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is a carry over from the previous Local Plan which has been subject to EQIA and examination. No negative impacts have been identified.
Policy LPR 49	New Road Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to provide new road infrastructure in the district. It is positively worded, and has no identified impact on any of the protected characteristics.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 50	Built and Historic Environment	Positive	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Positive	This policy sets out the overall approach the Local Plan takes toward the built and historic environment. This includes creating safe and accessible areas for everyone, and for the built environment to be capable of meeting the changing needs of future occupiers. There are no identified impact on any of the protected characteristics.
Policy LPR 51	An Inclusive Environment	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	This policy is carried over from the Local Plan and has been subject to examination. The

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										policy is identified as being positive across all characteristics as it seeks to achieve as inclusive an environment for all people as possible including safe and easy access, lack of barriers and flexibility of uses.
Policy LPR 52	Health and Wellbeing Impact Assessment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to control the proliferation of unhealthy fast food takeaways. This can have wide ranging benefits to all members of the community not just those with protected characteristics.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										No negative impacts have been identified.
Policy LPR 53	Provision for Open Space, Sport and Recreation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy sets out the Local Plans approach to the provision of open space, sport and recreation. It is generally considered to be neutral in terms of the protected characteristics, albeit that some benefits to older people and those with disabilities through appropriate provision of recreational opportunities, through the provision of activities such as walking football for older people.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										No negative impacts have been identified.
Policy LPR 61	Equestrian Facilities	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy looks at the provision of equestrian facilities. Overall it is considered to be neutral although some new or existing facilities could potentially provide specialist facilities for people with disabilities. No negative impacts have been identified.
Policy LPR 55	Layout and Design of Development	Positive	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Positive	This policy sets out the criteria which planning applications will be determined when it comes to their layout and design. It seeks

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										to provide safe streets, places and buildings which are accessible. Safer streets will have positive benefits for those with protected characteristics. No negative impacts have been identified.
Policy LPR 56	Conservation Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. Minor changes are proposed to bring the policy wording in line with the 2024 NPPF. No negative impacts have been identified.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 57	Shop Fronts, Fascias and Signs in Conservation Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 58	Illuminated Signs in Conservation Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 59	Demolition in Conservation Area	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy concerns the demolition of buildings in conservation areas. No negative or positive impacts have been

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										identified on the protected characteristics.
Policy LPR 60	Demolition of Listed Buildings or Structures	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy deals with the demolition of listed buildings or structures, and is unlikely to have an impact on any protected characteristic. Wording has been updated. No negative impacts have been identified.
Policy LPR 61	Heritage Assets and their Settings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan with only minor changes. It has been subject to examination and EQIA previously. No negative impacts have been identified.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 62	Archaeological Evaluation, Excavation and Recording	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 63	Educational Establishments	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to protect existing education sites on the Proposals Map for educational use. It also identifies an additional site at Ravens Avenue in Halstead for a new primary school. Minor wording updates are proposed for Regulation 19. No positive or negative impacts

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										have been identified on protected characteristics in this policy.
Policy LPR 64	Local Community Services and Facilities	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	This policy seeks to protect and provide local community services and facilities. It is likely to have a positive impact on all protected characteristics as it seeks to protect spaces for people to meet. These spaces are often used by groups with protected characteristics such as older people, and religious groups as an example. The loss of such facilities can only

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										take place once appropriate marketing has been carried out. Further minor wording changes are proposed. No negative impacts have been identified.
Policy LPR 72	Cemeteries and Churchyards	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. A minor change is proposed to account for a cemetery site which has been completed. No negative impacts have been identified, but a positive impact has been

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										identified for religious groups.
Policy LPR 66	Natural Environment and Green Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. Proposed wording amendments are required however no negative impacts have been identified.
Policy LPR 67	Protected Sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy concerns the protection of International, National and locally designated natural areas, and the protection of species and habitat. Wording changes are

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										proposed to this policy. No positive or negative impacts have been identified in this policy.
Policy LPR 68	Tree Protection	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to protect established healthy trees which offer significant amenity value in the district. This policy does not have any identified impact on any protected characteristic.
Policy LPR 69	Protection, Enhancement, Management and Monitoring of Biodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy concerns the protection of bio-diversity. It does not have any impact on any protected characteristic.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 70	Landscape Character and Features	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This looks at how landscape character and features in the district should be taken into account during planning applications. It is unlikely to have any impact on a protected characteristic.
Policy LPR 71	Green Buffers	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy identifies areas between settlements which should be protected to prevent coalescence between adjacent settlements. No impacts on protected characteristics have been identified.

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
Policy LPR 72	Protected Lanes	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 73	Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to reduce unacceptable risks from pollution. This is likely to have a positive benefit for older persons and those with disabilities and other medical issues or pregnancy. Generally it will be a benefit to all residents in the district. As such it is considered

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										to be of neutral impact.
Policy LPR 74	Climate Change	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy commits the Council to produce strategies for the mitigation and adaptation of climate change. It primarily focuses on how applicants can lower carbon emissions among other considerations. No negative impacts on protective characteristics have been identified.
Policy LPR 75	Energy Generation and Efficiency	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Positive	Positive	This policy seeks to make building more energy efficient. This can have a positive impact

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										on some protected characteristic such as older people and those with disabilities among others, are often on a low income, and having more energy efficient building should help reduce energy costs.
Policy LPR 76	Renewable Energy Schemes	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 77	Flooding Risk and Surface Water Drainage	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										to examination and EQIA. No negative impacts have been identified.
Policy LPR 78	Surface Water Management Plan	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 79	Sustainable Urban Drainage Systems	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is carried forward from the previous Local Plan, and has been subject to examination and EQIA. No negative impacts have been identified.
Policy LPR 80	External Lighting	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy is about how external lighting will be dealt with

Policy	Policy Title	Age	Sex	Disability	Race, ethnicity and nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Explanation and evidence
										on development sites. It is likely to have a positive impact for the protected characteristic of sex as illuminated areas are generally considered to be safer at night. No negative impacts have been identified.
Policy LPR 81	Infrastructure delivery and impact mitigation policy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy delays with how the policies in the Plan will be monitored and the infrastructure in it provided. No negative impacts have been identified.

4 – Summary of Impact Analysis and conclusion.

The Regulation 19 Local Plan contains 81 policies including strategic policies, place shaping policies such as allocations and re-development areas and development management policies. Its main aim is to provide sustainable development in the district and meet the identified needs for housing

and other uses in the Plan whilst protected the natural environment. All policies in this plan contribute toward achieving sustainable development with policies promoting new homes, economic development and jobs, improved infrastructure, renewable energy the protection of green spaces, and sport and recreation.

The policies will have wider community benefits and not just for those with a protected characteristic. No policies have been identified as having a negative impact on any protected characteristic.

This EQIA will continue to be monitored and update as the Local Plan progresses from Regulation 18 through to submission, and updates made as and when necessary.