



Final

This is a live document and has been updated throughout the Plan making process. This version has been updated to reflect the modifications required as directed by the Planning Inspectors to make the Local Plan sound. This is the final iteration of the document.

Final Equalities Impact Assessment 2022 V.5.0

Brentwood Local Plan Policies (2022)

Last Update: February 2022

Summary

This document contains the Equality Impact Assessment (EqIA) tables for Brentwood Borough's development management policies contained within the adopted Local Plan based on the modifications required to make the Plan sound as outlined in the Planning Inspectors Report. This has been an iterative process and has been updated to reflect each stage of the plan making process.

The purpose of the EqIA is to ensure that equality is placed at the centre of policy development and review, it identifies the likely impact of this Plan on the existing and future communities. The EqIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group.

The duty to carry out an EqIA of new policies is set out in the Equality Act 2010. The Act protects people from discrimination on the basis of certain characteristics, which are known as protected characteristics. The protected characteristics are:

- Age;
- Disability;
- Ethnicity/Race;
- Gender/Sex;
- Gender reassignment;
- Marriage and Civil Partnership;
- Pregnancy and maternity;
- Religion or beliefs and;
- Sexual orientation.

The Duty requires public bodies to have due regard for the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities and Brentwood Borough has considered the commentary in the EqIA assessment tables. Due to the changes in policy numbering and names in the Potential Main Modifications version of the Brentwood Local Plan to avoid confusion appendix 1 contains the table for the Main Modifications and appendix 2 contains a table for the 2016 Draft Local Plan produced in 2017 in the drafting of policies for the 2018 Draft Local Plan. The policies of the Local Plan were not re-assessed following the Inspectors Report as there were no further major modification required to the policies. Some minor word changes have been made, however these changes had no impact on the principles of what the policies aim to achieve.

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1. Introduction

1.1 EqlA and the Local Plan

The new adopted Local Plan will now replace the adopted Replacement Local Plan (2005) and sets out the spatial strategy for future growth and development for the period 2016-2033.

The Local Plan integrates with other policies and strategies of Brentwood Borough Council and other organisations. The Local Plan aims to address priorities set out in the Council's Corporate Strategy – 'Brentwood 2025', under the themes: growing our economy, protecting our environment, developing our communities, improving housing, delivering an effective and efficient council. The Local Plan is one of the ways in which the aims and objectives of the Corporate Strategy are achieved.

Supporting the delivery of this vision are a series of strategic objectives and spatial development principles outlining how growth and change is to be managed across the borough through the Plan period. The Spatial Strategy described in the Local Plan (Chapter 3) provides the framework for managing change and shaping how the area develops in future.

Principally, the spatial strategy sets out the level and location of development and growth and the key areas of change up to 2033, highlights the borough's built and natural assets to be safeguarded and enhanced.

The Local Plan was subject to Sustainability Appraisal/Strategic Environmental Assessment and Habitats Regulation Assessment to assess its environmental, social and economic performance at each stage of plan making. It was informed and shaped by a number of public and stakeholder consultations. All consultations were carried out in accordance with the Council's SCI.

The Council's Authority Monitoring Report will continue to measure progress with implementing the Local Plan, these reports will also be presented, when appropriate, to Council Committees.

The Local Plan seeks to promote social inclusion and ensure that all people (including vulnerable groups) have access to the services and opportunities that they may need such as housing, employment, public transport and community facilities (e.g. education, health and local shopping). This will work towards meeting the public sector equality duty as the needs of these individuals are being incorporated into the Local Plan.

2. What is an Equalities Impact Assessment (EqIA)?

This Equality Impact Assessment (EqIA) reviews the Brentwood Borough Council adopted Local Plan. The purpose of the EqIA is to ensure that equality is placed at the centre of policy development and review and identifies the likely impact of this Plan on the borough's community. The EqIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group.

The duty to carry out an EqIA of new policy is set out in the Equality Act 2010. The Act protects people from discrimination on the basis of certain characteristics, which are known as protected characteristics. The protected characteristics are:

- Age
- Disability
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- Pregnancy and maternity
- Religion or beliefs and;
- Sexual orientation

The duty requires public bodies to have due regard for the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

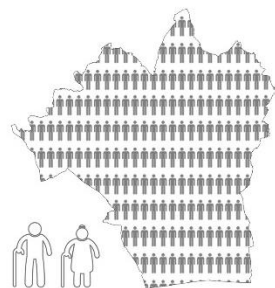
The EqIA has been prepared following an iterative process. This involved identifying the likely impacts arising from each draft policy and then considering these impacts as positive, negative or neutral in light of the thrust of the relevant policy. This was set against known facts, information and evidence gathered from the Council's robust evidence base which underpins the Local Plan and which relates specifically to the protected characteristics listed in the Equality Act 2010. Recommendations on ways by which the negative impacts could be removed or mitigated and the positive impacts strengthened were then sought. The draft policies affected are then reconsidered and re-examined again in the same iterative process until they emerge with no known negative impacts and became more acceptable.

3. Appraisal

3.1 Population Profile

The population of Brentwood in 2011 was 73,601 (Census), of which approximately 70% live within Brentwood Town. The 2014 mid-year population estimates show's that this has increased to 75,600. A large portion of the population are retired with an aging population trend projected to continue. The proportion of the population from black and minority ethnic groups in the borough is well below average for the Eastern region and England. The largest non-white minority ethnic group is made up of Asian origins.

Figure 1: Brentwood Population
(Source: Brentwood Borough Profile)



The borough's population is over 73,600 with a significant retired population - an ageing population trend projected to continue



The health of people in Brentwood is generally better than the England average. Deprivation is lower than average, however about 10.8% children live in poverty. Life expectancy for both men and women is higher than the England average. Local health priorities include improving the health of older people, increasing vaccination coverage, and reducing cardiovascular disease by reducing the prevalence of obesity

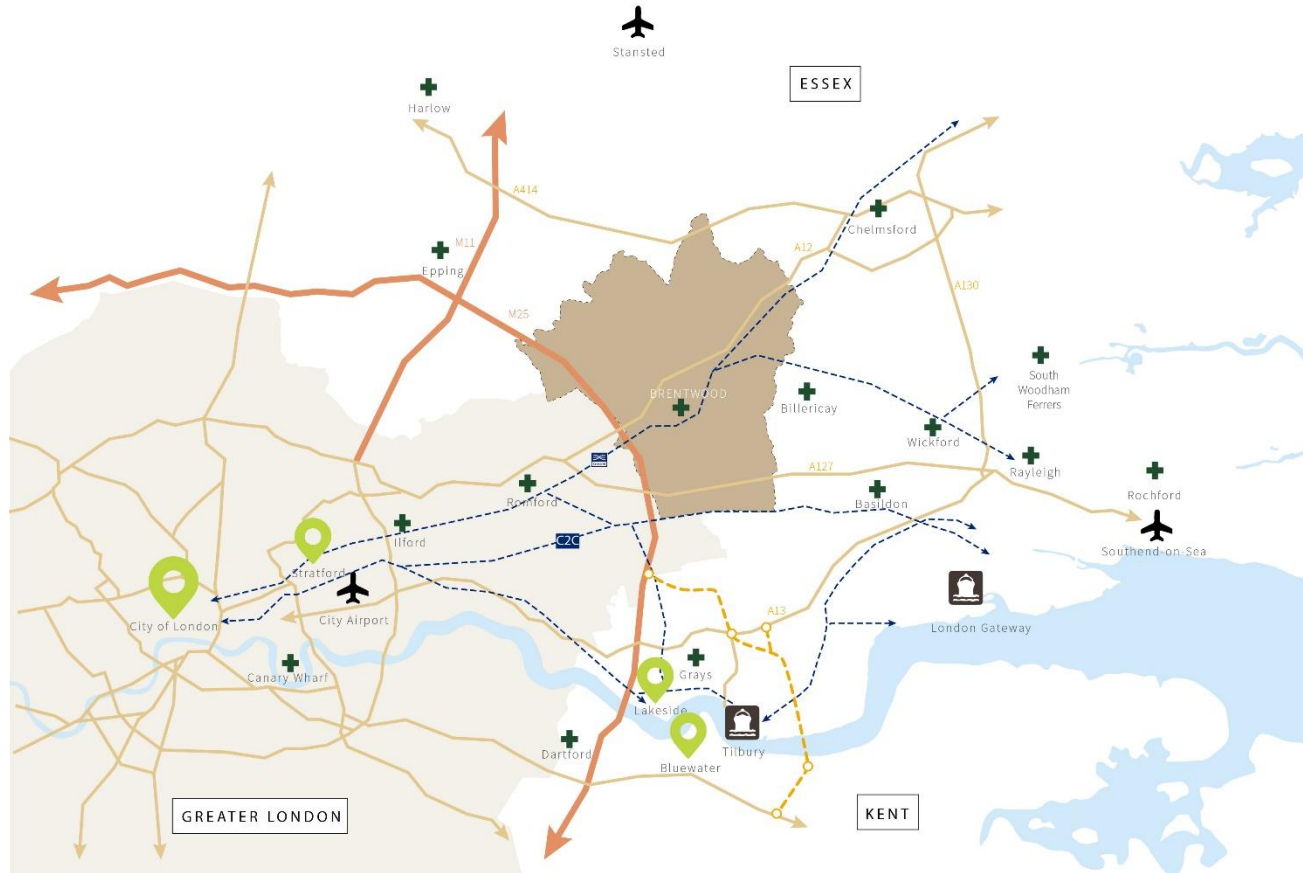


ONS data 2015/2016 indicates an economic activity rate of 79%, slightly lower than the regional rate of 80.1% but higher than the GB rate of 77.9% Notably the number of self-employed persons was at 12.5% which was significantly above East of England (10.7%) and GB (10.3%) averages. Long-term unemployed rates were less than both regional and national averages

3.1.1 Geographic Characteristics of Brentwood

Brentwood Borough is located in the south-west of Essex and east of Greater London. The Borough is approximately 15,300 hectares. The Borough is centred on the market town of Brentwood, which is surrounded by some suburban areas and villages set amongst the Essex countryside. The Borough is only 20 miles from Central London with strong transport links, including the current development of Crossrail, into London. The Borough is 89% green belt, giving the community ample access to open green space. The cost of a house in Brentwood cost an average £320,000 which is £100,000 higher than the average house price within England. Despite this, approximately 80% of the population own their own home. Brentwood is one of the most affluent areas in England, within the least deprived 10% of the country.

Figure 2: Geographic Characteristics of Brentwood
(Source: Brentwood Borough Profile)



3.2 Assessment of Policies

Applying the principles from the Equality Act 2010, as outlined in section 2 of this report, the Local Plan and all the underpinning policies (as amended within the adopted Local Plan, March 2022) were assessed according to the chapters found within the Local Plan framework:

- Managing Growth;
- Resilient Built Environment;
- Housing Provision;
- Prosperous Community;
- Natural Environment; and
- Site Allocations

The EqIA table found in appendix 1 is organised based on the chapters found within the Schedule of Potential Main Modifications, September 2021 Local Plan Framework and adopted Local Plan. The EqIA table found in appendix 2 is organised based on the chapters found within the 2018/19 Pre-Submission Local Plan Framework.

The coding system used to assess the policies are described in the table below.

Table 1: Coding System

Description	Symbol
Those policies that make a significant positive impact to the identified protected characteristic	(++)
Those policies that make a positive impact to the identified protected characteristic	(+)
Those policies which do not have a positive or negative impact to the identified protected characteristic	(N)
Those policies which have a minor negative impact to the identified protected characteristic	(-)
Those policies which have significant negative impact to the identified protected characteristic	(--)

4. Findings

The Equalities Assessment of the individual policies, as illustrated in appendix 1, clearly shows that majority of the policies found within the Local Plan have a positive impact on the community when assessed against the Equalities Act (2010) characteristics. It is important to note that the Local Plan policies are supported and enhanced by additional national and local policies, such as the revised National Planning Policy Framework (NPPF) and the National Planning Practice Guidance, Essex Design Guide, and Licensing Policy, etcetera, which in themselves have an overall positive benefit on the community. These wider policies and regulations were not considered as part of this assessment.

5. Next Steps:

This is the final iteration of the Equalities Impact Assessment (EqIA) and concludes the process. The adopted Local Plan has been examined in public by two appointed Planning Inspectors from the Secretary of State. A Potential Main Modifications consultation was held to reflect changes made to the Local Plan which were necessary to ensure the Local Plan was sound based on the requirements set out within the NPPF. The modifications did not result in any reduction in scoring through the EqIA process. Following the completion of the Potential Main Modifications consultation, the Local Plan and all the required supporting documents were provided to the two Planning Inspectors, which the Inspectors reviewed to make their final decision on the soundness of the Plan. The Council received the Inspectors Report on 23rd February 2022 which concluded the Local Plan could be adopted stating that *the duty to co-operate has been met and that with the recommended main modification the Brentwood Local Plan satisfies the requirements referred to in Section 20(5)(a) of the 2004 Act and is sound.*

This concludes the EqIA process for this adopted Local Plan. A new EqIA was be undertaken as part of the early Local Plan Review.

Appendices

Appendix 1: Main Modifications, Policy Assessment

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Strategic Objectives										
STRATEGIC OBJECTIVE S01: Managing Growth Sustainably	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S02: Delivery a Healthy and Resilient Built Environment	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S03: Deliver Sustainable Communities with Diverse Economic & Social-cultural Opportunities for All	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S04: Deliver Beautiful,	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Biodiverse, Clean and a Functional Natural Environment										
04. Managing Growth										
STRATEGIC POLICY MG01: Spatial Growth	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Aiming to fulfil requirement for growth for employment and new homes, in line with Government requirements, increasing number and variety of accommodation available for all.
STRATEGIC Policy MG02: Green Belt (originally NE09)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
Policy MG03: Settlement Hierarchy	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Provides greater clarity on the density of developments to ensure the existing character of the villages are protected while still permitting an appropriate level of growth.
POLICY MG04: Health Impact Assessments (HIAs)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promoting healthier and inclusive environments for all.
POLICY MG05: Developer Contributions	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Financial contributions to meet new infrastructure requirements
POLICY MG06: Local Plan Review	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Early review of the Plan to ensure that appropriate transport infrastructure is

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
										able to come forward to support development and an opportunity for the Council to review its housing needs to ensure the right amount and mix of dwelling our provided to support the local community.
05 . Resilient Built Environment										
STRATEGIC POLICY BE01: Carbon Reduction and Renewable Energy	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact.
POLICY BE02: Water Efficiency and Management	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive impact on the environment and access to clean water for local residents.
POLICY BE03: Establishing Low Carbon and Renewable Energy Infrastructure Network	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Community led initiative for renewable and low carbon energy. Positive development initiative with generally neutral impact on protected characteristic.
POLICY BE04: Managing Heat Risk	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and impact of extreme heat for all with particular positive impact on the young of more sustainable resource uses to consider future generational

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
										impact and improvement for older persons and those with disabilities who may be more home-bound.
POLICY BE05: Sustainable Drainage	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all, implementation of flood resilience schemes impact on new and existing residents alike.
STRATEGIC POLICY BE06: Communications Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive for all, implementation of improved communication infrastructure impact on new residents alike, overall improvement to infrastructure likely to benefit existing residents and businesses.
POLICY BE07: Connecting New Developments to Digital Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive for all, implementation of improved communication infrastructure impact on new residents.
STRATEGIC POLICY BE08: Strategic Transport Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Improvement to strategic transport infrastructure offers benefits to all
STRATEGIC POLICY BE09: Sustainable Means of Travel and Walkable Streets	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Better options for travel and improved streetscapes are positive for all
POLICY BE10: Sustainable	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Sustainable passenger transport that considers community facilities, schools,

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Passenger Transport										specialist older person housing. Positive for all
POLICY BE11: Electric and Low Emission Vehicle	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Considering future transport changes and beyond immediate time horizons. Minimising shock and impact of stresses of future transport change. Particular positive impact on the young.
POLICY BE12: Mitigating the Transport Impacts of Development	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Avoidance of negative impact from new development. Neutral to all
POLICY BE13: Parking Standards	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Design standards for parking provision for new homes. Neutral impact on protected characteristic groups.
STRATEGIC POLICY BE14: Creating Successful Places	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY BE15: Planning for Inclusive Communities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
STRATEGIC Policy BE16: Conservation and Enhancement of Historic Environments	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY BE 17: Schedule Monuments and Archaeological Remains	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
06 Housing Provision										
STRATEGIC POLICY HP01: Housing Mix	Hp01	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New homes that offer an inclusive, accessible environment. Noted that proposed focused changes may impact on this policy reducing affordable and accessible homes.
POLICY HP02: Protecting the Existing Housing Stock	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	No net loss of homes. Neutral impact
POLICY HP03: Residential Density	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Introducing new homes that are appropriate for the location
POLICY HP04: Specialist Accommodation	(++)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Accommodation to fit the identified need, particularly with appropriate access, internal layout and location.
POLICY HP05: Affordable Housing	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Affordable home may particularly benefit the young and new families. Noted that proposed focused changes may impact on this policy reducing affordable homes.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY HP06: Standards for new housing	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Beneficial to all groups to provide appropriate accommodation of a positive size
POLICY HP07: Provision for Gypsies and Travellers	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP08: Safeguarding permitted sites	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP09: Sub-Division of Pitches or Plots	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP10: Proposals for Gypsies, Travellers and Travelling Showpeople On Windfall sites	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller, and Travelling Showpeople community to meet identified need
07. Prosperous Community										
STRATEGIC POLICY PC01: Safeguarding Employment Land Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC02: Supporting the Rural Economy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
STRATEGIC POLICY PC03: Retail and Commercial Leisure Growth	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
STRATEGIC POLICY PC04: Retail Hierarchy of Designated Centres	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for retail, employment and economic locations, positive for all
POLICY PC05: Brentwood Town Centre	(+)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for retail, employment and economic locations, positive for all. Access must be considered.
POLICY PC06: Mixed Use Development in Designated Centres	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC07: Primary Shopping Areas	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC08: Non-centre Uses	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Promotion and support for employment and economic locations, positive for all. Local facilities provides better facilities for those where mobility is more challenging.
POLICY PC09: Night Time Economy	(+)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Opportunity for increased out of hours employment and social locations. In particular for younger adults.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
STRATEGIC POLICY PC10: Protecting and Enhancing Community Assets	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Protection and enhancement, for all of the community
POLICY PC11: Education Facilities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Beneficial for all of community
07. Natural Environment										
STRATEGIC POLICY NE01: Protecting and enhancing the natural environment	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
STRATEGIC Policy NE02: Green and Blue Infrastructure	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness and access to natural environment for all communities.
POLICY NE03: Trees, Woodlands, Hedgerows	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE04: Thames Chase Community Forest	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural woodland environment.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY NE05: Open Space in New Development	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
POLICY NE06: Allotments and Community Food Growing Space	(++)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
POLICY NE07: Protecting Land for Gardens	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Retention of gardens contribute to improved mental and physical wellbeing
STRATEGIC POLICY NE08: Air Quality	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing air quality
STRATEGIC POLICY NE09: Flood Risk	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect against flood risk.
POLICY NE10: Contaminated Land and Hazardous Substances	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote healthy places and enhancing natural environment.
POLICY NE11: Floodlighting and Illumination	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places protect and enhancing the light environment.
09. Site Allocations										
Dunton Hills Garden Village	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New inclusive community with appropriate facilities and infrastructure, to benefit

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Strategic Allocation.										communities now and into the future.
Housing/Site Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New inclusive homes with appropriate facilities and infrastructure, to benefit communities now and into the future.
Employment Site Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Proposed areas of expansion for employment use with strategic site close to main roadways.

Appendix 2. Pre-Submission Local Plan, Policy Assessment

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Strategic Objectives										
STRATEGIC OBJECTIVE S01: Managing Growth Sustainably	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S02: Delivery a Healthy and Resilient Built Environment	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S03: Deliver Sustainable Communities with Diverse Economic & Social-cultural Opportunities for All	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S04: Deliver Beautiful,	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Biodiverse, Clean and a Functional Natural Environment										
04. Managing Growth										
STRATEGIC POLICY SP01: Sustainable Development	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive approach to reflect presumption of sustainable development for new homes and employment.
STRATEGIC POLICY SP02: Managing Growth	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Aiming to fulfil requirement for growth for new homes, in line with Government requirements, increasing number and variety of accommodation available for all.
STRATEGIC POLICY SP03: Health Impact Assessments (HIAs)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promoting healthier and inclusive environments for all.
STRATEGIC POLICY SP04: Developer Contributions	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Financial contributions to meet new infrastructure requirements
STRATEGIC POLICY SP05: Construction Management	(+)	(+)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Considerate construction, minimising impact on existing residents and business
STRATEGIC POLICY SP06:	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	More new homes, in line with Government requirements, increasing

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Effective Delivery of Development										number and variety of accommodation available for all from constructive masterplanning .
05 . Resilient Built Environment										
POLICYBE01: Future Proofing	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Considering future changes and beyond immediate time horizons. Minimising shock and impact of stresses of future events. Particular positive impact on the young.
POLICY BE02: Sustainable Construction and Resource Efficiency	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Particular positive impact on the young of more sustainable resource use to consider future generational impact.
POLICY BE03: Carbon Reduction, Renewable Energy and Water Efficiency	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact.
POLICY BE04: Establishing Low Carbon and Renewable Energy Infrastructure Network	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Community led initiative for renewable and low carbon energy. Positive development initiative with generally neutral impact on protected characteristic.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY BE05: Assessing Energy Infrastructure	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact.
POLICY BE06: Improving Energy Efficiency in Existing Dwellings	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact and improvement for older persons and those with disabilities who may be more home-bound.
POLICY BE07: Managing Heat Risk	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and impact of extreme heat for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact and improvement for older persons and those with disabilities who may be more home-bound.
POLICY BE08: Sustainable Drainage	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all, implementation of flood resilience schemes impact on new and existing residents alike.
POLICY BE09: Communications Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive for all, implementation of improved communication infrastructure impact on new residents alike, overall improvement to infrastructure likely to benefit existing residents and businesses.
POLICY BE10: Connecting New Developments to	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive for all, implementation of improved communication

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Digital Infrastructure										infrastructure impact on new residents.
POLICY BE11: Strategic Transport Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Improvement to strategic transport infrastructure offers benefits to all
POLICY BE12: Car-Limited Development	(N) (-)	(N) (-)	(++)	(++)	(++)	(++)	(N) (-)	(++)	(++)	Car limited development may be positive for those with full mobility to use alternatives. Neutral -negative to those who find non-car travel more challenging. Design and location of development will need to consider this.
POLICY BE13: Sustainable Means of Travel and Walkable Streets	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Better options for travel and improved streetscapes are positive for all
POLICY BE14: Sustainable Passenger Transport	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Sustainable passenger transport that considers community facilities, schools, specialist older person housing. Positive for all
POLICY BE15: Electric and Low Emission Vehicle	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Considering future transport changes and beyond immediate time horizons. Minimising shock and impact of stresses of future transport change. Particular positive impact on the young.
POLICY BE16: Mitigating the Transport	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Avoidance of negative impact from new development. Neutral to all

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Impacts of Development										
POLICY BE17: Parking Standards	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Design standards for parking provision for new homes. Neutral impact on protected characteristic groups.
POLICY BE18: Green and Blue Infrastructure	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness and access to natural environment for all communities.
POLICY BE19: Access to Nature	(++)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness and access to natural environment for all communities.
POLICY BE20: Allotments and Community Food Growing Space	(++)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
POLICY BE21: Protecting Land for Gardens	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Retention of gardens contribute to improved mental and physical wellbeing
POLICY BE22: Open Space in New Development	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
POLICY BE23: Open Space, Sport and Recreational Facilities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
06 Housing Provision										

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY HP01: Housing Mix	Hp01	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New homes that offer an inclusive, accessible environment. Noted that proposed focused changes may impact on this policy reducing affordable and accessible homes.
POLICY HP02: Protecting the Existing Housing Stock	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	No net loss of homes. Neutral impact
POLICY HP03: Residential Density	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Introducing new homes that are appropriate for the location
POLICY HP04: Specialist Accommodation	(++)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Accommodation to fit the identified need, particularly with appropriate access, internal layout and location.
POLICY HP05: Affordable Housing	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Affordable home may particularly benefit the young and new families. Noted that proposed focused changes may impact on this policy reducing affordable homes.
POLICY HP06: Standards for new housing	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Beneficial to all groups to provide appropriate Accomodation of a positive size
POLICY HP07: Provision for Gypsies and Travellers	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP08: Regularising	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
suitable existing traveller sites										
POLICY HP09: Safeguarding permitted sites	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP10: Sub-Division of Pitches or Plots	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP11: Proposals for Gypsies, Travellers and Travelling Showpeople On Windfall sites	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller, and Travelling Showpeople community to meet identified need
POLICY HP12: Planning for Inclusive Communities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP13: Creating Successful Places	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP14: Responding to Context	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for sense of place for all communities.
POLICY HP15: Permeable and Legible Layout	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for access to all communities.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY HP16: Buildings Design	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP17: Paving over Front Garden	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for sense of place and flood impact to all communities.
POLICY HP18: Designing Landscape and the Public Realm	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP19: Conservation and Enhancement of Historic Environment	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP20: Listed Buildings	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP21: Conservation Areas	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP22: Local Heritage Assets	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP23: Scheduled Monuments and Archaeological Remains	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
06. Prosperous Community										

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY PC01: Cultivating a Strong and Competitive Economy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC02: Job Growth and Employment Land	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC03: Employment Land Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC04: Development and Expansion of Business Space	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC05: Employment Development Criteria	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC06: Supporting the Rural Economy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC07: Retail and Commercial Leisure Growth	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC08: Retail Hierarchy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for retail, employment and economic locations, positive for all

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
of Designated Centres										
POLICY PC09: Brentwood Town Centre	(+)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for retail, employment and economic locations, positive for all. Access must be considered.
POLICY PC10: Mixed Use Development in Designated Centres	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC11: Primary Shopping Areas	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC12: Non-centre Uses	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Promotion and support for employment and economic locations, positive for all. Local facilities provides better facilities for those where mobility is more challenging.
POLICY PC13: Night Time Economy	(+)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Opportunity for increased out of hours employment and social locations. In particular for younger adults.
POLICY PC14: Protecting and Enhancing Community Assets	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Protection and enhancement, for all of the community
POLICY PC15: Education Facilities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Beneficial for all of community

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY PC16: Buildings for Institutional Purposes	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Beneficial for all of community
07. Natural Environment										
POLICY NE01: Protecting and enhancing the natural environment	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE02: Recreational disturbance Avoidance and Mitigation Strategy (RAMS)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE03: Trees, Woodlands, Hedgerows	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE04: Thames Chase Community Forest	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural woodland environment.
POLICY NE05: Air Quality	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing air quality

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY NE06: Flood Risk	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect against flood risk.
POLICY NE07: Contaminated Land and Hazardous Substances	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote healthy places and enhancing natural environment.
POLICY NE08: Floodlighting and Illumination	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places protect and enhancing the light environment.
POLICY NE09: Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE10: New Development, Extension and Replacement of Buildings In Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE11: Established Areas of Development and Structures In The Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE12: Previously	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and

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Developed Land in Green Belt										enhancing Green Belt locations.
POLICY NE13: Site Allocations in Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE14: Agricultural Workers Dwellings	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE15: Re-Use and Residential Conversion of Rural Buildings	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
08. Site Allocations										
Dunton Hills Garden Village Strategic Allocation.	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New inclusive community with appropriate facilities and infrastructure, to benefit communities now and into the future.
Housing/Site Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New inclusive homes with appropriate facilities and infrastructure, to benefit communities now and into the future.
Employment Site Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Proposed areas of expansion for employment use with strategic site close to main roadways.

