South Gloucestershire Local Plan 2026-2041

Equality Impact Assessment and Analysis (EqIAA)

South Gloucestershire Council

Final report

Prepared by LUC

February 2025

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South Gloucestershire Local Plan 2026-2041

Equality Impact Assessment and Analysis

1.1 This report presents the findings of an assessment of the likely effects of the Publication (Regulation 19) South Gloucestershire Local Plan 2026-2041 on equality issues.

1.2 The requirement to undertake formal Equality Impact Assessment (EqIA) of plans was introduced in the Equality Act 2010 but was abolished in 2012. Despite this, authorities are still required to have regard to the provisions of the Equality Act, namely the Public Sector Duty which requires public authorities to have due regard for equalities considerations when exercising their functions. In fulfilling this duty, it is useful to produce a written record of equalities issues having been specifically considered. That is the purpose of this report.

1.3 The Equality Act 2010 identifies nine 'protected characteristics' and seeks to protect people from discrimination on the basis of these characteristics. They are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

1.4 In addition to these nine ‘Protected Characteristics’, South Gloucestershire Council also recognises that many people are held back because of inequality, discrimination and lack of opportunity connected to the following characteristics:

- Socioeconomic status
- Care Experience
- Armed Forces Community

1.5 There are three main duties set out in the Equality Act 2010, which public authorities including South Gloucestershire Council must meet in exercising their functions:

- To eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Act.
- To advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it.
- To foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The South Gloucestershire Local Plan

1.6 The purpose of the Local Plan is to guide development in South Gloucestershire up to 2041. The most recent version of the emerging South Gloucestershire Local Plan 2026-2041, the Publication (Regulation 19) Local Plan (February 2025), contains 48 policies across nine chapters as follows:

- Where homes and jobs will go
- Homes for all
- Delivering jobs and prosperity
- Thriving town centres, leisure and cultural facilities
- Helping you get around
- Responding to climate change

- Enhancing our natural environment
- Creating well designed spaces
- Minerals, resources and waste

1.7 Strategic planning is only one of the functions of South Gloucestershire Council, so it is not expected that the Local Plan alone would address all of the duties of the Equality Act.

1.8 The South Gloucestershire Council Plan identifies five key aims for the Council, one of which is 'reducing inequality'. The Council's Tackling Inequalities Plan (2024-28) **[See reference 1]** sets out 60 objectives that the Council will deliver in order to make progress against that overarching aim of reducing inequality. The Local Plan will support the delivery of many of the objectives in the Tackling Inequalities Plan, as they are grouped into areas such as housing, accessibility and climate, all of which are addressed in the Local Plan.

Baseline Information

1.9 The Publication (Regulation 19) Local Plan (February 2025) and Appendix C of the accompanying Sustainability Appraisal (SA) Report (February 2025) set out baseline information about South Gloucestershire, including some information relevant to the protected characteristics covered by the Equality Act. The most relevant information is summarised below.

Population

1.10 The population of South Gloucestershire, as reported in the Census 2021, was 290,423 people, which equates to 5.4 persons per hectare **[See reference 2]**. More recent ONS mid-year population estimates from 2023 place the population slightly higher, at 299,439. The population is spread across 118,101 households in South Gloucestershire, occupied by at least one usual resident. This represents an increase of 9.8% from 2011, when there were 107,538 households. Single family households

represent 67.9% of all households in South Gloucestershire as of 2021, whilst the proportion of households occupied by one elderly person increased by 0.8% between 2011 and 2021, from 11.4% to 12.2% **[See reference 3]**.

Age profile

1.11 In 2021, South Gloucestershire's median age remained 40, unchanged since 2011. The proportion of residents aged 65 and older rose by 1.8 percentage points from 16.9% in 2011 to 18.7% in 2021, slightly above the 2021 proportion for England average of 18.4% **[See reference 4]**. Over the same time period there was also a decrease in the proportion of people aged 16 to 64 years by 1.0 percentage point, and a decrease in proportion of children aged 15 and under by 0.7 percentage point **[See reference 5]**.

Ethnicity

1.12 The Census 2021 reported that 85.8% of South Gloucestershire's population described themselves as being 'White: English, Welsh, Scottish, Northern Irish or British', which is 11.4 percentage points higher than the England and Wales figure (81.7%). The second most common group was 'White: Other White' accounting for 4.7% of the Population. 'Asian, Asian British or Asian Welsh', accounted for 3.8% of the total resident population. The remaining population is classified as being from 'mixed or multiple ethnic groups' (2.5%), 'Black, Black British, Black Welsh, Caribbean or African' (1.6%), or 'other ethnic groups' (0.9%) **[See reference 6]**. In 2021, 30,668 (10.6%) residents of South Gloucestershire were born outside of the UK. This figure has increased by 13,371 since 2011. Within South Gloucestershire, Poland was the most common country of birth outside the UK, followed by India and other EU countries **[See reference 7]**.

Religion

1.13 In 2021, 46.1% of residents in South Gloucestershire reported having no religion. This is a significant increase on the figure reported in 2011, which was 30.7%. In 2021, 44.1% of South Gloucestershire's population described themselves as Christian. The other religions reported amongst the population are Buddhist (0.4%), Hindu (1%), Muslim (1.6%), Sikh (0.3%) and 'other religions' (0.5%). The remaining population (6%) did not state a religion in response to the related question in the Census 2021 **[See reference** 8**]**.

Marital status

1.14 The 2021 Census shows that 35.9% of the resident population aged 16 and over has never been married and never registered a civil partnership; while 47.9% are married or in a civil partnership and 8.6% are divorced. A further 1.8% are separated but legally married or in a civil partnership. The remaining 5.8% are widowed **[See reference** 9**]**.

Life expectancy

1.15 Life expectancy in South Gloucestershire was 81.6 years for men and 84.4 years for women **[See reference** 10**]**. There are, however, large inequalities in life expectancy between geographical areas. Life expectancy of men in the most deprived areas in South Gloucestershire is on average 4.3 years lower than for those in the least deprived areas, and in women the gap is 5.7 years. However, South Gloucestershire performs more favourably in this sense than the country as a whole, with a life expectancy gap of 9.7 years and 7.9 years reported for men and women respectively in England **[See reference** 11**]**. Cancer in both men and women contributes the most to the gap in life expectancy between the least and most deprived areas of South Gloucestershire **[See reference** 12**]**.

Health

1.16 Residents of South Gloucestershire are generally healthier and have a better life expectancy than the national average, reflecting the relative affluence of the area. South Gloucestershire was ranked in the top 30% of local authority areas for health in 2021 **[See reference** 13**]**. That year, South Gloucestershire was reported as having a health index score of 111.3, which is up 1.3 points from 2020. The Health Index measures health outcomes and risk factors over time across a number of topic areas to give an indication of public health. South Gloucestershire's best score across all subdomains relates to 'economic and working conditions', which looks at child poverty, job-related training, unemployment, and workplace safety. However, South Gloucestershire scores poorly in relation to 'personal well-being.'

1.17 The latest published information from the 2021 Census provides a snapshot of the general health and well-being of residents in South Gloucestershire at that time **[See reference** 14**]**. The health of residents of South Gloucestershire was described as 'very good' by 48.9% of the population compared to 47.5% for England. 34.6% of residents described their health as 'good', whilst 12.1% described their health as 'fair'. Only 4.2% of South Gloucestershire's population described their health as 'bad' or 'very bad' compared to the national figure of 5.3%.

1.18 South Gloucestershire's Population Health Intelligence Portal **[See reference** 15**]** provides information on various health factors. It states that 59% of adults were classified as overweight or obese in 2022/23 which is similar to the South West region and lower than England. Furthermore, 14% of people aged 18+ have depression, which is a higher proportion than the South West region and England.

1.19 Compared to nationally, South Gloucestershire's health, wellbeing and development outcomes for children and young people are generally better. However, there are inequalities in outcomes between different groups which are persistent and have been worsened by the cost-of-living crisis and Covid-19 pandemic **[See reference** 16**]**.

Disability

1.20 The 2021 Census reported that 16.5% of South Gloucestershire's population is classed as disabled under the Equality Act, which is lower than the figure for England (17.7%) **[See reference** 17**]**.

Physical activity

1.21 During the period 2022/23, 71% of adults in South Gloucestershire considered themselves physically active. This is slightly below the South West regional average of 71.7% but higher than the England average of 67.1% **[See reference** 18**]**. Reporting by Sport England **[See reference** 19**]** shows that:

- 24% of adults were classed as 'inactive' with less than 30 minutes of recorded activity a week in November 2022-23. This compares to 25% in November 20-21 and 22.7% in November 2021-22.
- In November 2022-23, 9.4% of adults were reported as fairly active (30-149 minutes of activity) and 67% were reported as active (150 minutes or more of activity).

Pregnancy and Maternity

1.22 For statistics on pregnancy and maternity, Table 1 presents the percentage of births in South Gloucestershire occurring to mothers aged 35 or over and occurring to non-British mothers **[See reference** 20**]**.

Table 1: Breakdown of selected figures relating to births in South Gloucestershire

Selected figures	2021	2022	2023
Percentage of live births to mothers aged 35+	24.9%	25.3%	25.6%
Percentage of live births born to non-British mothers	28.8%	30.3%	31.8%

Deprivation

1.23 The Index of Multiple Deprivation (IMD) (2019) takes data from the Census and other routinely held sources to provide a score for small areas and has ranked South Gloucestershire as 267th of 317 local authorities (1st being most deprived and 317th being least) – meaning the authority is in the least deprived 20% in England**[See reference** 21**]**.

1.24 South Gloucestershire has no small areas, known as Local Super Output Areas (LSOAs) that rank in the 10% most deprived nationally and around 31% of LSOAs in South Gloucestershire are in the 10% least deprived nationally. There are, however, pockets of deprivation with the most deprived LSOAs generally being clustered within the urban wards of Staple Hill, Kings Chase, Patchway, Parkwall and Woodstock, though some more isolated areas of deprivation exist.

1.25 There are six LSOAs that fall within the most deprived areas in England for the education, skills and training domain. Milton Road / Birch Road area of Yate North / Yate Central Ward is South Gloucestershire's most deprived area in terms of this domain. The barriers to housing and services domain, which relates to the physical proximity of local services, is the domain in which South Gloucestershire is most deprived. 24 LSOAs (15%) fall within the most deprived national quintile. The highest rates of deprivation in this domain are generally found in rural areas due to the higher average house prices and distances to services.

1.26 The proportion of deprived households in South Gloucestershire (47%) is lower than the national average (51%). In 2022/23, the proportion of children (aged 0-15) in relative low-income families was lower in South Gloucestershire at 12.3% than the national figure of 19.8%.

1.27 Council research shows that families with children, younger adults (less than 45 years old), women, people from many Black, Asian and Minority Ethnic groups, people who are renting (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups), people who have been unemployed or experienced long term sickness (disproportionately more likely to be people from many Black, Asian and Minority Ethnic groups and disabled people) and disabled people are over-represented in living in poverty and financial hardship in South Gloucestershire.

Sexual orientation

1.28 With regard to sexual orientation, the 2021 Census indicates that 2.8% of South Gloucestershire residents aged 16 years and over (6,703 people) identified with an LGB+ orientation. This is lower than the national average of 3.2%. Of these, 1.3% (3,064) identified as gay or lesbian, 1.2% (2,944) identified as bisexual, and 695 selected Pansexual, Asexual, Queer or other sexual orientation. However, 6.5% (15,510) of residents did not respond to the question on sexual orientation **[See reference** 22**]**.

Gender identity

1.29 In terms of gender identity—referring to an individual's sense of their own gender, such as male, female, or another category like non-binary—94.6% (224,526) of South Gloucestershire residents aged 16 and over stated that their gender identity matched their sex registered at birth. This is slightly higher than the regional average for the South West (94.0%) and the national average for England and Wales (93.5%). Of the 0.4% who reported that their gender identity differed from their sex at

birth, 0.1% (178) identified as a trans man, 0.1% (177) identified as a trans woman, and 0.1% (145) identified as non-binary **[See reference** 23**]**.

Armed Forces Community

1.30 The 2021 Census reported that the South West region has the highest proportion of veterans (5.6% of the total aged 16 years and over, or 317,000 people) within England **[See reference** 24**]**.

1.31 In South Gloucestershire, the number of veterans stood at 9,498, which represents 4% of the total population aged 16 years and over. 73.4% of veterans (6,970) had previously served in the regular forces, 22.4% (2,124) in the reserve forces, and 4.3% (404) in both. There were 7,068 households with at least one veteran (6% of the total).

Care Experience

1.32 There are approximately 250 children in the care of South Gloucestershire Council. Being a ‘corporate parent’ means doing everything possible for every child in the Council’s care – and every care leaver – to give them the same opportunities that other children get. This covers everything from keeping an eye on their progress at school, to looking after their health and wellbeing, to preparing them for life as independent adults – and supporting them when they get there. Around one-third of children in care are aged under 10, one-third between 11 - 15 years and one-third aged 16+.

Method

1.33 The Publication draft (Regulation 19) South Gloucestershire Local Plan 2026-2041 has been reviewed to consider the likely impacts of the policies (including site allocations) on each of the nine protected characteristics from the Equality Act 2010 listed earlier in this report, as well as the three additional characteristics that South

Gloucestershire Council recognises. For each protected characteristic, consideration has been given to whether the policies in the Local Plan are compatible or incompatible with the three main duties set out in the Equality Act 2010.

1.34 A colour coded scoring system has been used to show the effects that the Local Plan is likely to have on each characteristic, as shown below:

Symbol	Likely Effect
+	Positive
0	Neutral
+/-	Mixed (positive and negative)
-	Negative

Findings

1.35 The detailed findings of the equalities assessment for the policies in the Publication Local Plan 2026-2041 are presented in Tables 2 to 9 below. While the Publication Local Plan does not directly affect a number of the protected characteristics, where effects are identified, they are mainly positive. The Local Plan is therefore considered to be generally compatible with the three main duties of the Equality Act 2010.

1.36 The Publication Local Plan does not include any direct or indirect references to gender reassignment, marriage and civil partnership, sex and sexual orientation, care experience or armed forces community and does not include policies or site allocations that are considered to have a direct effect on those characteristics. For the remaining protected characteristics – age, disability, religion or belief, pregnancy and maternity and race – various elements of the Publication Local Plan document are likely to have some positive and mixed effects as summarised below.

1.37 The provision of extensive housing development over the Plan period to meet local needs, through policies including Delivery of New Homes – South

Gloucestershire's Housing Requirement and the strategic site allocations, will benefit the age characteristic by helping younger people to access housing (including affordable housing) and by ensuring that specialist housing is available to meet the needs of the aging population. The provision of specialist and accessible housing through policies in the Homes for All section of the Local Plan will also benefit disabled people. The provision of, or contribution towards, sites for Gypsies and Travellers will help to meet the particular housing needs of these communities, positively affecting the characteristic of race.

1.38 Both older and disabled people will also be positively affected by the measures in the Local Plan seeking to ensure good access to services and facilities and to improve sustainable transport links. This will help to reduce social isolation and provide access to much needed services such as healthcare. The overall strategy seeks to direct most development to the more built-up areas of South Gloucestershire, which will mean that more of the new housing provided is well-connected to urban centres via public transport, reducing isolation for those without access to a car.

1.39 Various measures in the Local Plan will positively affect the characteristic of pregnancy and maternity, including those outlined above to improve access to services and facilities, which may be particularly valuable to that group. Enhancing access to open spaces, through the Strategic Green and Blue Infrastructure and the Natural Environment, will also benefit this group by ensuring play space is available.

1.40 The provision and safeguarding of employment land will benefit those from socioeconomic groups and younger people who may be starting out in their careers. The provision of education and skills opportunities through the Employment and Skills Development policy will also benefit these groups.

1.41 While most of the effects of the Local Plan are positive, there may be some negative effects associated with increased air pollution from development, particularly in relation to minerals. Certain groups may be particularly vulnerable to the impacts of air pollution, such as older and very young people, pregnant women and those with certain health conditions. However, the relevant policies include

measures seeking to protect amenity which should provide mitigation for these potential negative effects.

Consultation on the Local Plan

1.42 As well as the content of the Local Plan, it is important that the protected characteristics set out in the Equality Act and in Council Policy are taken into consideration when preparing and consulting on the Local Plan, in particular ensuring that all groups of people have the opportunity to access and participate in consultations.

Likely effects of the Publication Local Plan policies in relation to the ‘protected characteristics’

Table 2: Likely effects of the ‘Where homes and jobs will go’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS1: Strategic Principles	+	+	0	0	+	+	0	0	0	+	0	0
Policy LPS2: Locational Strategy for South Gloucestershire	+	+	0	0	+	0	0	0	0	+	0	0
Policy LPS3: Delivery of New Homes – South Gloucestershire’s housing requirement	+	+	0	0	0	0	0	0	0	+	0	0
Policy LP1: Making effective use of land in urban and town hubs	0	+	0	0	+	0	0	0	0	0	0	0
Policy LP2: Settlement Boundaries	+	0	0	0	+	0	0	0	0	+	0	0
Policy LP3: Residential Development in the Countryside	+	0	0	0	0	0	0	0	0	0	0	0
Policy LP4: Easter Compton Village Extensions	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP5: New Woodlands	+	+	0	0	+	+	0	0	0	+	0	0
Policy LP6: North Lyde ’ecotech’ Village	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP7: Carsons Green and Rockhouse Farm New Neighbourhoods	+	+	0	0	+	+	0	0	0	+	0	0

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LP8: North Warmley New Neighbourhood	+	+	0	0	+	+	0	0	0	+	0	0
Policy LP9: Charfield Village Extensions	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP10: Almondsbury Village Extension	+	+	0	0	+	+	0	0	0	+	0	0
Policy LP11: Major Sites Delivery Policy	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP12: University of the West of England, Frenchay Campus	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP13: Land at Former Filton Airfield - Brabazon	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP14: Severnside Employment Area	0	0	0	0	0	0	0	0	0	+	0	0

1.43 The policies in this section of the Local Plan set out the overall strategy for development within South Gloucestershire including key site allocations. There are broad similarities between the effects of most of these policies on the protected characteristics, particularly the site allocation policies which all seek to deliver residential and/or employment development in particular locations, and which contain many similar criteria.

1.44 –Policy LPS1: Strategic Principles requires development proposals to take an inclusive approach which addresses barriers and adapts to changing needs. Development is required to be inclusive and age friendly and to meet the housing needs of specific groups including students, Gypsies and Travellers and Travelling Showpeople. Furthermore, development is expected to be an Agent of Change and Healthy Development by ensuring places are able to attend to different needs and integrate well with existing businesses and community facilities and create high-quality places. This policy is therefore expected to have positive effects on a number of the characteristics including age, disability and race.

1.45 Policy LPS2: Locational Strategy for South Gloucestershire focuses most new development in the most accessible parts of South Gloucestershire and as part of new strategic sites. This approach should ensure that most people have good access to services and facilities, including via public transport, which will reduce social exclusion and help to minimise the impacts of new development in terms of increased air pollution. Certain groups are likely to be particularly vulnerable to air pollution, including younger, older, and pregnant people and those with cardiovascular or respiratory problems. Therefore, positive effects are expected in relation to age, disability, and pregnancy and maternity.

1.46 The strategy is to meet the housing needs of the Plan area, as detailed in Policy LPS3: Delivery of New Homes - South Gloucestershire’s housing requirement. The level of housing growth is expected to help address housing affordability and help younger residents and people on lower incomes to access the housing market. Positive effects are therefore expected in relation to age and socioeconomic status.

1.47 Policy LP1: Ma king Effective Use of Land in Urban and Town Hubs policy sets out requirements for higher density developments in relation to room size, provision of open space, high-quality public realm and car parking. Higher density development could be seen to have potential negative impacts on those groups requiring more space; however, the measures in the policy should ensure that public open space and car parking provision is made at an appropriate level. Furthermore, this policy could lead to better access to shops, facilities and public transport options. Positive effects are therefore identified for the characteristics of disability and pregnancy and maternity.

1.48 Policy LP2: Settlement Boundaries sets out various requirements in relation to accessibility to services, facilities and jobs which should reduce social isolation and benefit both older and younger people. Ensuring access to education facilities will further benefit the characteristic of age as well as pregnancy and maternity and socioeconomic status.

1.49 Policy LP3 which addresses Residential Development in the Countryside is likely to benefit young people who may have difficulty accessing affordable and appropriate housing in rural areas.

1.50 The effects of the strategic site allocation policies are broadly very similar. The provision of new housing, including an appropriate percentage of affordable housing, will help younger people and those from disadvantaged socioeconomic backgrounds to access housing. The requirements relating to the provision of, and access to, services and facilities will benefit various groups of people including older people and the characteristic of pregnancy and maternity. The requirements across the strategic sites policies for the incorporation of sustainable transport links will benefit those who may be unable to drive, reducing social isolation, and will also mitigate potential increases in air pollution that could otherwise occur and which may be most likely to impact certain groups including older people, pregnant women and those with certain health conditions. Where the site allocation policies would make provision towards Gypsy and Traveller accommodation, positive effects are identified in relation to race – this is the case for the New Woodlands, Carsons Green and Rockhouse Farm New Neighbourhoods, North Warmley New Neighbourhood and Almondsbury Village Extension policies.

1.51 The provision of economic development in the plan area, through Policy LP14: Severnside Employment Area and the site allocation policies that incorporate employment land, is likely to support both increased numbers of jobs as well as accessibility of jobs in the plan area and therefore positive effects are expected in relation to the socioeconomic status characteristic.

1.52 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘where homes and jobs will go’ section of the Local Plan.

Table 3: Likely effects of the ‘Homes for All’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS4: Affordable Homes	+	+	0	0	0	0	0	0	0	+	0	0
Policy LPS5: Accommodation for Gypsies and Travellers	+	0	0	0	+	+	0	0	0	0	0	0
Policy LPS6: Accommodation for Travelling Showpeople	+	0	0	0	+	+	0	0	0	0	0	0
Policy LP15: Houses in Multiple Occupation (HMO)	+	0	0	0	0	0	0	0	0	+	0	0
Policy LP16: Age-friendly Housing and Care Homes	+	+	0	0	0	0	0	0	0	0	0	0
Policy LP17: Rural Exception Sites and Community Led Rural Development	+	0	0	0	0	0	0	0	0	+	0	0
Policy LP18: Internal Space and Accessibility Standards	+	+	0	0	0	0	0	0	0	0	0	0

1.53 The policies within the ‘Homes for All’ section of the Local Plan are expected to have broadly positive effects on the age, disability and socioeconomic status characteristics, as they will help to ensure that suitable and affordable homes are available to meet the needs of both younger and older people, as well as those with accessibility needs. In particular, Policy LP16: Age Friendly Housing and Care Homes and Policy LP18: Internal Space and Accessibility Standards will help to ensure that the housing needs of older and disabled people can be met and recognises the particular demand locally for affordable and appropriate homes for older people to downsize into. Policy LPS4: Affordable Homes seeks to meet both the identified need for Affordable Housing and the Administration’s ambition to deliver higher levels of social rent to reduce reliance on Housing Benefit in the private rented sector. The provision of sites for Gypsies and Travellers and Travelling Showpeople will help to meet the particular housing needs of those communities; therefore, a positive effect is identified in relation to the characteristic of race. The policies addressing Accommodation for Gypsies and Travellers and Accommodation for Travelling Showpeople require development proposals for Gypsy and Traveller and Travelling Showpeople sites to consider opportunities for adequate play space for children, benefiting both the characteristics of age and pregnancy and maternity.

1.54 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘homes for all’ section of the Local Plan.

Table 4: Likely effects of the ‘Delivering Jobs and Prosperity’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS7: Safeguarded Employment Areas	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP19: Non-Safeguarded Employment Sites	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP20: Employment and Skills Development	+	+	0	0	0	0	0	0	0	+	0	0

1.55 The Delivering Jobs and Prosperity policies should improve access to employment for local residents, particularly benefitting younger people and those of a disadvantaged socioeconomic status. Policies LPS7: Safeguarded Employment Areas and LP19: Non-Safeguarded Employment Areas both make reference to protecting the amenity of neighbouring uses which could benefit those that could potentially be most vulnerable to impacts such as noise and air pollution from commercial activities, so would positively affect the characteristics of age, disability and pregnancy and maternity.

1.56 Policy LP20: Employment and Skills Development may benefit young people in particular, seeking employment and training opportunities and those of a disadvantaged socioeconomic status. Depending on the nature of training opportunities provided, there may also be positive effects on the characteristic of disability - the supporting text to the policy recognises that the policy seeks to benefit those with a learning disability.

1.57 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘delivering jobs and prosperity’ section of the Local Plan.

Table 5: Likely effects of the 'Thriving Town Centres, Leisure and Cultural Facilities' policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS8: Town Centres, Retail and Leisure	+	+	0	0	+	0	+	0	0	0	0	0
Policy LP21: Major Stadia	0	0	0	0	0	0	0	0	0	+	0	0

1.58 Policy LPS8: Town Centres, Retail and Leisure seeks to focus town centre uses within those areas, which tend to be well-connected to sustainable transport links. This should mean that the associated services and facilities are accessible to most people, benefitting those who could most need them and having positive effects on the characteristics of age, pregnancy and maternity and religion or belief. The requirement for town centre uses to have appropriate provision for customer parking should benefit the characteristic of disability as this is assumed to include parking provision for disabled people.

1.59 Policy LP21: Major Stadia will not directly affect most of the protected characteristics. It is likely to provide significant employment opportunities; therefore, is likely to positively affect those of a disadvantaged socioeconomic status. Furthermore, requiring Major Stadia facilities to be available for use by the local community with the aim to both expand and complement existing sports and leisure provision in the area, and to meet Sport England objectives of improving participation in grassroots level sports, will assist in attracting young people and minority groups into sport, as well as to arts and cultural activities. This could help to improve both physical and mental health of the local community through participating in a level of activity or in engagement with other people.

1.60 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘thriving town centres, leisure and cultural facilities’ section of the Local Plan.

Table 6: Likely effects of the ‘Helping You Get Around’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS9: Sustainable Movement and Transport Infrastructure	+	+	0	0	+	0	0	0	0	+	0	0
Policy LP22: Parking Requirements, including Electric Vehicles	+	+	0	0	+	0	0	0	0	0	0	0

1.61 Policy LPS9: Sustainable Movement and Transport Infrastructure will enhance access to services and facilities, including for people without a car, benefitting a number of the protected characteristics including age and disability. There may also be a positive effect on the socioeconomic status characteristic as the policy should help people without a car to access job opportunities. The measures in the policy to encourage and facilitate sustainable transport use will also help to mitigate air pollution, benefitting those who can be most vulnerable to air pollution including the very young and elderly, pregnant women and those with particular respiratory conditions.

1.62 Policy LP22: Parking Requirements including Electric Vehicles will benefit the characteristics of age and disability as it requires the provision of parking spaces for disabled people as well as parking for mobility scooters in certain types of developments. The requirements for adequate parking provision in HMOs will benefit younger people who are more likely to live in shared houses. Making provision for electric car charging will contribute towards maintaining and enhancing air quality which can benefit the groups listed above. Parking provisions made through the policy may benefit the characteristic of pregnancy and maternity by providing appropriate, accessible parking spaces.

1.63 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘helping you get around’ section of the Local Plan.

Table 7: Likely effects of the ‘Responding to Climate Change’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS10: Climate Change, Sustainable Design and Construction	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP23: Climate Change Adaptation and Resilience	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP24: Energy Management in New Development	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP25: Embodied Carbon	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP26: Renewable and Low Carbon Energy Systems	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP27: Community energy	+	+	0	0	+	0	0	0	0	0	0	0

1.64 South Gloucestershire's approach to the Climate Emergency includes reducing emissions, preparing for the local impacts of a changing climate and protecting and restoring nature. The measures to be delivered through the Responding to Climate Change policies are likely to help reduce air pollution which can otherwise have particular effects on the elderly, very young, pregnant women and those with particular health conditions. The policies also aim to help all our communities to mitigate and adapt to living in a changing climate. Positive effects are therefore identified in relation to the characteristics of age, disability, pregnancy and maternity and socioeconomic status for all of the policies in this part of the Local Plan.

1.65 No negative effects on any of the protected characteristics have been identified for any of the policies in the 'responding to climate change' section of the Local Plan.

Table 8: Likely effects of the ‘Enhancing our Natural Environment’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS11: Strategic Green and Blue Infrastructure and the Natural Environment	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP28: Ecology and Biodiversity Net Gain	0	0	0	0	0	0	0	0	0	0	0	0

1.66 The policies in the Regulation 19 Local Plan are likely to have significant implications for nature and communities, in terms of enabling the recovery of the local natural environment and encouraging residents and businesses to lead lives that have minimal environmental impact. Maintaining, protecting and enhancing the green infrastructure network through Policy LPS11: Strategic Green and Blue Infrastructure and the Natural Environment would promote the use of active travel routes. The potential to support modal shift is likely to help limit air pollution associated with transport emissions which may benefit certain groups who are likely to be particularly vulnerable to air pollution including younger, older, and pregnant women and those with cardiovascular or respiratory illnesses. Therefore, a positive effect is expected in relation to the protected characteristics of age, disability, pregnancy and maternity and socioeconomic status. This is further supported by the policy requirement to provide appropriate levels of public open space which may provide outdoor spaces for important socialising and active recreation. Policy LP28: Ecology and Biodiversity Net Gain will not directly affect any of the protected characteristics, although it may indirectly support the availability of high-quality open spaces and access to nature which could potentially benefit the characteristics of age, disability and pregnancy and maternity.

1.67 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘enhancing our natural environment’ section of the Local Plan.

Table 9: Likely effects of the ‘Creating Well-designed Spaces’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS12: Creating Well-designed Places	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP29: Stewardship Arrangements	+	+	0	0	+	0	0	0	0	0	0	0
Policy LP30: Private and Communal Amenity Space Standards	+	+	0	0	+	0	0	0	0	0	0	0

1.68 Policy LPS12:Creating Well-Designed Places requires that parking provision must meet the needs of all users including people with disabilities. Public realm and open spaces are required to be accessible for all users and to encourage social interaction which could further benefit people of different ages, as well as the characteristics of disability and pregnancy and maternity. The policy also requires homes and other buildings to be accessible over time, to be socially inclusive, age-friendly and accessible, reinforcing the positive effect on the characteristics of age and disability.

1.69 Policy LP29: Stewardship Arrangements seeks to achieve public management of open space where possible. While this will not directly affect any of the protected characteristics, it may indirectly support the maintenance of high-quality open spaces which are managed with the best interests of users in mind, potentially benefitting the characteristics of age, disability and pregnancy and maternity.

1.70 Policy LP30: Private and Communal Amenity Space Standards requires residential units to meet the specified space standards which will benefit those with particular accessibility needs as well as the characteristic of pregnancy and maternity. The requirement for high quality student accommodation and care and nursing homes will benefit the characteristic of age.

1.71 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘creating well-designed spaces’ section of the Local Plan.

Table 10: Likely effects of the ‘Minerals, Resources and Waste’ policies

Policy	Age	Disability	Gender reassignment	Marriage and civil partnership	Pregnancy and maternity	Race	Religion or belief	Sex	Sexual orientation	Socioeconomic status	Care experience	Armed forces community
Policy LPS13: Mineral Working and Restoration	+/-	+/-	0	0	+/-	0	0	0	0	+	0	0
Policy LPS14: Nationally Significant Infrastructure Projects (NSIPs) and Related Development	+	0	0	0	0	0	0	0	0	+	0	0
Policy LPS15: Nuclear New Build	0	0	0	0	0	0	0	0	0	+	0	0
Policy LP31: Oldbury A Station: Decommissioning	0	0	0	0	0	0	0	0	0	+	0	0
Policy LP33: Waste	+	+	0	0	0	0	0	0	0	0	0	0

1.72 Policy LPS13: Mineral Working and Restoration is likely to have a positive effect on the socioeconomic status characteristic, as it will benefit the economy and provide some (albeit limited) employment opportunities. Effects on the characteristics of age, disability and pregnancy and maternity are likely to be mixed – while mineral working could have adverse effects on those s as a result of dust and air pollution from HGVs, which could be particular issues for elderly people, very young children, pregnant women and people with respiratory conditions, the policy also seeks to avoid adverse impacts on human health and local amenity. The policy also requires proposals for restoration schemes to include opportunities for public access to green space where it is safe and practical, which could benefit various groups including the characteristic of pregnancy and maternity.

1.73 Policy LPS14: Nationally Significant Infrastructure Projects (NSIPs) and Related Development requires consideration to be given to the impacts of a proposed project, including socio-economic impacts. It also requires the positive outcomes of proposals to be maximised. Positive effects are therefore likely in relation to the socioeconomic status characteristic. A positive effect is also likely on the characteristic of age, as the policy requires the impacts of proposals on the rented housing market to be managed, which could benefit younger people in particular. Policy LPS15: Nuclear New Build is also likely to positively affect the socioeconomic status characteristic as a result of the potential benefits to the local economy which are recognised through the policy. Policy LP31: Oldbury A Station: Decommissioning is also likely to positively affect the socioeconomic status characteristic as it seeks to maximise the potential for high quality employment uses at the site.

1.74 Policy LP33: Waste seeks to minimise the impacts of waste facilities in terms of air pollution, benefitting groups that may be particularly vulnerable to air pollution such as very young and elderly people and people with particular respiratory conditions.

1.75 No negative effects on any of the protected characteristics have been identified for any of the policies in the ‘minerals, resources and waste’ section of the Local Plan.

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24 Important note on the data: The Census provides information relating to people who had previously served and does not provide information concerning currently serving personnel. The Armed Forces Covenant Duty is wider than this as it covers the Armed Forces Community - Regular Personnel, Reservists, Veterans, families of these and the bereaved.

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