



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

## Part A (Initial assessment) - Section 1 - Background

**Proposal/Brief Title:** Draft Local Plan for Buckinghamshire

**OneDrive link to report/policy:**

**Related policies:** None

**Date:** May 2025

Type of strategy, policy, project or service:

Please tick one of the following:

- ☐ Existing
- ☒ **New or proposed**
- ☐ Changing, update or revision



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

☐ Other (please explain)

This assessment was created by:

**Name:** Annette Powell

**Job Title:** Planning Policy Officer

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## **Briefly describe the aims and objectives of the proposal below:**

The Council is required to have a Local Plan to set out the vision and framework for the future development of Buckinghamshire. Once in place the Local Plan becomes part of the statutory development plan and is the starting point for determining planning applications for the area.

The Local Plan for Buckinghamshire will consider the current and future needs of Buckinghamshire and set out requirements for the delivery of new homes, jobs and infrastructure to meet the needs of the area to 2045. It will plan to respond to challenges such as climate change, increasing population and protecting areas of sensitive landscape such as the Chilterns. The Council will work with stakeholders to ensure necessary infrastructure to support development is in place at the right time and plan for successful places where people can meet their day-to-day needs easily. The plan is focussed on finding solutions to these challenges.

The Local Plan for Buckinghamshire will replace the adopted Local Plans for the legacy District Councils, including the Vale of Aylesbury Local Plan (VALP), adopted September 2021; Chiltern District Local Plan, adopted September 1997; South Bucks District Local Plan, adopted March 1999; the Wycombe District Local Plan, adopted August 2019; and the Wycombe Adopted Delivery and Site Allocation Plans, July 2013. The new Local Plan will also replace associated policy documents including the Core Strategies in Chiltern and South Bucks legacy areas.

## **What outcomes do we want to achieve?**

The Local Plan for Buckinghamshire will contain planning policies which seek to ensure that development is well designed and directed to locations that ensure it is accessible to all. The Local Plan aims to create sustainable, balanced and regenerated communities and improve



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

quality of life for everyone in those communities, making it a better place to live, work and visit. The aim is to eliminate disadvantage that currently exists for some groups, for example those without access to a car or those with limited mobility. This includes considering the potential strategic approach to development and its likely impact on different groups to ensure that potential discrimination is identified early on and can therefore be addressed going forward.

The key aims of the Local Plan are:

## **Natural and Built Environment**

To conserve and enhance Buckinghamshire's valued natural, historic, and built environments, to ensure they are protected from inappropriate development.

## **Mitigating/adapting to Climate Change**

To ensure the delivery of sustainable development, mitigating climate change and adapting to the impacts on Buckinghamshire's environment.

## **Provision of homes**

To meet housing needs for all of the different groups in the community, including affordable housing, and to provide increased tenure choice throughout Buckinghamshire, prioritising the efficient use of land. Under the Government's national standard Local Housing Need, it is calculated that Buckinghamshire needs 90,699 new houses to be provided during the Plan period, an average of 4,290 per annum.

## **Quality of Place**

Create great places to live and work that function well, and are welcoming, safe, and accessible to all.

## **Community Health and Wellbeing**

To support sustainable communities throughout Buckinghamshire, by protecting and improving health care facilities and access to them, so supporting physical and mental health, and social and cultural wellbeing for residents.

## **Infrastructure**

To ensure the right infrastructure required to support communities is provided in the right place and at the right time and make best use of existing infrastructure.



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

## **Economy and Jobs**

To grow and diversify the economy by delivering the right employment opportunities in the right places, supporting economic growth, productivity, regenerating towns, and villages, and enabling delivery of education, training and skills to enhance the employability of Buckinghamshire residents.

## **Connectivity: Transport and Digital connectivity**

To improve connectivity across and between Buckinghamshire towns and villages with regional and national centres beyond, working in partnership across boundaries, by securing new sustainable transport infrastructure, upgrading existing infrastructure and improving digital connectivity.

A number of studies and reviews are being undertaken to understand the current situation and likely future needs in Buckinghamshire within the above themes, which will form the evidence base for the policies in the new Plan. The new Local Plan will be consistent with the National Planning Policy Framework which includes requirements to ensure the needs of those in protected groups is incorporated into local developments. This EqIA identifies the areas which could lead to potential negative impacts when formulating the policies and proposals which will make up the new Local Plan.

**Does this proposal plan to withdraw a service, activity or presence? No**

**Please explain your answer:**

At this stage in the plan-making process, the Council is seeking comments on its proposed approaches to future development for the Local Plan. The planning service and its duties will remain as they currently are.

**Does this proposal affect service users and/or customers, or the wider community? Yes**

**Please explain your answer:**



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

Development arising from the new Local Plan may impact anyone who lives, works, visits, travels in or has any other connection with the county, therefore the direction and outcomes of the plan will affect service users/ customers and the wider community.

**Has any engagement /consultation been carried out, or is planned in the future? Yes**

**Please explain your answer:**

A draft Vision and Objectives for Buckinghamshire's Local Plan was developed by the Council and consulted on between April and June 2023. The results from this consultation were used to help develop seven possible strategic approaches to future development in Buckinghamshire which were the subject of the next round of engagement, carried out in between August and October 2024 Consultation on the draft Local Plan is planned for Autumn 2025. This EqIA will be reviewed as part of the consideration of the consultation responses.

## Section 2 – Impacts

The Local Plan, via its approaches to growth and its related policies, is intended to help

- widen housing opportunities
- encourage healthier and safer lifestyles
- increase employment opportunities/ training
- promote and improve access to green spaces and the countryside
- improve transport options and availability
- raise standards of urban design
- ensure better access to necessary infrastructure such as schools and health centres
- tackle health inequalities and
- safeguard and improve community facilities



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

These will offer numerous benefits for all residents, with particular benefits for younger and older populations, individuals with disabilities or health issues, those with reduced mobility and ethnic groups. In terms of affordability, community cohesion and community facilities these will also be of benefit to carers, single parents and lower paid or part time workers, a greater proportion of whom are female.

It is also recognised that there may be potential negative impacts, disproportionate impacts or areas where the effects of the approaches and policies within the new Local Plan may be unclear. This is because improvements in one area could have a negative or disproportionate impact in another area such as additional housing in existing rural areas and smaller settlements may result in more traffic on local roads which could lead to safety issues for the less mobile and/or increased air and noise pollution which could have a disproportionate impact on particular age groups, the disabled and those who are pregnant.

The new Local Plan will tackle the requirements for sustainable growth through a variety of specified 'growth approaches', each of which may have impacts on particular groups. These approaches will be reviewed against the identified potential impacts and the ways in which these will be mitigated described. Additionally, as the new Local Plan is a framework, all of its policies will be relevant to the consideration of an application. Therefore the detail of each of the policies will be reviewed to identify potential disproportionate or negative impacts and, where appropriate, caveats, mitigations or other measures will be included within the policy.

Potential unclear, disproportionate or negative impacts:

## **Age, disability and pregnancy and maternity**

Increased difficulty in travel and movement for those reliant on private travel

Increased/longer journeys to shops, community facilities, schools, surgeries etc

Safety concerns for less mobile due to increased traffic or other reasons

- Increased pressure on existing community facilities, schools, surgeries etc especially if new facilities do not become operational
- Increased noise and air pollution
- Loss of social cohesion and family connections eg where moving area becomes necessary
- Inability to remain in existing area or move to appropriate area eg due to affordability



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

## **Race & Ethnicity, Religion & Belief**

Loss of social cohesion and family connections eg where moving area becomes necessary

- Lack of religious/ belief/faith facilities in new developments
- Increased pressure on community facilities, schools, surgeries etc especially if new facilities do not become operational

## **Sex**

(Carers, part time workers, single parents, the majority of whom are female)

- Increased cost of travel to larger areas (private or public) for work
- Inability to remain in existing area or move to appropriate area eg due to affordability  
loss of social cohesion and family connections eg where moving area becomes necessary

## **Sexual Orientation, Gender Reassignment**

Development will include appropriate community and health facilities. The provision of specific services within those facilities are considered outside of planning requirements. It is therefore not expected that the Local Plan will have any disproportionate impact on these groups.

## **Marriage & Civil Partnership**

No impact

Each of the proposed growth approaches in the Local Plan have been assessed against each of the potential unclear, disproportionate or negative impacts and commentary on changes or measures to reduce/ mitigate them is provided in Appendix 1. It is noted that these changes and measures are mostly contained within the proposed policies and/or national policy and taking account of the requirements of such policies will ensure that the particular circumstances and equality matters relevant to individual applications will be fully considered.



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to [the Armed forces Covenant](#)? **No**

Please explain your answer:

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? **No**

Details:

## Section 3 – Is a full assessment required?

**If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.**

Following completion of part A, is part B completion required?

- ☒ ~~Yes~~
- ☐ **No**
- ☒ ~~Not required at this time~~

Explain your answer:

The new Local Plan is an overarching framework which, in conjunction with national policy, will allow for appropriate consideration of equalities matters within specific planning applications based on the circumstances and detail of the application. The completion of Part B would be unlikely to assist with the policies due to their nature as a framework and that the relevant details (including demographics in terms of protected characteristics) will only be within individual planning applications.





# Equality Impact Assessment (EqIA)

Template reviewed June 2023

## Section 4 – Sign off

Officer completing this assessment: Annette Powell Date: June 2025

Equality advice sought from: Maria Damigos Date: 17/6/25

Service Director sign off: (Please insert name) Date: (Please insert Date)

CMT sign off (*if deemed necessary by Service Director*) sign off: (Please insert name) Date: (Please insert Date)

Next review Date: (Please insert Date)



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

## Appendix 1: Checklist for Local Plan Equality Impacts – Part A Growth Approaches

The Local Plan includes 7 approaches to growth, all of which are considered necessary to meet the housing target of around 90,000 homes:

- Approach 1 – Redevelopment of brownfield sites within existing towns and villages
- Approach 2 - Growth on the edge of existing main towns
- Approach 3 – Development of New Towns
- Approach 4 - Development at transport hubs
- Approach 5 - Expansion near key employment areas
- Approach 6 - Limited expansion of villages
- Approach 7 - Expanding urban areas on the edge of Buckinghamshire

**Impact:** increased difficulty in travel and movement for those reliant on private travel

**Who may be impacted:** Age (young/ elderly), Disabled, Pregnancy/ maternity

Approach	Possible impact	Changes or measures to reduce/mitigate
Approach 1 (Redevelopment of brownfield sites within existing towns and villages)	Additional development in already developed (brownfield) areas might lead to increased difficulty in travel and movement for private travel due to additional traffic levels in already busy areas, leading to further congestion.	<ul style="list-style-type: none"><li>• Local Plan policies will seek to reduce traffic congestion through reducing the levels of private transport use and improving public transport options.</li><li>• Solutions such as car clubs will be required in new developments.</li><li>• Reductions in levels of traffic will benefit those who are reliant on private travel.</li><li>• Developments will be designed to function efficiently to get everyone around, taking account of the diverse needs of all users</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

Approach 2 (Growth on the edge of existing main towns)	Can increase the length of journeys needed to access facilities that are located in the town centres forcing those reliant on cars to drive further and into possibly more congested centres.	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided, including healthcare, education, community services, transport, open spaces and waste management, minimising the journey times for those reliant on cars to access these facilities</li></ul>
Approach 5 (Expansion near key employment areas)	Increasing the number of houses at locations which may already experience significant congestion at peak periods may make congestion worse, making travel more difficult for everyone including those reliant on private travel.	<ul style="list-style-type: none"><li>Local Plan policies will ensure measures to reduce traffic congestion are built into new development.</li><li>Measures to improve opportunities for walking, wheeling and using public transport will seek to reduce reliance on public transport</li></ul>
Approach 7 (Expanding urban areas on the edge of Buckinghamshire)	Large-scale urban extensions on the edge of existing settlements can increase the length of journeys needed to access facilities that are located in the town centres forcing those reliant on cars to drive further and into possibly more congested centres.	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities</li><li>Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>

**Impact:** Safety concerns for less mobile due to increased traffic or other reasons

**Who may be impacted:** Age (young/ elderly), Disabled, Pregnancy/ maternity

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 1 (Development of brownfield sites within existing towns and villages)	Additional development in already developed (brownfield) areas, particularly the larger towns, might lead to increased danger from road traffic due to additional traffic levels in already busy areas.	<ul style="list-style-type: none"><li>Local Plan policies will use high quality design measures, traffic calming etc to reduce road traffic dangers.</li><li>Priority will be given on new developments to routes for pedestrians, those with impaired mobility, non-motorised vehicles and scooters thereby improving safety for these users.</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

Approach 5 (Expansion near key employment areas)	Increasing the number of houses at locations which may already experience significant congestion at peak periods may make congestion worse, particularly at these times, thereby increasing safety concerns for those walking, wheeling or driving in the area.	<ul style="list-style-type: none"><li>Local Plan policies will use design measures, traffic calming etc to reduce road traffic dangers</li><li>Priority will be given on new developments to routes for pedestrians, those with impaired mobility, non-motorised vehicles and scooters thereby improving safety for these users.</li></ul>
Approach 6 (Limited expansion of villages)	Additional developments in villages may lead to increased road traffic, particularly as residents travel to access services and facilities in larger settlements, which may increase safety risks to the less mobile and to children.	<ul style="list-style-type: none"><li>Local Plan policies will use design measures, traffic calming etc to reduce road traffic dangers</li><li>Priority will be given on new developments to routes for pedestrians, those with impaired mobility, non-motorised vehicles and scooters thereby improving safety for these users.</li></ul>

**Impact:** Increased cost of travel to larger areas (private or public) eg for work, school/ college, health services

**Who may be impacted:** Females (\*usually carers, part time workers, single parents with less income), Age (young/ elderly)

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 2 (Growth on the edge of existing main towns)	May result in the need to travel further, with resulting cost implications, to access those facilities and services that remain located in the existing centres such as colleges and health facilities.	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li><li>Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>
Approach 3 (Development of New Towns)	New settlements can take a number of years to develop the required infrastructure so in the early years there may be increased costs associated with travel to existing services and	<ul style="list-style-type: none"><li>The creation of new settlement is necessarily a long term process. Policies will ensure that appropriate infrastructure is provided as the settlement grows on a phased basis.</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

	facilities which may be at some distance from the developing new settlement.	
Approach 5 (Expansion near key employment areas)	Additional housing sites near employment sites may not be at a scale large enough to ensure a wide range of additional services and facilities are provided, potentially increasing costs for travel to other settlements to access these.	<ul style="list-style-type: none"><li>• Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li><li>• Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>
Approach 6 (Limited expansion of villages)	The smaller scale of village expansion development is unlikely to result in significant infrastructure improvements and residents will have to travel to larger settlements to access services such as senior schools, colleges, health facilities, sports centres, which has cost implications.	<ul style="list-style-type: none"><li>• Small scale developments will have small scale impacts, but whenever thresholds for appropriate infrastructure are reached, policy will require that this is provided.</li></ul>
Approach 7 (Expanding urban areas on the edge of Buckinghamshire)	May result in the need to travel further, with resulting cost implications, to access those facilities and services that remain located in the existing centres such as colleges and health facilities.	<ul style="list-style-type: none"><li>• Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided, including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li><li>• Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

**Impact:** Increased/longer journeys to shops, community facilities, schools, surgeries etc

**Who may be impacted:** Age (young/ elderly), Disabled, Pregnancy/ maternity, Sex (females \* usually carers, part time workers, single parents)

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 2 (Growth on the edge of existing main towns)	Where extensions to existing towns are not large enough to support a range of new infrastructure, or this infrastructure is not forthcoming, journey times to access existing facilities which are most likely in town centres, will be increased.	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided, including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li><li>Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>
Approach 3 (Development of New Towns)	New settlements can take a number of years to develop the required infrastructure so in the early years there may be additional need to travel to existing services and facilities which may be at some distance from the developing new settlement.	<ul style="list-style-type: none"><li>The creation of new settlement is necessarily a long term process. Policies will ensure that appropriate infrastructure is provided as the settlement grows on a phased basis.</li></ul>
Approach 5 (Expansion near key employment areas)	Additional housing sites near employment sites may not be at a scale large enough to ensure a wide range of additional services and facilities are provided, potentially increasing time taken to travel to access these which may include travel to other settlements.	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li><li>Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>
Approach 6 (Limited expansion of villages)	The smaller scale of village expansion development will not result in significant infrastructure improvements and residents will	<ul style="list-style-type: none"><li>Small scale developments will have small scale impacts, but whenever thresholds for appropriate infrastructure are reached, policy will require that this is provided.</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

	have to travel to larger settlements to access services such as senior schools, colleges, health facilities, sports centres, which has time implications	
Approach 7 (Expanding urban areas on the edge of Buckinghamshire)	Where extensions to existing towns are not large enough to support a range of new infrastructure, or this infrastructure is not forthcoming, journey times to access existing facilities which are most likely in town centres, will be increased.	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li><li>Where facilities are necessarily a distance away, for example a hospital, policies will ensure better and more accessible public transport is available to reach them.</li></ul>

**Impact:** Increased pressure on existing community facilities, schools, surgeries etc especially if new facilities do not become operational or specialised services would be required

**Who may be impacted:** Age (young/ elderly), Disabled, Pregnancy/ maternity, Ethnic minorities, Faith groups

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 1 (Brownfield sites within existing towns and villages)	Additional development in existing built-up areas may further increase the pressure on existing facilities and services making it increasingly difficult, particularly for those with the most specific needs, to access the services they need	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li></ul>
Approach 2 (Growth on the edge of existing main towns)	Where extensions to existing towns are not large enough to support a range of new infrastructure, or this infrastructure is not forthcoming, pressures on existing facilities will	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services,</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

	increase, with particular impacts on those who have the most need of e.g school, health facilities, public transport, open spaces	transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.
Approach 3 (New Towns)	New settlements can take a number of years to develop the required infrastructure so in the early years there may be increased pressure on the nearest existing facilities and services which impacts on those with the most needs for these services. These services and facilities may be at some distance from the developing new settlement	The creation of new settlement is necessarily a long term process and there is potential for increased pressure on existing facilities. Policies will ensure that appropriate infrastructure is provided as the settlement grows on a phased basis.
Approach 5 (Expansion near key employment areas)	Additional housing sites near employment sites may not be at a scale large enough to ensure a wide range of additional services and facilities are provided, potentially increasing pressures on existing local and further away facilities	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li></ul>
Approach 6 (Limited expansion of villages)	Services and facilities will probably be limited in the existing village and will be placed under greater pressure by increased numbers of residents, particularly impacting on those who are less able to travel elsewhere to find alternatives.	Small scale developments will have small scale impacts, but whenever thresholds for appropriate infrastructure are reached, policy will require that this is provided.
Approach 7 (Expanding urban areas on the edge of Buckinghamshire)	Where extensions to existing towns are not large enough to support a range of new infrastructure, or this infrastructure is not forthcoming, pressures on existing facilities will increase, with particular impacts on those who have the most need of e.g school, health facilities, public transport, open spaces	<ul style="list-style-type: none"><li>Local Plan policies will ensure that the necessary new and/ or improved infrastructure required for all proposed development will be provided , including healthcare, education, community services, transport, open spaces and waste management, minimising the needs for those reliant on cars to drive to access these facilities.</li></ul>





# Equality Impact Assessment (EqIA)

Template reviewed June 2023

**Impact:** Increased noise and air pollution (eg from increased traffic in previously less built up areas)

**Who may be impacted:** Age (young/ elderly), Disabled, Pregnancy/ maternity

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 1 (Brownfield sites within existing towns and villages)	Increasing levels of development in existing built-up areas may lead to additional noise and air pollution levels, this may have disproportionate impacts on those who are the most susceptible to pollution.	<ul style="list-style-type: none"><li>Local plan policies will ensure that developments with potential to have an adverse impact on noise and/or air pollution levels will be identified and the impacts mitigated.</li><li>Measures to reduce reliance on private transport and encourage less polluting methods of travel will contribute towards improvements in air and noise pollution.</li><li>Measures to increase levels of tree cover in Buckinghamshire will contribute towards improving air quality, including in town centres.</li></ul>
Approach 2 (Growth on the edge of existing main towns)	Extensions to towns may lead to additional and more concentrated noise and air pollution in areas which previously had little development which will result in potential additional impacts on the health of those who are most susceptible to pollution.	<ul style="list-style-type: none"><li>Local plan policies will ensure that developments with potential to have an adverse impact on noise and/or air pollution levels will be identified at application stage, through the submission of environmental reports, and the impacts mitigated.</li><li>Measures to reduce reliance on private transport and encourage less polluting methods of travel will contribute towards improvements in air and noise pollution.</li><li>Measures to increase levels of tree cover in Buckinghamshire will contribute towards improving air quality, including in town centres.</li></ul>
Approach 3 (Development of New Towns)	Large scale development in a rural areas will result in higher levels of air and noise pollution in that area, impacting on existing residents.	<ul style="list-style-type: none"><li>Local plan policies will ensure that developments with potential to have an adverse impact on noise and/or air pollution levels will be identified and the impacts mitigated.</li><li>Measures to reduce reliance on private transport and encourage less polluting methods of travel will contribute towards improvements in air and noise pollution.</li><li>Measures to increase levels of tree cover in Buckinghamshire will contribute towards improving air quality.</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

Approach 5 (Expansion near key employment areas)	Increasing the number of houses at locations which may already experience significant congestion at peak periods may make congestion worse, increasing levels of noise and air pollution	<ul style="list-style-type: none"><li>Transport policies in the local plan will reduce private car transport and encourage the use of zero/ reduced emission vehicles, helping to reduce levels of air and noise pollution.</li></ul>
Approach 7 (Expanding urban areas on the edge of Buckinghamshire)	Extensions to towns may lead to additional noise and air pollution in areas which previously had little development which will result in potential additional impacts on the health of those who are most susceptible to pollution.	<ul style="list-style-type: none"><li>Local plan policies will ensure that developments with potential to have an adverse impact on noise and/or air pollution levels will be identified and the impacts mitigated.</li><li>Measures to reduce reliance on private transport and encourage less polluting methods of travel will contribute towards improvements in air and noise pollution.</li><li>Measures to increase levels of tree cover in Buckinghamshire will contribute towards improving air quality.</li></ul>

**Impact:** Loss of social cohesion and family connections eg where moving area becomes necessary

**Who may be impacted:** Age (young/ elderly), Disabled, Pregnancy/ maternity, Ethnic minorities, Faith groups, Females\*

Policy	Possible impact	Changes or measures to reduce/mitigate
(Approach 1 – Redevelopment of brownfield sites within existing towns and villages)	The redevelopment of brownfield sites can result in the loss of community buildings and facilities that can contribute towards the loss of social cohesion and sense of community	<ul style="list-style-type: none"><li>Policies on high quality design, developing a ‘sense of place’, healthy communities, provision of community, sport and leisure facilities and well located public spaces will seek to maintain and improve social cohesion in places by encouraging people to meet and socialise.</li><li>Non-planning policies of the Council can also contribute to creating and improving social cohesion.</li></ul>
Approach 3 (Development of New Towns)	Social cohesion and connections take years to develop, those moving to new towns may become socially isolated and find it difficult to develop connections.	<ul style="list-style-type: none"><li>Social cohesion and family connections cannot be created in a short time by policies in the local plan. However, through policies on high quality design, developing a ‘sense of place’, healthy communities, provision of community, sport and leisure facilities and well located</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

		<p>public spaces, a backbone for successful communities can be developed</p> <ul style="list-style-type: none"><li>• Non-planning policies of the Council can also contribute to creating and improving social cohesion.</li></ul>
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**Impact:** Inability to remain in existing area or move to appropriate area eg due to affordability

**Who may be impacted:** Age (young/ elderly), Disabled, Females \*

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 1 (Redevelopment of brownfield sites within existing towns and villages)	Investment in existing towns and villages can push property prices up making it more difficult for some groups with lower incomes to move to those areas. It can also lead to existing residents, such as young people looking to move out of parental homes, to be forced to move away.	<ul style="list-style-type: none"><li>• Plan policies will ensure that a range of dwelling size and tenure, including affordable housing, are provided in all large developments.</li><li>• Alternative forms of home ownership such as self-build and community housing are also facilitated by the plan</li></ul>
Approach 4 (Development at transport hubs)	Investment in sites near to train stations in particular could cause local property prices to rise, making it more difficult for some groups with lower incomes to move to those areas. It can also lead to existing residents, such as young people looking to move out of parental homes, to be forced to move away.	<ul style="list-style-type: none"><li>• Plan policies will ensure that a range of dwelling size and tenure, including affordable housing, are provided in all large developments.</li><li>• Alternative forms of home ownership such as self-build and community housing are also facilitated by the plan</li></ul>



# Equality Impact Assessment (EqIA)

Template reviewed June 2023

**Impact:** Lack of religious/ belief/faith facilities in new developments

**Who may be impacted:** Ethnic minorities, Faith groups.

Policy	Possible impact	Changes or measures to reduce/mitigate
Approach 2 (Growth on the edge of existing main towns)	Urban extensions are unlikely to provide the facilities required for all ethnic or faith groups so decreasing the likelihood that individuals in those groups will move to them.	<ul style="list-style-type: none"><li>• Policies will require the provision of community facilities which groups can use to set up new facilities</li><li>• Improved facilities for walking, wheeling and public transport will enable easier travel to town centres facilities</li><li>• Non-planning policies of the Council can also contribute to the provision of religious/ belief/ faith facilities</li></ul>
Approach 3 (Development of New Towns)	New settlements may not provide the facilities required for all ethnic or faith groups from the start so decreasing the likelihood that individuals in those groups will move to them.	<ul style="list-style-type: none"><li>• Policies will require the provision of community facilities which groups can use to set up new facilities</li><li>• Non-planning policies of the Council can also contribute to the provision of religious/ belief/ faith facilities</li></ul>
Approach 6 (Limited expansion in villages)	Most villages do not contain the range of facilities required for some ethnic minority and faith groups and so members of these groups may be less likely to wish to move to these locations	<ul style="list-style-type: none"><li>• Improved facilities for walking, wheeling and public transport will enable easier travel to facilities in nearby larger settlements</li><li>• Non-planning policies of the Council can also contribute to the provision of religious/ belief/ faith facilities</li></ul>