

South Warwickshire Local Plan-Regulation 19-Consultation  
Equalities Impact Assessment (EqIA) Local Plan 2025-2050  
May 2026

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## Introduction

This report sets out the results of the Equality Impact Assessment (EqIA) of the South Warwickshire Local Plan Regulation 19 Pre-submission Local Plan 2025-2050. The purpose of an EqIA is to assess the likely impact of the policies of the Local Plan on different community groups, and how the needs of such groups have been considered in relation to the development of the policies.

The joint local plan details the policies for the period 2025-2050. It will replace the existing [Stratford-on-Avon Core Strategy](#), adopted in July 2016 and [Warwick Local Plan](#) adopted in September 2017.

The Local Plan contains:

- a long-term vision for the area and the strategic objectives and policies that will guide development over the plan period.
- site allocations to deliver the new development to meet the growth, employment and other needs of the area.
- Detailed thematic policies to guide and assist new development.

## Equality implications and obligations

The need for an EqIA to be undertaken originates from the duty placed on Local Authorities to eliminate unlawful discrimination when carrying out its functions, and promote equality of opportunity between genders, different racial groups, and other equality groups.

Under the Equality Act 2010, the Council must comply with the Public Sector Equality Duty to:

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

It is important to consider who is affected by the Local Plan i.e. who are the customers of the service. In theory everyone is, in some ways, directly or indirectly are affected by the Local Plan. However, some groups of people are more likely to be affected than others.

This would for example include those applying for planning permission (such as individuals, business, and developers), people living in the area and those professionally involved in planning, the voluntary sector and other service providers.

## The purpose of the EqIA

The purpose of the EqIA is to assess the potential impact of the policies in the new Local Plan on different groups within the SWLP Plan area. An assessment of the new Local Plan policies has been undertaken in relation to the groups with the following protected characteristics (as defined by the Equalities Act 2010):

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

## Contextual Baseline Data for Each Group

Table 1 summarises the baseline information of the different protected characteristics and Income and Deprivation, which are focused upon as part of the assessment.

Table 1: Baseline Information

Considered Characteristic	SWLP Summary
Age	<p>The 2021 Census population figure for South Warwickshire was 283,200 people in 122,100 households. The Census shows that 25.3% of people in Stratford District were aged over 65 and 18.8% of people in Warwick District. The median age in Stratford-on-Avon District was 48 and the median age in Warwick District was 40.<sup>1,2,3</sup></p> <ul style="list-style-type: none"> <li>• The 2022-based ONS population projections anticipate the population of Stratford-on-Avon District will increase by 35.9% between 2022 and 2047. The population in Warwick District is predicted to increase by 18.5% in the same period.</li> <li>• The number of children aged 0-14 is expected to rise by 17.7% between 2022 and 2047 in Stratford-on-Avon District and by 1.6% in Warwick.</li> <li>• Population aged 15-64 is expected to increase by 29.6% between 2022 and 2047 in Stratford-on-Avon District and by 16.9% in Warwick.</li> </ul>

<sup>1</sup> Office for National Statistics (2023), *How life has changed in Stratford-on-Avon: Census 2021*. Available at <https://www.ons.gov.uk/visualisations/censusareachanges/E07000221/> (Accessed 27/04/26).

<sup>2</sup> Office for National Statistics (2023), *How life has changed in Warwick: Census 2021*. Available at <https://www.ons.gov.uk/visualisations/censusareachanges/E07000222/> (Accessed 27/04/26).

<sup>3</sup> UK Data Service (2022), *Number of households*. Available at <https://statistics.ukdataservice.ac.uk/dataset/population-and-household-estimates-england-and-wales-2021> (Access 27/04/26).

	<ul style="list-style-type: none"> <li>Population aged 65-90+ is expected to increase by 61.5% between 2022 and 2047 in Stratford-on-Avon District and by 38.2% in Warwick.<sup>4</sup></li> </ul>
Gender or Sex	The 2021 Census indicates that 51.5% of the population in Stratford-on-Avon District was female and 48.5% male. For Warwick District, 50.3% of the population was female and 49.7% was male. <sup>5</sup>
Disability	The 2021 Census shows that 16.1% of the population in Stratford-on-Avon District were identified as disabled under the Equality Act. Of these, 5.9% said their day-to-day activities were limited a lot and 10.2% a little. In Warwick District, 15.2% of the population were identified as disabled under the Equality Act. Of these, 5.6% said their day-to-day activities were limited a lot and 9.6% a little. 24.4% of people in Stratford-on-Avon District state they have a long-term health problem or disability, and 23.3% of people in Warwick District. <sup>6</sup>
Race	<p>The 2021 Census shows that 95.5% of the population in Stratford-on-Avon District was in the White ethnic group. 1.9% identified as Asian or Asian British, 1.7% were Mixed or Multiple ethnic groups, 0.4% identified as Black, Black British, Caribbean or African, and 0.5% were from other ethnic groups. In Warwick District, 84.5% of the population was in the White ethnic group. 9.7% identified as Asian or Asian British, 3% were from Mixed of Multiple ethnic groups, 1.1% identified as Black, Black British, Caribbean or African, and 1.6% were from other ethnic groups.</p> <p>The 2021 Census shows that in Stratford-on-Avon District 0.2% of the population identified either as Gypsies and Irish Travellers or as Roma. The equivalent figure for Warwick District was 0.1% of the population.</p>
Religion or belief	The 2021 Census shows that 56.4% of Stratford-on-Avon District's population described themselves as Christian, and 44.6% of the population in Warwick District. 35.9% of Stratford-on-

<sup>4</sup> Office for National Statistics (2025), *Population projections for local authorities by five year groups and sex, England: 2022-based Migration category variant edition of this dataset*. Available at <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2> (Accessed 27/04/26).

<sup>5</sup> UK Data Service (2024), *England and Wales Census 2021 - TS008: Sex*. Available at [https://statistics.ukdataservice.ac.uk/dataset/ons\\_2021\\_demography\\_sex](https://statistics.ukdataservice.ac.uk/dataset/ons_2021_demography_sex) (Accessed 27/04/26).

<sup>6</sup> Office for National Statistics (2023), *Disability*. Available at <https://www.ons.gov.uk/datasets/TS038/editions/2021/versions/3> (Accessed 28/04/26).

	Avon District’s population stated that they had no religion, and 40% of the population in Warwick District. In Stratford-on-Avon District, 0.5% of the population were Hindu, 0.5% were Muslim, 0.4% were Sikh, 0.3% were Buddhist, and 0.1% were Jewish. In Warwick District, 4.2% of the population were Sikh, 2.5% were Hindu, 1.5% were Muslim, 0.4% were Buddhist, and 0.2% were Jewish. <sup>7</sup>
Sexual orientation	The 2021 Census shows that 91.6% of the population in Stratford-on-Avon District and 89.8% of the population in Warwick District described themselves as straight or heterosexual. 2.2% described themselves as LGB+ in Stratford-on-Avon District, and 3.3% in Warwick. The remaining percentage did not answer this question.
Gender assignment	The 2021 Census shows that 95.1% of Stratford-on-Avon District’s population described themselves as having a gender identity the same as their sex registered at birth. 0.2% had a gender identify different from that registered at birth. In Warwick, 94.4% described themselves as having a gender identity the same as their sex registered at birth. 0.4% had a gender identity different from that registered at birth. The remaining percentages for both Districts did not answer the question. <sup>8</sup>  The Census statistics for this topic at local geography levels are regarded as having a degree of uncertainty since patterns in the data suggest some respondents may not have interpreted the question correctly. <sup>9</sup>
Pregnancy and maternity	In Stratford-on-Avon District there were 1,194 live births in 2024. In Warwick District there were 1,334 live births in the same year <sup>10</sup> . In 2024, the total fertility rate (TFR) for Stratford-on-Avon

<sup>7</sup> Office for National Statistics (2023), *Ethnic Group*. Available at <https://www.ons.gov.uk/datasets/TS021/editions/2021/versions/3> (Accessed 28/04/26).

<sup>8</sup> Office for National Statistics (2023), *Gender identity, England and Wales: Census 2021*. Available at <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/bulletins/genderidentityenglandandwales/census2021> (Accessed 29/04/26).

<sup>9</sup> Office for National Statistics (2025), *Census 2021 gender identity estimates for England and Wales, additional guidance on uncertainty and appropriate use*. Available at <https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/genderidentity/articles/census2021genderidentityestimatesforenglandandwalesadditionalguidanceonuncertaintyandappropriateuse/2025-03-26> (Accessed 29/04/26).

<sup>10</sup> Office for National Statistics (2025), *Live births in England and Wales down to local authority local area*. Available at <https://www.nomisweb.co.uk/query/construct/summary.asp?menuopt=200&subcomp=> (Accessed 29/04/26)

	District was 1.47 children per woman. For Warwick District the TFR was 1.29 children per woman. <sup>11</sup>
Marriage and civil partnership	The 2021 census shows that in Stratford-on-Avon District 52.5% of the population over 16 years old were married or in a civil partnership. 28.4% of the population had never married or registered a civil partnership. 2.0% were separated but still legally married or in a civil partnership. 9.8% were divorced or formerly in a civil partnership. 7.2% were widowed or surviving partner from a civil partnership. In Warwick District, 46.1% of the population over 16 years old were married or in a civil partnership. 37.9% of the population had never married or registered a civil partnership. 1.7% were separated but still legally married or in a civil partnership. 8.5% were divorced or formerly in a civil partnership. 5.8% were widowed or surviving partner from a civil partnership. <sup>12</sup>

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<sup>11</sup> Office for National Statistics (2025), *Births in England and Wales: 2024 (refreshed populations)*. Available at <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths/bulletins/birthsummarytablesenglandandwales/2024refreshedpopulations> (Accessed 29/04/26).

<sup>12</sup> UK Data Service (2023), *England and Wales Census 2021 - Legal partnership status by age, sex and local authority*. Available at <https://statistics.ukdataservice.ac.uk/dataset/england-and-wales-census-2021-legal-partnership-status-by-age-sex-and-local-authority> (Accessed 29/04/26).

## Analysis of SWLP policies

Table below provides the assessment for SWLP Vision, Objectives and Policies Assessment.

Key to assessment

Positive	
Negative	
Neutral	

Table 2: Assessment Regulation 19 Policies

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
<b>CHAPTER- 2- Development Strategy: South Warwickshire 2050</b>											
DS.1	Environmental Mitigation and Compensation										The Policy sets out the Council's approach to developments delivering environmental benefits and set out the situations in which compensation measures will be accepted. This policy is unlikely to have any impact on the protected characteristic groups.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
DS.2	Spatial Development Strategy										This policy sets out Council's approach to delivering the development in the area setting out criteria as to how developments will be delivered. It will allocate land to provide a range of housing choices from a delivery of mixed types, sizes and tenures to meet the differing needs of the wider community. It should have a positive impact on all social groups, including the elderly, those with disabilities, young people and families. It will allocate land for employment uses and allow for churn in the area, potentially increasing the number of available jobs for

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											people that are currently out of employment or on low-income jobs. It will provide additional retail space improving accessibility for an ageing population, people with disabilities and people on low incomes.
DS.3	Meeting Development Needs to 2050										This policy sets out the housing and employment development that needs to be delivered during the Plan period. It also sets out where the development will be provided and is not going to have any impact on the protected characteristic groups.
DS.4	Strategic Site Principles										This policy sets out the principles that the new Strategic Growth Locations (SGL's) and new

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											settlements will need to adhere to. It also refers to the provision of infrastructure and provides guidance on the documents that need to be accompanied when the SGL's and new settlements come forward. This policy is not going to have any negative impact on the protected characteristic groups.
DS.5	Local Growth locations- Employment										This policy basically lists the site names, area and what uses will be accepted on the site. It also provides information on site specific requirements for each employment site and is unlikely to have any impact on the protected

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											characteristic groups.
DS.6	Local Growth Locations-Mixed use, Community and Town Centre										This policy lists the site names, areas where applicable which will deliver mixed-use, leisure, community uses in town centre. It also provides information on site specific requirements for each employment site and is unlikely to have any impact on the protected characteristic groups.
DS.7	Local Growth-Housing Locations										This policy provides a list of the housing site names, HELAA Reference, area and number of homes that will be provided on each site. It also provides information on site specific requirements for each employment site and is unlikely

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											to have any impact on the protected characteristic groups.
DS.8	Other Growth Locations										This policy lists urban areas, main service centres and local service centres where either small or medium scale development will be provided. It also provides a list of rural service centres and provides guidance on development in the countryside This policy is unlikely to have any impact on the protected characteristic groups.
DS.9	Core Opportunity Area (COA)										This policy shows the COA in key diagram and sets the Council's approach to the provision of new employment and investment

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											opportunities and is likely to have neutral impact on the protected characteristics.
DS.10	Major Investment Sites										This policy provides a list of major investment sites that will be safeguarded for future employment, research and investment. This could have positive impact on young people who would like to stay and work in the area. It could have a positive impact on people with disabilities if opportunities to work are provided near to their place of their residence.
DS.11	Rural Economy										Guidance on the developments in rural locations and supporting tourism and leisure businesses that

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											help provide local employment can benefit young people who are seeking employment. It may also be beneficial to people with disabilities who may not be able to travel distance for work purposes.
DS.12	Rural Housing										Supporting residential development in rural locations can have positive impact on young people or older people who may want to live in rural areas close to nature. Custom and Self build can encourage local people to stay in areas. Allowing small scale extensions to Gypsy and Traveller and Travelling Showpeople will

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											have a positive impact on that community group.
DS.13	Green Belt										This policy sets out Council's approach to protection of the Green Belt and criteria for the development to be allowed in Green Belt.
DS.14	Protecting the Cotswold National Landscape										This policy sets out the Councils approach to providing protection to the Cotswolds National Landscape and is likely to have neutral impact on the protected characteristics.
DS.15	Special Landscape Areas										This policy provides guidance on the protection of Special Landscape Areas (SLA's) and will have neutral impact on all the protected characteristic groups.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
DS.16	Protecting, Enhancing and Restoring Landscape Character										The policy setting out the guidance to protect the area's special landscape and historic distinctiveness. It outlines the evidence that will need to be submitted if the development is going to have a negative impact on visual impact. This policy is going to have neutral impact on the protected characteristic groups.
DS.17	Maintaining Settlement Identity and Areas of Restraint										The policy provides protection to the gaps between settlements and provides guidance to the development proposals affecting these gaps. It also provides information on the Areas of Restraint and is unlikely to have any impact on

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											the protected characteristic groups.
DS.18	Well Designed Places										Development proposals are required to be well designed, and particular advantage could be achieved where the design responds to accessibility issues such as those felt by elderly, parents with young children and people who use wheelchairs or are partially sighted/blind. Supporting well designed places delivering health and wellbeing benefits will be beneficial to all protected characteristic groups.
DS.19	Design Codes										Developments will be required to comply with the relevant local Design Codes, and

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											this will have neutral impact on all protected characteristic groups.
DS.20	Densification and Advanced Methods of Construction										Making effective use of land and using advanced methods of construction will have a neutral impact on people with protected characteristics.
DS.21	Vale of Evesham Control Zone										This policy is a criteria-based policy aimed at providing protection to the Vale of Evesham Control Zone and managing the percentage of Heavy Goods Vehicles (HGV) is unlikely to have any impact on the protected characteristics.
<b>CHAPTER 3- Delivering Necessary Infrastructure</b>											
ID.1	Securing Infrastructure Provision										Provision of adequate infrastructure will

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											be beneficial to all people and is unlikely to have any major positive or negative impact on these protected characteristic groups.
ID.2	Infrastructure Delivery										The policy seeks to address all forms of infrastructure to serve new development (including health, education, digital etc) and therefore has a positive impact on a range of protected characteristics in terms of ensuring appropriate and accessible infrastructure to all of the community.
ID.3	Infrastructure Safeguarding										Safeguarding existing infrastructure to development will have neutral impact on all protected

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											characteristic groups.
ID.4	Stratford-upon-Avon Bypass										Safeguarding existing infrastructure to development will have neutral impact on all the protected characteristic groups.
ID.5	Sustainable Transport Accessibility										Encouraging a modal shift to walking, cycling and public transport will reduce vehicular emissions but also improve physical health and reduce the reliance and pressure of private car ownership. This will benefit all, but particularly those with a disability, young adults, the elderly, racial groups and those on low income.
ID.6	Electric Vehicle Infrastructure										Exceeding Electric Vehicle Infrastructure (EVI)

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											will encourage people to switch to electric vehicles which will have an indirect positive effect on the local environment. All these will have positive impact on all people especially young and older population and pregnant women.
ID.7	Park and Ride										Provision of park and ride will have a positive impact on all people especially young and older people, people with young children and those with disabilities.
ID.8	Smart and Connected South Warwickshire										The use of data and digital technologies to support economic growth, environmental sustainability and improved quality of life will have a positive impact on some protected

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											characteristics groups including young and old people, those who are less mobile and lower income groups to ensure technology is available to all.
ID.9	Reducing Flood Risk										Policy seeks to reduce the risk of flooding and resist development in areas prone to flooding and this could have a positive impact on certain characteristic groups particularly vulnerable groups such as elderly or disabled people.
ID.10	Water Efficiency										Improving water efficiency in line with the Building Regulations will have neutral impact on all the protected characteristic groups.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
ID.11	Water Supply and Wastewater Infrastructure										The policy seeks to ensure that all new development has adequate water supply and wastewater treatment facilities and seek to minimise impacts on water resources and it is considered to have neutral impact on all the protected characteristic groups.
ID.12	Multifunctional Sustainable Urban Drainage Systems										Provision of Multifunctional Urban Drainage Systems will have neutral impact on all the protected characteristic groups.
ID.13	Green and Blue Infrastructure										This policy seeks to maintain, preserve, enhance and extend green and blue infrastructure assets in the area. It is especially important for the young and elderly,

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											people with disabilities, different racial groups and those on low incomes to have easy access to Green and Blue Infrastructure.
ID.14	Open Space Play, Recreation and Community Growing Spaces										This policy protects existing open space, outdoor sports and recreational facilities and outlines the expectation of new facilities to be accessible and of high quality. It is especially important for young, elderly, people with disabilities, women and girls, pregnant women, racial groups, those with young children and those on low incomes to have easy access to open space, outdoor sports and

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											recreational facilities.
ID.15	Accessibility, Quality and Value of Open Space, Play, Recreation and Community Growing Spaces										Provision of open space, play areas and community growing spaces will benefit everyone especially people on low incomes, retired and elderly population. Provision of open space for children and young people will have positive impact on young people. Providing allotments within 1km of the development will be beneficial to people with young families. Greenspaces which provide cycle parking and disabled parking will have positive impact on people with disabilities.
ID.16	Adoption, Ownership and Long-Term										This policy will have neutral impact on all the

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
	Stewardship and Delivery of Public Open Space										protected characteristic groups as it relates to adoption, ownership and long-term stewardship and delivery of open spaces.
ID.17	Sport, Recreation and Leisure Facilities										The policy will benefit the whole community through the provision of sport, recreation and leisure facilities will benefit the entire community especially young people, families with young children
ID.18	Community Facilities										Protecting the existing community facilities and providing facilities that are accessible by public transport, walking and cycling will benefit the whole community especially people with young children, those on

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											low income and people with disabilities.
ID.19	Promoting Arts and Culture										Providing temporary provision for arts and culture and safeguarding existing uses will have neutral impact on all the protected characteristic groups.
ID.20	Protecting Large Scale Existing Renewable Infrastructure										Providing protection to large scale renewable infrastructure going to have neutral impact on all protected characteristic groups.
ID.21	New Large Scale Renewable Energy Generation and Storage										The policy provides guidance on large scale renewable energy generation and low carbon energy generation associated with energy storage. The requirements of this policy will have

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											neutral impact on people with protected characteristics.
ID.22	Large Scale Renewable Energy Generation and Storage Requirements										The policy sets out Councils approach to large scale energy generation including solar, wind, anaerobic digestion, biomass, battery storage etc and is going to have neutral impact on the protected characteristic groups.
<b>CHAPTER 4- Growing South Warwickshire Economy</b>											
EC.1	Low Carbon Economy										Ensuring the employment developments incorporate climate adaptation and mitigation and supporting the employment developments that incorporate low carbon technologies and contribute towards innovation will have neutral

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											impact on all the protected characteristic groups.
EC.2	Existing Employment Sites										Safeguarding existing employment sites and providing guidance on the change of use will have neutral impact on all the protected characteristic groups.
EC.3	Tourism and Leisure Development										Encouraging new tourism and leisure facilities in the area will have positive impact on young people, parents with young children and people on low incomes as it will create some employment opportunities. It could also benefit people with disabilities if the leisure facilities are located locally in their area.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
EC.4	Affordable Employment Space										Provision of affordable employment space in development proposals over 1000sqm will have neutral impact on all protected groups.
EC.5	Promoting our Town Centres										This policy sets out Council's approach to developments in Primary Shopping Area (PSA) and provides guidance on the acceptability of non-employment uses in PSA. It also provides guidance on office accommodation and creative sector and provides protection to upper floors within the area. This policy is not going to have any impacts on the protected characteristic groups.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
EC.6	Town Centre Residential Uses										This policy provides guidance on change of use from residential to non-residential and other uses in town centres and is unlikely to have any major impact on the protected characteristic groups.
EC.7	Employment and Road Freight										Requiring new employment developments to submit Travel plans and providing encouraging these developments to reduce carbon impact will have a neutral impact on all the protected groups.
<b>CHAPTER 5-Building Homes that meet the needs of our Communities</b>											
HO.1	Housing Size Mix										Policy seeks to ensure appropriate housing mix in all new developments and is considered to have a positive impact certain protected

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											characteristic groups due to the provision of a range of housing types to suit all sectors of the community.
HO.2	Space Standards and Accessibility										Requiring all new developments to comply with Nationally Described Space Standards (NDDS) or latest government standard will ensure developments that meet the everyday needs of the residents. Requiring developments to be accessible and wheelchair friendly will be beneficial for people with disabilities and wheelchair users. Provision of affordable homes will ensure people are able to have access to houses

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											especially young people, those on low incomes and people which young people
HO.3	Affordable Housing Requirements										The policy aims to ensure that all new developments contribute to meet the affordable housing needs of the Plan. By seeking to increase the affordable housing supply in the area will improve opportunities for people to have access to buy or rent a home. Those likely to benefit most from this policy will people on low incomes, young people including people with disabilities.
HO.4	Affordable Housing Tenure and Type										This policy aims to ensure new developments contribute to meet the affordable

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											housing needs of the Plan area. This is likely to have a positive impact on people who are not able to access housing market due to affordability issues.
HO.5	Rural Exception Sites										This policy allows for the affordable housing through use of rural exception sites ensuring that affordable homes are available for those who are in need and the supply is supported by local community. This is considered to have a positive impact on characteristic groups especially those on low incomes, people with young families and people with disabilities.
HO.6	Specialised Housing										This policy supports the

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											provision of housing that meets the needs of specific groups especially those are disabled or on low incomes. It will also have a positive impact on young people and pregnant women as the policy aims to provide easy access to various services and facilities.
HO.7	Build to Rent										This is a criteria-based policy that provides guidance on the homes that are built to rent and is unlikely to have any impact on the protected characteristic groups.
HO.8	Protecting existing travellers accommodation										Safeguarding permanent and lawful developments for travelling community will deliver positive

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											benefits to that particular group
HO.9	Assessing planning applications for new Gypsy and Traveller and Travelling show people										The criteria-based policy provides guidance on the assessment of planning applications for new gypsy and traveller and travelling showpeople accommodation and is going to have neutral impact on the protected groups.
HO.10	Gypsy, Travellers and Travelling Showpeople site design										The policy provides information on the development principles that will need to be considered for applications considering gypsy and traveller and travelling showpeople and is unlikely to have any impact on the protected groups.
HO.11	Accommodation for Boat Dwellers										The policy provides guidance on the

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											acceptability of boat dweller accommodation and is not going to have any impact on the protected groups.
HO.12	Self-Build and Custom Build Housing										The policy seeks to provide self-build and custom housebuilding plots benefitting all those who wish to build their own house in the area. It is considered to have a neutral impact on characteristic groups.
HO.13	Homes in Multiple Occupancy (HMO) and Student Accommodation										This policy provides criteria that will be used to assess HMO's. It will have a positive impact on young students and people and those who are on low incomes. If managed properly this policy would not have any

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											negative impact on the other protected groups.
<b>CHAPTER 6- Achieving Climate Resilient and Net Zero</b>											
NZ.1	Operational net zero in new residential buildings										The policy provides criteria for new residential buildings to be built to operational net zero. The requirements of this policy will help towards considering impacts of climate change and is future proofed and resilient to a changing climate. The provision of this policy will help reduce energy use of the buildings and all these measures will be of greatest benefit to more vulnerable groups who often suffer the greatest impacts.
NZ.2	Operational Net Zero in new non-										The policy provides criteria for new non-residential

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	residential buildings										buildings to be built to operational net zero. The requirements of this policy will help towards considering impacts of climate change and is future proofed and resilient to a changing climate. The provision of this policy will help reduce energy use of the buildings and all these measures will be of greatest benefit to more vulnerable groups who often suffer the greatest impacts.
NZ.3	Embodied Carbon										Requiring developments to reduce embodied carbon will not have any negative impact on the protected groups.
NZ.4	Energy Performance										Improving energy in exiting buildings will benefit all

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	improvements in existing buildings										people especially those who are on low-income jobs, young people, people who are old and have disability.
NZ.5	Climate resilient Design										The policy provides guidance to major developments to be designed considering the impacts of climate change considering various design and mechanical measures. This will especially benefit people young people, people on low income and people with disabilities and those with young families.
NZ.6	Carbon Sinks and Sequestration										This policy provides guidance on the protection, enhancement and support for long term storage and or carbon sequestration. This is going to have

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											neutral impact on protected groups.
NZ.7	Decentralised Energy Systems- Major Development										This policy supports the transition to low carbon decentralised energy network in line with national guidance and is going to have neutral impact on protected groups.
NZ.8	Decentralised Energy Systems- Minor Development										The policy provides guidance on decentralised energy systems for minor developments and is unlikely to have any impact on the protected groups.
<b>CHAPTER 7- Enhancing the Built and Natural Environment of South Warwickshire</b>											
BN.1	Protection of Sites, Habitats and Species										The policy provides guidance on the protection of Designated Sites and Habitats – it is considered to have a neutral impact on protected characteristic groups.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
BN.2	Local Nature Recovery Strategy (LNRS)										Requiring developments to demonstrate compliance with Local Nature Recovery Strategies will have neutral impact on all protected groups.
BN.3	Biodiversity										This policy provides guidance on Biodiversity Net Gain and is considered to have neutral impact on protected characteristic groups.
BN.4	Trees, Hedges and Woodlands										Providing protection to Trees, Hedges and Woodlands will not have a negative impact on the protected characteristic groups.
BN.5	Landscape Management and Maintenance										The policy provides guidance on the provisions and requirements of Landscape and

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											Environmental Management Plan (LEMP) and is going to have neutral impact on the protected characteristics groups.
BN.6	Agricultural Land and Soils										This policy provides guidance on the protection of the best and most versatile Agricultural Land and is considered to have a neutral impact on the protected characteristic groups.
BN.7	Health Impact Assessment (HIA)										Requiring developments to submit Health Impact Assessments and aiming to reduce health inequalities and promoting health and wellbeing will benefit all communities and people. This will

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											especially have a positive impact on young people, people with disabilities, those on low incomes and people with young families and expectant mothers.
BN.8	Pollution and Environmental Quality										Requiring developments to minimise pollution and providing guidance on pollution sensitive development will have neutral impact on the protected characteristic groups.
BN.9	Heritage Assets										The policy provides guidance on the protection of the historic environment and heritage assets – it is considered to have a neutral impact on protected characteristic groups.

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
BN.10	Conservation Areas, Locally Listed Historic Assets and Archaeology										Providing protection to conservation areas, locally listed historic assets and archaeology will have neutral impact on the protected groups.
BN.11	Historic Landscapes ~ Registered Parks and Gardens and Registered Village Greens										The policy sets out councils approach to protecting registered parks and gardens and registered village greens. Providing protection to these assets will be beneficial to the entire community especially young people, people on low incomes, people with disabilities and those with young families.
BN.12	Waterways										Protecting the waterways in the area will have neutral impact on all the protected

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											characteristics groups.
BN.13	Alterations to existing buildings										Providing guidance on altering existing buildings will have neutral impact on the protected characteristic groups.
BN.14	Advertisements										This policy provides guidance on display of advertisements in different locations. This policy is considered to have a neutral impact on protected characteristic groups.
BN.15	Parking										Provision of adequate and parking on sites for people with young children will have a positive impact on parents with young families and expecting mothers. Adequate amount of parking for disabled people will benefit people

Policy prefix	Policy title	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											who have any type of disability
BN.16	Road Safety										Ensuring that developments do not compromise road safety will have positive impact on all protected characteristics and will be especially beneficial for young children, people with disabilities and pregnant women.

## Assessment of Strategic Growth Locations, New Settlements

Table 3 provides the assessment for the strategic growth locations and new settlements.

Table 3: Assessment of Strategic Growth Locations

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
HAT	Hatton Community										Provision of over 4,500 homes along with required infrastructure including schools, a library, mobility hubs, community facilities and workplace opportunities will have positive impact on the entire community especially young people, people with low income, people with disabilities and those with young families. Improving the provision of sustainable transport infrastructure will benefit everyone. Providing adequate green and blue

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											infrastructure along with environmental health improvements will have positive impact on people's health and wellbeing.
LMA	Long Marston Airfield New Community										Provision of over 10,000 new homes including affordable homes, 15 hectares of employment land along with 21 pitches for Gypsies and Travellers across 2 sites will have a positive impact on young people, people on low incomes, travelling community and people who are looking for employment opportunities in the area. Providing four primary and one secondary school will benefit young

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											people. The proposal also aims to provide community facilities including district centre and three local centres which will benefit the entire community especially young people and those on low incomes and looking for employment. Improving transport infrastructure along with improved open space and green and blue infrastructure will benefit young people, people with disabilities and people with young families.
COV.1	South of Coventry										The site is set to provide just under 4000 homes along with two primary schools, one secondary school,

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											two neighbourhood centres considering 20-minute neighbourhood principles. This accompanied by new multimodal transport and providing green and blue infrastructure will benefit everyone especially young people, people with disabilities and those on low income. Provision of 2 hectares of employment space will benefit young people and those looking for employment opportunities in the area.
STO. 1, 2 1and 3	Stoneleigh Employment Group										Delivery of 82.3 ha of employment floorspace will help create employment opportunities and will benefit young people and those

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											on low incomes. Improvements to active travel along with publicly accessible walking and cycling networks will benefit the entire community especially young people, people with disabilities and those with young children. Improving environmental quality along with improved provision of public open space will have overall health benefits to all people especially young people, people with young families and people with disabilities.
COV.2	Coventry Airport										Provision of advanced manufacturing and engineering technology will

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											create jobs for young people. The developments along with infrastructure, environmental and open space improvements will benefit the entire community especially young people, people with disabilities and those with young families.
KEN.1	Land south of Kenilworth										Comprehensive development of this site providing homes along with improved vehicular access, relevant infrastructure will benefit young people, people with disabilities and with young families.
LEA.3	Leamington Spa East										Provision of 915 homes of which 50% will be affordable units will benefit young people and those

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											on low incomes and with young children. Provision of relevant infrastructure including two schools, local centre will benefit everyone especially young people and people with disabilities
LEA.1	Land north of Leamington Spa (Blackdown)										Provision of 886 homes of which 50% will be affordable units will benefit young people and those on low incomes. Improvements to infrastructure along with the provision of community and leisure centre, two primary schools and 35 hectares of open space will be beneficial to the wider community especially young people, people with disabilities

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											and those with young children.
LEA.2	Land north of Leamington Spa (Milverton)										Provision of 898 homes of which 50% will be affordable units will benefit young people and those on low incomes. Improvements to infrastructure along with the provision of 2 hectares of non-strategic employment land, 1 hectare for retail, a mixed use local centre with potential uses required by the NHS Coventry and Warwickshire Integrated Care Board or other providers will be beneficial to the wider community especially young people, people with disabilities and those with young children.

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
WAR.1	Warwick-Land to west										<p>Delivery of a high quality, sustainable new community that can enrich the historic town of Warwick by providing areas for recreation, wildlife, and flood management within the urban form. Will benefit the entire community especially young people, people with disabilities and those with young growing families. The development will also provide new sustainable and active travel routes, linking Warwick Parkway to the site and beyond into the town. Improving accessibility and benefiting everyone.</p>

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
BIS.1	Bishop's Tachbrook-Land west of Bishop's Tachbrook (Land at Park Farm)										Provision of 558 homes with an element of affordable homes providing appropriate housing mix will benefit young people and people on low incomes. Provision of a primary schools, community facilities, local centre will benefit the entire community especially young people, people on low incomes and people with disabilities.
BIS.3	Bishop's Tachbrook-Land to North West										Provision of 1,550 dwellings including appropriate housing mix with approximately 74 hectares available for public open space. will be beneficial to young people and those

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											on low wages. A mixed-use community hub with the potential for local retail uses, a village hall, a GP surgery subject to confirmation of the appropriate mix along with Country Park will be beneficial to young people, people with disabilities and those with young growing families.
SOU.1	Southam-Land to East										Providing 30380 homes of appropriate housing mix along with employment land and 13 Gypsy and Traveller Pitches will benefit young people, people looking for employment opportunities and 13 pitches will benefit Gypsies and Travellers and travelling

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											community. The site also aims to provide three primary schools, one secondary school, two local centres, sports provision, multifunctional greenspaces and on-site bus infrastructure. All these provisions will benefit the entire community especially young people, people on low paid jobs, people with disabilities and those with growing families.
GAY.1	Gaydon/Lighthorne Heath										The site aims to deliver 157 hectares of strategic employment land and 81 hectares of non-strategic employment land. Various transport related improvements are

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											proposed to support the delivery of the employment land. All these measures will have a positive impact on young people, people with disabilities, and on low incomes as well as the ones with young families.
WEL.1	Wellesbourne North										Provision of 4300 homes of appropriate housing mix along with two primary schools will benefit young people. Nine pitches for Gypsies and Travellers will benefit that particular community. Providing a local centre to include health facility along with multifunctional green spaces will benefit young and disabled people

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											along with people on low incomes and young families.
BID.1-	Bidford-on-Avon-Land to North and East										Provision of 2,550 homes including 35% affordable homes will benefit young people and people on low wages. Care Homes/assisted living facilities and retirement homes will be beneficial to older cohort. Provision of 8 pitches for Gypsies and Travellers will benefit the travelling community. Other provisions include a primary school, a secondary school, community facilities, local shopping centre comprising a convenience store and retail outlets along with employment opportunities,

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											green infrastructure and children's play area will benefit all especially young people, people with young families, people with disabilities and those on low wages.
STR.1	Stratford-Land to North										Provision of 770 homes consisting of 50% affordable homes will benefit young people and those with low incomes. Four gypsy and traveller pitches will have a positive impact on the travelling community. The other infrastructure to be provided includes one primary school, open space and improving sustainable and active transport will benefit young people, people

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											with disabilities, those on low wages and families with young children.
STR.2	Stratford-Land to South										Provision of 800 homes comprising of mix of homes along with community and leisure facilities including mobility convenience and community facilities, primary and secondary schools and on-site health facility will benefit young and old people, people with disabilities, expectant mums, people with young families. Improvements to transport infrastructure and public open space will benefit range of people including young, old, ones with disabilities, those on low

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											incomes and people with young families. Providing fifteen pitches will benefit the travelling community
STR.3	Stratford-Land to West										Provision of nearly 700 homes providing an adequate mix of homes of mix of homes along with education and healthcare needs to meet local needs will benefit young and old people, people with disabilities, expectant mums, people with young families. Improvements to transport infrastructure and public open space will benefit range of people including young, old, ones with disabilities, those on low wages

Proposal prefix	Proposal name	Age	Gender or sex	Disability	Race	Religion or belief	Sexual orientation	Gender assignment	Pregnancy and maternity	Marriage and civil partnership	Explanation
											and families with young children.
HEN	Henley-in-Arden										Provision of 1,950 homes along with primary schools, medical centre, allotments, sports and leisure, public open space and a new country park will benefit the entire community especially young and old people, people on low wages, those with young families. The site also makes provision for nine pitches for Gypsies and Travellers which will benefit the travelling community. Improvements to transport infrastructure along with improved pedestrian and cycling facilities will benefit young people.



## Summary of Impact analysis by Characteristic

The Local Plan contains 21 strategic policies, 22 infrastructure related policies, 7 employment/retail policies 13 housing policies, 8 climate change related policies and 16 built and natural environment related policies. The underlying principle of all the policies is to deliver sustainable development to secure a better quality of life for everyone, now and for future generations. All the policies within the Plan contribute towards achieving sustainable development, with policies promoting the location of new homes and employment opportunities, improved infrastructure, conservation and enhancement of the natural, built, and historic environment, provision of renewable energy, green spaces, sport and recreation, and the development of sustainable and well-connected communities.

Most of the policies within the Plan will benefit the wider community across the SWLP Plan area and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each policy has been assessed for its potential positive, negative, or neutral impact on the protected characteristic groups.

The strategic growth locations and new settlements along with local growth areas aim to deliver sustainable homes with adequate infrastructure based on local needs. All the locations contribute towards achieving sustainable development, promoting the location of new homes and employment opportunities, improved infrastructure, conservation and enhancement of the natural, built, and historic environment, provision of renewable energy, green spaces, sport and recreation, and the development of sustainable and well-connected communities.

### Age

The age protected characteristics include the consideration of all ages in society, the assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages. The assessment identified that the impact of SWLP policies were generally positive for all, with some having a particularly positive impact on this group. The SWLP aims to provide sustainable development addressing the needs of the current and wider population; this includes provision and access to healthcare, education and training, jobs, appropriate accommodation, and leisure facilities. The policies within the Plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals; for example, Policy HO.1 Housing Mix which sets out the requirements of housing provision for various age groups Policy HO.3 Affordable Housing Requirements set out the thresholds for affordable homes

provision. Policy HO.2 Space Standards and Accessibility will ensure the new developments are designed to comply with Nationally Described Space Standards (NDDS) and meet the accessibility needs of wheelchair users and are capable of being adaptable to meet the needs of people with different types of disabilities.

In terms of infrastructure, the SWLP makes provision for new and enhanced education across the area, with the allocation of sites for both primary and secondary schools in a number of locations serving both the urban and rural parts of the area. Policies also seek to protect local services and facilities, which are particularly important for older and younger residents who may be less able to travel to meet their day-to-day needs.

## Disability

The policies within the Local Plan are identified as being generally positive for all within society, with some policies having positive impacts on this characteristic group. A number of the policies in the Local Plan address the needs of those with disabilities, either directly or indirectly; for example, Policy HO.2 Space Standards and Accessibility which will ensure new developments are accessible and capable of being adaptable to meet the needs of less able people. Policy DS.19-Well Designed Places makes provision for the development needs of all people regardless of age, gender or disability.

## Gender Assignment

The policies within the SWLP are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The SWLP is inclusive of all members of the community and does not discriminate against any gender reassignment.

## Race

The policies within the SWLP are regarded as being generally positive for all; the only policy within the Local Plan that had a positive impact directed particularly at the ethnicity protected characteristic group is various policies including HO.8-Protecting Existing Accommodation for the Travelling Community, HO.11- Accommodation for Boat Dwellers will have a positive impact on the travelling community.

## Religion

The policies within the SWLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The SWLP is inclusive to all members of the community and does not discriminate against any religion.

## Sex

The policies within the SWLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is core to the integrity of the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sex.

## Sexual Orientation

The policies within the SWLP are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is core to the integrity of the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sexual orientation.

## Pregnancy and Maternity

The policies within the SWLP are regarded as being generally positive for all. Given the potential healthcare and community infrastructure needs of this protected characteristic group, some of the policies in the Plan have highlighted a positive impact on this group through the assessment of where new health provision is required, or land is allocated for new provision. For example, Policy ID.1- Securing Infrastructure Provision ensures that essential infrastructure including healthcare is provided as part of new development and a number of sites are specifically allocated for meeting these needs. The concept plans for strategic growth locations and new settlements include details of healthcare infrastructure needs of each location based on local needs.

## Next Steps

During the Examination of the Local Plan, the Inspector may propose “Main Modifications” to address issues of soundness and/or legal compliance. If this is the case, additional consultation will be undertaken on the ‘Main Modifications’ and, as such, an EqIA addendum will be prepared and published to accompany any such consultation.