

An aerial photograph of a town street intersection. A river flows along the left side, bordered by lush green trees and a paved path. The street is busy with cars and has a roundabout area. Residential buildings with brick facades and grey roofs are visible on the right side. The overall scene is a mix of urban infrastructure and natural greenery.

# Wiltshire Local Plan

Equality Impact Assessments  
Regulation 19

September 2023

Wiltshire Council

## **Draft Wiltshire Local Plan review – Submission Stage**

### **Equalities Impact Assessment – Addendum**

#### **Introduction**

This addendum to the Regulation 19 Equalities Impact Assessment (EqIA) has been prepared to demonstrate that Wiltshire Council has considered matters relating to equality when: a) assessing the representations received through the Regulation 19 consultation; and b) in concluding on whether it considers whether the Local Plan review is ready for submission and independent examination, in accordance with Section 20(2) of the Planning and Compulsory Purchase Act 2004.

#### **Context**

As part of the ongoing preparation of the Wiltshire Local Plan review, the Council have produced EqIAs prior to both the Regulation 18 (Issues and Options) and Regulation 19 (Publication) consultations.

The intention of an EqIA is to identify whether any members of the community with 'protected characteristics' (age, disability, sex, race, religion, gender, sexual orientation) may potentially be adversely impacted by the policies and proposals (or lack thereof) within the emerging Local Plan.

The Council is required to prepare EqIAs to fulfil the requirements of the Public Sector Equality Duty (PSED) under Section 149 of the Equality Act 2010. Further details regarding the intention of the PSED are identified at Section 2 of the Regulation 19 EqIA.

The Regulation 19 EqIA identified that groups with age, disability, and rural communities as their protected characteristic were most likely to be impacted by the policies included within the Regulation 19 version of the Local Plan. In the main, this conclusion was reached because Wiltshire is a large, rural county in which communities rely on cars to access services and facilities. The Regulation 19 EqIA notes the outcomes from the EqIA could be measured through the results to the Regulation 19 Consultation.

This consultation took place between 27th September – 22nd November 2023 and received over 10,000 individual comments. The policies within the Regulation 19 version of the Local Plan do promote alternative means of transport, as well as development proposals to cater for members of the elderly community. These measures were promoted to seek to address potential impacts on the identified

protected characteristics that were identified at the Regulation 18 stage – as set out in Section 5 of the Regulation 19 EqIA.

## **Conclusion**

Wiltshire Council acknowledges the requirement and intentions of the PSED. Throughout the process of preparing the Local Plan review, the Council has sought to identify, consider, and address any potential concerns with accessibility and risks to equality, and this has been reflected by the inclusion of specific policies within the emerging Local Plan review that directly seek to address the issues identified above. As set out in the Regulation 19 EqIA, the actions taken will continue to be monitored on an ongoing basis to ensure their effectiveness. Therefore, the Council considers it has satisfied the legal duty established in Section 149 of the Equality Act 2010 throughout the Local Plan review preparation process to the point of Submission and Examination.

## **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 additional EqIA addendum will be prepared and published to accompany any such consultation.

# Equality Impact Assessment (EqIA)

<b>Title of Service</b>	The draft Wiltshire Local Plan Review (the Draft Plan)
<b>Name of directorate</b>	Spatial Planning
<b>Name and Role of Officers Completing the EqIA</b>	Geoff Winslow – Spatial Planning Manager Florence Taylor - Planning Analyst
<b>Date of Assessment</b>	23/08/2023

(Please note, this will form part of a public facing document. If you have any questions about this, please contact [Equality@wiltshire.gov.uk](mailto:Equality@wiltshire.gov.uk))

<b>Title: What are you completing an Equality Impact Assessment on?</b>
The Draft Wiltshire Local Plan

<b>Why are you completing the Equality Impact Assessment (Please tick any that apply)</b>			
Proposed New Policy or Service	Change to Policy or Service	MTFS (Medium Term Financial Strategy)	Service Review
	Changes to the local planning policy framework of the authority		

**Version Control**

Version Control Number	Date	Reason for Review (if appropriate)
1	03/10/2022	Work is being carried out to review the Wiltshire Core Strategy ('the Local Plan review') to deliver further housing and employment land to accommodate growth from the period of 2020 – 2038 and to update the development management policies in the Plan.
2	06/07/2023	The review of the Wiltshire Core Strategy has been through initial consultations with key stakeholders (Regulation 18). This version of the EqlA undertakes an assessment at this point in the plan making process.
3		To be conducted post Regulation 19 consultation, before submission.

**Risk Rating Score** (use [Equalities Risk Matrix](#) and guidance)

\*\*If any of these are 3 or above, an Impact Assessment **must** be completed.  
Please check with [equality@wiltshire.gov.uk](mailto:equality@wiltshire.gov.uk) for advice

Criteria	Inherent risk score on proposal	Residual risk score after mitigating actions have been identified
Legal Challenge	**	
Financial costs/ implications	**	
People impacts	**	
Reputational Damage	**	

**Section 1 : Description of what is being analysed**

A planning policy document, the Wiltshire Local Plan review (hereafter to be referred to as the draft Plan), is a review of the current Wiltshire Core Strategy, adopted in 2015. The draft Plan is being prepared to ensure the delivery of sufficient housing and employment land over the period 2020-2038, as well as reviewing the policies in the Wiltshire Core Strategy that are used in development management within Wiltshire, including the saved policies set in Appendix D of that Plan.

The duty to carry out an Equalities Impact Assessment is set out in the Equality Act 2010<sup>1</sup>. The Equalities Impact Assessment is classified under Regulation 22 (1) (e)<sup>2</sup> as a ‘supporting document’ which in the Council’s opinion is relevant to the preparation of the Plan. As such the EqlA has and will continue to be updated throughout the plan making process.

The National Planning Policy Framework<sup>3</sup> sets out the following requirements which seek to be met by the draft Plan:

<sup>1</sup> [Section 149 of the Equalities Act 2010.](#)  
<sup>2</sup> [The Town and Country Planning \(Local Planning\) \(England\) Regulations 2012](#)  
<sup>3</sup> [National Planning Policy Framework](#)

- Paragraph 6. To determine the minimum number of homes needed, strategic policies should be informed by a local housing need assessment, conducted using the standard method in national planning guidance – unless exceptional circumstances justify

an alternative approach which also reflects current and future demographic trends and market signals. In addition to the local housing need figure, any needs that cannot be met within neighbouring areas should also be taken into account in establishing the amount of housing to be planned for.

- Paragraph 16. [Plans are] To be shaped by early, proportionate and effective engagement between plan-makers and communities, local organizations, businesses, infrastructure providers and operators and statutory consultees.
- Paragraph 62. Within this context, the size, type and tenure of housing needed for different groups in the community should be assessed and reflected in planning policies (including, but not limited to, those who require affordable housing, families with children, older people, students, people with disabilities, service families, travellers, people who rent their homes and people wishing to commission or build their own homes).
- Paragraph 92. Planning policies and decisions should aim to achieve healthy, inclusive and safe places which:
  - a) promote social interaction, including opportunities for meetings between people who might not otherwise come into contact with each other – for example through mixed-use developments, strong neighbourhood centres, street layouts that allow for easy pedestrian and cycle connections within and between neighbourhoods, and active street frontages;
  - b) are safe and accessible, so that crime and disorder, and the fear of crime, do not undermine the quality of life or community cohesion – for example through the use of attractive, well-designed, clear and legible pedestrian and cycle routes, and high quality public space, which encourage the active and continual use of public areas; and
  - c) enable and support healthy lifestyles, especially where this would address identified local health and well-being needs – for example through the provision of safe and accessible green infrastructure, sports facilities, local shops, access to healthier food, allotments and layouts that encourage walking and cycling.

It is the purpose of the draft Plan to manage future development to ensure that communities have a balance of jobs, services, facilities and homes. A main aim of the draft Plan is therefore to ensure housing needs are met and help supply land for jobs and services to ensure that Wiltshire remains strong and prosperous. The other main purpose of the plan is to have a suite of policies by which to determine individual planning applications.

The draft Plan is seeking to allocate land for up to 36,740 new homes and 160 hectares of employment land over the period 2020 – 2038. The strategy for delivering this growth is outlined in Policy 2 – Delivery Strategy within the draft Plan. The planned scales of growth across the county and how they will be delivered are outlined in the Area and Rural Strategies, outlined in chapters 3 – 4 of the Plan.

## **Section 2: People or communities that are currently targeted or could be affected by any change**

The Public Sector Equality Duty (PSED) came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities are required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010

The PSED consists of a general equality duty, supported by specific duties which are imposed by secondary legislation. In summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The equality duty covers the nine protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first aim of the duty applies to this characteristic but that the other aims (advancing equality and fostering good relations) do not apply.

The draft Plan has been developed in an open and collaborative manner with key stakeholders and the local community, in line with the council's Statement of Community involvement<sup>4</sup>.

The list of notified consultees comprises those contained within the council's (Objective) database, national legislation<sup>5</sup> and national policy advice<sup>6</sup>, and specialist knowledge from inside the organisation. This includes:

<sup>4</sup> Wiltshire Council – [Statement of Community Involvement 2020](#)

<sup>5</sup> Town and Country Planning (Local Planning) (England) Regulations 2012 – [Part 2](#)

<sup>6</sup> [National Planning Policy Framework](#) – Paragraph 16, 24 - 27

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• General public</li><li>• Local town and parish councils</li><li>• Neighbouring local authorities</li></ul> | <ul style="list-style-type: none"><li>• Bodies which represent the interests of different racial, ethnic or national</li></ul> |
|--|--|



- All elected representatives
- The Environment Agency
- English Heritage
- Natural England
- Network Rail
- Highways England
- Relevant health providers
- Relevant water and sewerage providers
- Homes and Communities Agency
- Voluntary bodies some or all of whose activities benefit any part of the local planning authority's area

- groups in the local planning authority's area
- Bodies which represent the interests of different religious groups in the local planning authority's area
  - Bodies which represent the interests of disabled persons in the local authority's area
  - Bodies which represent the interests of persons carrying out business in the local planning authority's area

The council's Statement of Community involvement also outlines that during consultation the council wants to '*particularly ensure that those who many not always be involved have their opportunity to speak out on planning matters, and so are keen to hear from underrepresented groups*'. These list of these groups within Wiltshire is outlined below and organised by protected characteristic:

- Age
  - Age UK Wiltshire
  - Alzheimer's Support
  - Carers Support Wiltshire
  - Young Persons Council
- Race
  - Wiltshire Racial Equality Council
  - Wiltshire Inclusion Network
  - Diverse Communities Advisory Group
- Disability
  - Wiltshire Parent Carer Council
  - Wiltshire Centre for Independent Living
  - Wiltshire and Swindon Service Users Network
  - The Selwood Housing Disability Group
  - SCOPE - Partnership & Community Development Division
- Health
  - Diabetes UK Wiltshire

- Religion or Belief
  - Wiltshire Faith Leaders Network
  - Multi-Faith Forum
- Sexual Orientation
  - Out of the Can
  - Swindon and Wiltshire Pride
  - Salisbury Pride
- Gypsies, Travellers and Boaters
  - Julian House
  - Friends Families and Travellers
  - National Federation of Gypsy Liaison Group
  - The Showman's Guild of Great Britain
  - Kennet and Avon Boating Community
  
- National Farmers Union

The above list of under-represented groups have been identified as being at risk of being affected by not being notified of any potential changes to the draft Plan during its preparation.

**Section 3: People who are delivering the policy or service that are targeted or could be affected (i.e staff, commissioned organisations, contractors)**

The draft Plan will be delivered and implemented by the council's Place directorate (which includes the Spatial Planning, Development Management, Economic Regeneration and Major Projects services) to help guide decisions on development proposals. Within the council, the draft Plan will also be delivered and implemented by several specialist areas, which include, but is not limited to, services within the Natural and Historic Environmental directorate.

The draft Plan will form the starting point for qualifying bodies (town and parish councils) looking to bring forward a Neighbourhood Plan within their community. Neighbourhood plan steering groups are given the authority to produce a neighbourhood plan by respective town and parish councils and such groups are usually made up of councillors and volunteers from the local community.

The draft Plan will be used by developers and planning consultants to submit planning permissions for development schemes on land within Wiltshire.

#### **Section 4 : The underpinning evidence and data used for the analysis (Attach documents where appropriate)**

Consultation work was first conducted in November 2017 which included Housing Market Area profiles, highlighting key strategic issues. Further informal consultation occurred in October 2018 where Parish and Town council events were held. This continued into 2019 where a series of workshops were organised with Parish and Town Councils, particularly focusing on housing numbers in relation to the Settlement Strategy. An additional event was also organised with Swindon Borough Council to seek developer's views on viability, and to give updates on the respective Local Plans.

A record of the consultations that have been conducted to date can be found on the Council's [Local Plan Review](#) webpage. A summary of these consultations can be seen in the table below.

**Table 1. Consultation events on the Local Plan review up until March 2021.**

Consultation	Dates	Who was consulted?
Regulation 18 on the scope of the Plan <sup>7</sup> .	7 <sup>th</sup> November – 19 <sup>th</sup> December 2017	All listed below
Informal consultation on the scale and distribution of growth in the Plan <sup>8</sup> .	8 <sup>th</sup> October – 29 <sup>th</sup> October 2018	Town and Parish Councils
Informal consultation on the scale and distribution of growth, and strategic priorities in the Plan <sup>9</sup> .	22 <sup>nd</sup> May – 21 <sup>st</sup> August 2019	Town and Parish Councils
Informal consultation on planning positively in rural areas <sup>10</sup> .	18 <sup>th</sup> September – 1 <sup>st</sup> October 2019	Town and Parish Councils
Informal consultation on the scope of the Plan, delivery and viability <sup>11</sup> .	23 <sup>rd</sup> July 2019	Developers
Informal Regulation 18 Emerging Spatial Strategy Consultation <sup>12</sup> .	13 <sup>th</sup> January – 9 <sup>th</sup> March 2021	All listed below

<sup>7</sup> [Consultation Statement Regulation 18 Consultation](#)

<sup>8</sup> [Report of Consultation with Town and Parish Councils 2018](#)

<sup>9</sup> [Report of Consultation with Town and Parish Councils 2019](#)

<sup>10</sup> [Report of Rural Workshops 2019](#)

<sup>11</sup> [Report of Developers Forum 2019](#)

<sup>12</sup> [Consultation Statement of Regulation 18 Consultation 2021](#)

A regulation 18 consultation on the Local Plan Review with key stakeholders ran from the 13<sup>th</sup> January to the 9<sup>th</sup> March 2021. Consultees notified and invited to comment involved:

- Specific consultation bodies (including Environment Agency, Natural England, Historic England, NHS and, Highways England)
- Neighbouring local authorities
- All parish and town councils
- Parish and town councils adjacent to Wiltshire
- Wiltshire Councillors
- Individuals, community groups and organisations who have previously requested to be informed about updates relating to Wiltshire planning policy

(List taken from the [Consultation Report](#))

The consultees were notified through letters, emails, newsletters, social media channels, public notices, and press releases in which respondents could submit comments via post, email, or via the online Microsoft Forms. Overall, 3,500 representations were made by 2,680 individuals and organisations. The main responders were developers, landowners, and members of the general public. Data collected from the respondents involved:

- First and Last Names
- Email addresses
- The organisation that the individual is part of or commenting on behalf of
- Postal address
- Their comments and opinions on the proposals

Additionally, live online events for each Market Town and Principal Settlement, and two rural areas, were held to engage communities and other stakeholders, 1,300 people attended.

- The council consulted on several issues and options papers which included a paper on Empowering Rural Communities, the paper considered people living in rural areas and in particular, delivering the right level of housing to ensure the creation, retention and improvement of rural services and facilities. The paper received responses from 317 individuals, amongst the highest of the consultation documents. Additionally, two of the online live events focused on rural areas.

Policy	Example of what the service has done to promote equality	Impacted Group(s)	Evidence	Examples of actual or potential negative or adverse impacts and what steps have been taken or could be taken to address this
<b>Policy 1- Settlement Strategy</b>	<ul style="list-style-type: none"> <li>. Local Employment</li> <li>. Creation of services for more sustainable communities</li> </ul>	<ul style="list-style-type: none"> <li>. age (retaining young adults in the area)</li> <li>. rural communities (providing amenities and employment in the nearest market towns)</li> </ul>	<p>“Market Towns have the potential for significant development that will increase the jobs and homes in each town in order to help sustain and where necessary enhance their services and facilities and promote better levels of self containment and viable sustainable communities.”</p>	
<b>Policy 2- Delivery Strategy</b>	<ul style="list-style-type: none"> <li>. Development in small villages to help sustain local communities</li> </ul>	<ul style="list-style-type: none"> <li>. rural communities</li> </ul>	<p>“Other proposals for development adjacent to the built area of Small Villages, as determined by the local planning authority, will be supported where they are for rural housing exception sites or first homes exception sites, or provide</p>	<p>Although some Rural Communities may welcome new developments, some people may want to be living remotely and feel negatively towards new development due to potential increase in traffic or population. Steps to address this will involve further consultation with Rural Communities to understand what they</p>

			for local employment, services and facilities”	genuinely want to see in their villages.
<b>Policy 3- Reserve Sites for Housing and Broad Locations of Growth</b>	No Impacts	N/A	N/A	
<b>Policy 4- Addressing Climate Change</b>	. Creating sustainable communities that promote social inclusion	. age (young adults staying in villages due to more amenities, as well as older people)  . people with disabilities having amenities near by  . rural communities	“creating places that positively promote social inclusion, interaction and well-being to help ensure that communities are more resilient to challenges such as climate change (in accordance with Policy 98);”	
<b>Policy 5- Securing Infrastructure Provision from New Development</b>	No Impacts	N/A	N/A	
<b>Policy 6- Chippenham Principal Statement</b>	. Creation of school places	. age (young people)	“creation of additional secondary school places, including at the existing Chippenham secondary schools and a site safeguarded for a future 10 Form Entry secondary school.”	

<p><b>Policy 7- Land South of Chippenham and East of Showell Farm</b></p>	<ul style="list-style-type: none"> <li>. Addition of nurseries and primary schools</li> <li>. Improvements to cycling and walking, promoting connections through to the town centre</li> <li>. Improved transport connections</li> </ul>	<ul style="list-style-type: none"> <li>. age (young people)</li> <li>. older people, disabilities.</li> <li>age (older people and younger people who don't have access to a car)</li> <li>. rural communities</li> </ul>	<p>“Land at South Chippenham, as identified on the Policies Map, is allocated for mixed use development of approximately 2,525 dwellings, approximately 15ha employment land, a district and local centre and two 2 Form Entry primary schools incorporating two 80 place nurseries, and two additional 80 place nurseries.”</p> <p>“improvements to cycling and walking, having regard to the Chippenham Local Cycling and Walking Improvement Plans, through the site to link with the existing network, including Pewsham Way, and connections through to the town centre and Chippenham Community Hospital;”</p> <p>“provide internal bus priority networks,</p>	
---	--	--	--	--



			including bus connections with the railway station and the town centre;”	
<b>Policy 8 – Chippenham Town Centre</b>	. Pedestrian links to be improved	.disability and age ( older people with mobility issues)	“pedestrian links to the town centre and River Avon corridor are improved and enhanced”	
<b>Policy 9- Calne Market Town</b>	. Improved transport connections	. Improvements to public transport and pedestrian and cycle routes – age (older people and younger people who do not have access to a car) and disability	“provide and promote sustainable transport and active travel, including new and improved bus routes and pedestrian and cycling routes;”	
<b>Policy 10- Land off Spitfire Road, Calne</b>	No Impacts	N/A	N/A	
<b>Policy 11- Land to the North of Spitfire Road, Calne</b>	. nurseries . enhanced bus stops	. Age (young people) . Disability and age (older people)	“development of approximately 570 dwellings, local centre, 80 place nursery and 0.5ha employment land for office use.” “Infrastructure and mitigation requirements include:... enhanced bus stops along Oxford Road,	

			including mobility impaired access”	
<b>Policy 12- Corsham Market Town</b>	<ul style="list-style-type: none"> <li>. Improvements to public transport and pedestrian and cycle routes</li> <li>. Funding for secondary and early years education</li> </ul>	<ul style="list-style-type: none"> <li>. disability and age (older people and younger people who do not have access to a car)</li> <li>. age</li> </ul>	<p>“improve public transport connectivity and pedestrian and cycle routes in and around Corsham”</p> <p>“deliver funding contributions for secondary education and early years”</p>	
<b>Policy 13 – Land South of Dicketts Road, Corsham</b>	<ul style="list-style-type: none"> <li>. Cycling and walking improvements</li> <li>. Buffers to avoid coalescence with nearby hamlets</li> </ul>	<ul style="list-style-type: none"> <li>. age (older and younger people) and disability (making open spaces more accessible)</li> <li>. rural communities</li> </ul>	<p>“improvements to cycling and walking through the site to link with the existing network and connections through to the town centre and employment sites;”</p> <p>“buffers may be required to the west and southeast edges of the site to mitigate impact on the setting of farmsteads and avoid coalescence with hamlets to the south;”</p>	
<b>Policy 14- Devizes Market Town</b>	<ul style="list-style-type: none"> <li>. employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>. age (retaining young adults in the area)</li> </ul>	<p>“deliver jobs to maintain a buoyant local economy in Devizes and bring forward</p>	

			the employment allocations and employment development through mixed uses;”	
<b>Policy 15- Land at Devizes Wharf, Assize Court and Wadworth Brewery, Devizes</b>	No Impacts	N/A	N/A	
<b>Policy 16- Malmesbury Market Town</b>	<ul style="list-style-type: none"> <li>. Providing amenities and considerations for younger people</li> <li>. Employment opportunities</li> </ul>	. age (amenities for young people) and (retaining young adults in the area)	<p>“providing for the younger population, improving traffic congestion and parking issues, provision of local sports and leisure, provision of adequate early years and primary school places”</p> <p>“support good prospects for economic growth including diversifying the local economy, building on local skills”</p>	
<b>Policy 17- Melksham Market Town</b>	<ul style="list-style-type: none"> <li>. Employment opportunities</li> <li>. Ensuring sufficient school and nursery space</li> </ul>	. age	“improved employment offer, including delivery of new employment land to allow existing businesses to expand and to attract inward investment”	

			“ensure a town-wide approach to future education provision, with sufficient early years, primary and secondary school places”	
<b>Policy 18- Land East of Melksham</b>	. school and early years places provision	. age	“2 Form Entry primary school to include 60 early years places.”	
<b>Policy 19- Land off Bath Road, Melksham</b>	. low density consideration for nearby rural settlements	. rural communities	“lower density development in the east of the site to prevent coalescence with and retain the rural character and separate identity of outlying rural settlements;”	
<b>Policy 20- Land North of A3102</b>	No Impacts	N/A	N/A	
<b>Policy 21- New Community Area of Search</b>	No Impacts	N/A	N/A	
<b>Policy 22- Salisbury Principal Settlement</b>	. Employment opportunities (retaining young adults)	. age . rural communities	“facilitate business growth that responds to local needs;” “maintain separation and distinctiveness	

	<ul style="list-style-type: none"> <li>. Consideration for nearby rural settlements</li> <li>. Appropriately priced housing provision- age (younger adults and older people)</li> <li>. Funding for schools and early years education</li> </ul>		<p>between...adjacent settlements”</p> <p>“improve affordable housing provision to support needs of an ageing population, key sector personnel and those entering the market for the first time;”</p> <p>“deliver funding contributions towards early years, primary and secondary education”</p>	
<b>Policy 23- Land North East of Old Sarum, Salisbury</b>	. Cycling and walking improvements	. age (older people and younger people who do not have access to a car)	“improvements to cycling and walking routes through, around the site and into the city centre;”	
<b>Policy 24- Land of Netherhampton Road Garden Centre</b>	. Cycling and walking improvements	. age (older people and younger people who do not have access to a car)	“improvements to cycling and walking routes through, around the site and into the city centre, linking into existing networks and the Netherhampton Road allocation to the east;”	
<b>Policy 25 – Land North of the Beehive Park and Ride, Old Sarum</b>	. Cycling and walking improvements	. age (older people and younger people who do not have access to a car)	“improvements to cycling and walking routes	

			through, around the site and into the city centre;”	
<b>Policy 26- Land North of Downton Road</b>	. Cycling and walking improvements . Amenities for children	. age	“improvements to cycling and walking routes through, around the site and into the city centre,” “children's play areas;”	
<b>Policy 27- Land South of Harnham</b>	. Cycling and walking improvements . Amenities for children	. age	“improvements to cycling and walking routes through and around the site” “children’s play areas” “provision on site for an early years nursery;”	
<b>Policy 28- Land West of Coombe Road, Harnham</b>	. Cycling and walking improvements . Amenities for children	. age	“improvements to cycling and walking routes through and around the site” “children’s play areas;”	
<b>Policy 29- Suitable Alternative Natural Greenspace, South Salisbury</b>	. Accessibility considered	. age (older people with mobility issues) . disability	“Provision should be made for accessing the SANG by public transport as well as safe routes from and to the city centre”	
<b>Policy 30- Land East of Church Road, Laverstock</b>	. Cycling and walking improvements	. age	“improvements to cycling and walking routes through, around the site and into the centre of	

			Salisbury, linking into existing networks”	
<b>Policy 31- Salisbury Central Area</b>	No impact	N/A	N/A	
<b>Policy 32- Salisbury Skyline</b>	No impact	N/A	N/A	
<b>Policy 33- The Maltings and Central Car Park</b>	No impact	N/A	N/A	
<b>Policy 34- Churchfields Employment Area</b>	No impact	N/A	N/A	
<b>Policy 35- Salisbury District Hospital Campus</b>	No impact	N/A	N/A	
<b>Policy 36 – Amesbury Market Town</b>	. Amenities for young people . Improvements to public transport and pedestrian and cycle routes	. age . disability	“improve recreational facilities and sports pitches in Amesbury” “improve opportunities for active travel (walking and cycling) and public transport options in and around Amesbury”	
<b>Policy 37 – Boscombe Down</b>	No impact	N/A	N/A	
<b>Policy 38- Porton Down</b>	No impact	N/A	N/A	

<b>Policy 39- Tidworth and Ludgershall Market Town</b>	. There could be an impact on young people through the provision of more amenities	. age	“encourage the balancing of commercial leisure uses and community facilities”	
<b>Policy 40- Land South East of Empress Way</b>	. Improvements pedestrian and cycle routes . Education funding	. age	“new and improved high-quality cycling and walking routes through the site linking into existing networks to encourage residents to adopt modes of active travel to reach facilities and services in Ludgershall;” “financial contributions towards early years, primary and secondary education school places;”	
<b>Policy 41- Land at Bulbridge Estate, Wilton</b>	. Education funding	. age	“A developer contribution will be required to fund early years and secondary education places”	
<b>Policy 42- Land at Dead Maid Quarry Employment Area, Mere</b>	No impact	N/A	N/A	
<b>Policy 43- Land Safeguarded for Education at Tanner’s Lane, Shrewton</b>	. Educational amenities	. age	“Land at Tanner’s Lane, Shrewton is safeguarded for the provision of expanded education (pre-	



			school) provision at the village.”	
<b>Policy 44- Marlborough Market Town</b>	<ul style="list-style-type: none"> <li>. Appropriately priced housing provision</li> <li>. Employment opportunities (retaining young adults in the area)</li> <li>. Improvements to accessibility</li> <li>. Educational amenities</li> </ul>	<ul style="list-style-type: none"> <li>. age</li> <li>. disability</li> </ul>	<p>“prioritise local needs for affordable homes.”</p> <p>“support additional opportunities for job growth and business investment ensuring the Town Centre remains a vibrant hub”</p> <p>“be supported through the implementation of a Town Centre strategy to improve accessibility”</p> <p>“improve the provision of infrastructure to meet the town’s needs, in particular additional health service and educational facilities;”</p>	
<b>Policy 45- Land at Chopping Knife Lane, Marlborough</b>	<ul style="list-style-type: none"> <li>. Improvements to public transport and pedestrian and cycle routes</li> <li>. Education funding</li> <li>. Landscape buffer to mitigate harm to the surrounding rural areas</li> </ul>	<ul style="list-style-type: none"> <li>. disability</li> <li>. age</li> <li>. rural communities</li> </ul>	<p>“positively support walking, cycling and public transport use between the site and Marlborough town centre;”</p> <p>“funding contributions towards additional early years and secondary school education places;”</p> <p>“there is potential for development to be</p>	

			intrusive in the rural landscape due to the site's prominence in the river valley and contribution to the settlement edge of the surrounding AONB. Development must avoid breaking the wooded skyline and limit development to the east of the site, utilising this land to provide a strong strategic landscape buffer to the surrounding countryside to help integrate development..."	
<b>Policy 46- Land off Barton Dene</b>	. Improvements to public transport and pedestrian and cycle routes	. age . disability	"measures to positively support walking, cycling and public transport use between the site and Marlborough town centre;"	
<b>Policy 47- Royal Wootton Bassett Market Town</b>	. Improvements and funding to education facilities . Employment opportunities	. age	"promote infrastructure improvements in tandem with residential development to secure increased education, healthcare, and cemetery capacity;"	

			<p>“provide additional employment opportunities to enable people to live and work locally;”</p> <p>“deliver funding contributions for additional early years, primary and secondary education places”</p>	
<b>Policy 48- Land at Marsh Farm</b>	<ul style="list-style-type: none"> <li>. Improvements to pedestrian and cycle routes</li> </ul>	. age	<p>“improvements to cycling and walking routes within the site, and linking up with existing network; improvement or replacement of existing controlled pedestrian crossing and improved cycle access to Old Malmesbury Road;”</p>	
<b>Policy 49- Land at Midge Hall Farm</b>	<ul style="list-style-type: none"> <li>. Office provision which will contribute to employment opportunities</li> <li>. Education and nursery provision</li> </ul>	. age	<p>“1.8 ha of office development and 2 hectares of land for a 2 Form Entry primary school that includes space for a nursery and a local centre.”</p>	

<p><b>Policy 50- Land West of Maple Drive</b></p>	<ul style="list-style-type: none"> <li>. Improvements to public transport and pedestrian and cycle routes</li> <li>. Considering expansion of education facilities</li> </ul>	<ul style="list-style-type: none"> <li>. disability</li> <li>. age</li> </ul>	<p>“enhancements and extensions to existing public transport services, pedestrian and cycling infrastructure;”</p> <p>“consider the need to expand the secondary school”</p>	
<p><b>Policy 51- Land at Woodshaw</b></p>	<ul style="list-style-type: none"> <li>. Nursery provision</li> <li>. Improvements to public transport infrastructure and pedestrian and cycle routes</li> </ul>	<ul style="list-style-type: none"> <li>. age</li> <li>. disability</li> </ul>	<p>“0.4 hectares of land for a day care nursery”</p> <p>“ensure residents have access to a bus stop within 400m;”</p> <p>“enhancements and extensions to existing public transport services, pedestrian and cycling infrastructure,”</p> <p>“delivery of footway/cycleway provision along the site frontage, connecting into Garraways and Swallows Mead via a controlled pedestrian/cyclist crossings and enhancements to routes to the town centre to accommodate cyclists”</p>	

<p><b>Policy 52- Trowbridge Principal Settlement</b></p>	<ul style="list-style-type: none"> <li>. Employment opportunities</li> <li>. Improvements to public transport infrastructure and pedestrian and cycle routes</li> <li>. Consider the surrounding rural villages</li> <li>. Funding for education</li> </ul>	<ul style="list-style-type: none"> <li>. age</li> <li>. disability</li> <li>. rural communities</li> </ul>	<p>“deliver job growth and encourage business investment at the town to support job growth and greater levels of self-containment, thereby help reduce the need to travel away from the town;”</p> <p>“improved walking, cycling and bus routes”</p> <p>“balance the need to accommodate additional growth at the town with the need to respect, as far as is reasonably practicable, the individual identities of the villages of Hilperton, North Bradley, Southwick and West Ashton”</p> <p>“provide funding contributions towards healthcare and early years, primary and secondary education places;”</p>	
<p><b>Policy 53- Land North of Trowbridge</b></p>	<ul style="list-style-type: none"> <li>. education and early years facilities provision</li> <li>. Improvements to pedestrian and cycle routes</li> </ul>	<ul style="list-style-type: none"> <li>. age</li> </ul>	<p>“1.8 hectares of land for a 2 Form Entry primary school and 0.3 hectares of land for an 80 place early years learning facility.”</p>	

			“improvements to cycling and walking routes though the site to link to the existing network”	
<b>Policy 54- North Trowbridge Country Park</b>	No impact	N/A	N/A	
<b>Policy 55- Land at Innox Mills, Trowbridge</b>	. Improvements to bus and railway infrastructure . Improvements to pedestrian and cycle routes	. disability . age	“enhancements should be made to Stallard Street to increase the standard and size of bus stops and waiting areas and pedestrian infrastructure” “improvements to cycling and walking routes through the site” “access to the railway station should also be served by a new lift access to the railway line bridge in order to facilitate disabled access to both platforms from within the station”	
<b>Policy 56- Trowbridge Central Area</b>	No impact	N/A	N/A	
<b>Policy 57- Bradford on Avon Market Town</b>	. Employment opportunities	. age . disability	“deliver employment growth and retention of all	

	<ul style="list-style-type: none"> <li>. Appropriately priced housing provision</li> <li>. Improvements to pedestrian and cycle routes</li> </ul>		<p>existing employment sites;”</p> <p>“provide affordable housing to help reduce high levels of need in the town;”</p> <p>“improve the pedestrian and cyclist environment through and around the town;”</p>	
<b>Policy 58- Warminster Market Town</b>	<ul style="list-style-type: none"> <li>. Improved amenities in town</li> </ul>	. age	<p>“improve leisure facilities in line with the Wiltshire Council Leisure Services Review;”</p> <p>“support the town centre as a principal location for services and facilities”</p>	
<b>Policy 59- Land at Brook Street</b>	No impact	N/A	N/A	
<b>Policy 60- Westbury Market Town</b>	<ul style="list-style-type: none"> <li>. Improvements to accessibility</li> <li>. Improve public transport, walking and cycling routes</li> <li>. Employment opportunities</li> <li>. New leisure amenities</li> </ul>	<ul style="list-style-type: none"> <li>. age</li> <li>. disability</li> <li>. rural communities</li> </ul>	<p>“improve accessibility”</p> <p>“improve sustainable transport links (particularly walking and cycling routes) within the town and to the surrounding parishes, including enhancing linkages between the railway station,</p>	

			<p>employment areas and the town centre.”</p> <p>“retain existing employment areas and support their expansion to provide employment locally;”</p> <p>“support new sport pitches/leisure facilities”</p> <p>“deliver funding contributions towards healthcare, early years, primary and secondary education provision;”</p> <p>“Deliver funding contributions for a bus service to deliver a new 30-minute frequency service.”</p>	
<b>Policy 61- Land West of Mane Way, Westbury</b>	. Improve public transport, walking and cycling routes	. age . disability	“measures to positively support walking, cycling and public transport use between the site and Westbury town centre;”	
<b>Policy 62- Land off Bratton Road, Westbury</b>	. Improve public transport, walking and cycling routes	. age . disability	“measures to positively support walking, cycling and public transport use between the site and Westbury town centre;”	



<b>Policy 63- Westbury Country Park</b>	No impact	N/A	N/A	
<b>Policy 64- Additional Employment Land</b>	. Employment opportunities (retaining young adults in the area)	. age	“Proposals for employment development (within use classes B2, B8 or E(g)(i-iii)) will be supported on unallocated sites within or adjacent to Principal Settlements, Market Towns, Local Service Centres and Large and Small Villages where they are appropriate to the role and function of the settlement”	
<b>Policy 65- Existing Employment Land</b>	. Employment opportunities (retaining young adults in the area)	. age	“Proposals for renewal and intensification of employment uses, particularly on Principal Employment Areas, will be supported.”	
<b>Policy 66- Military Establishments</b>	No impact	N/A	N/A	
<b>Policy 67- Sequential Test and Retail Impact Assessment</b>	No impact	N/A	N/A	

<b>Policy 68- Managing Town Centres</b>	No impact	N/A	N/A	
<b>Policy 69- Tourism and Related Development</b>	. Considering impact of development on local residents	. Rural communities	“All proposals for tourism and related development, including the intensification of existing tourist facilities must demonstrate that they will: not have a detrimental impact on landscape, heritage assets, biodiversity and the amenity of local residents”	
<b>Policy 70- Sustainable Transport</b>	. Improve public transport, walking and cycling routes . Considering impact of development on local residents	. age . disability . rural communities	“planning significant developments in locations that are or can be made accessible by sustainable transport modes, including walking and cycling facilities; promoting walking, cycling and public transport to be the natural first choice for shorter and single journeys in urban areas” “assessing and, where necessary, mitigating the impact of developments	

			on transport users, local communities”	
<b>Policy 71- Transport and New Development</b>	. Consideration of disabled and elderly people	. age . disability	“When considering the transport implications of a development, the following will need to be taken into consideration: a. visually impaired and other disabled people b. pedestrians c. cyclists/scooting d. public transport e. goods and service vehicles, and emergency vehicles f. micromobility vehicles g. powered two-wheelers...”	
<b>Policy 72- Development Impacts on the Primary and Major Road Networks</b>	No impact	N/A	N/A	
<b>Policy 73- Transport: Demand Management</b>	No impact	N/A	N/A	
<b>Policy 74- Movement of Goods</b>	No impact	N/A	N/A	
<b>Policy 75- Strategic Transport Network</b>	No impact	N/A	N/A	
<b>Policy 76- Providing Affordable Homes</b>	. Appropriately priced housing provision	.age (younger adults and older people)	“Affordable housing provision of at least 40% (net) will be required”	
<b>Policy 77- Rural Exception Sites</b>	. Appropriately priced housing provision	. age (younger adults and older people) . rural communities	“At settlements defined as Local Service Centres and Large Villages, housing	Although some Rural Communities may welcome new developments, some

	. Providing affordable homes for rural communities		development outside but adjoining settlement boundaries or, for Small Villages and those not identified within the settlement strategy, adjoining the built area, housing will be supported where its primary purpose is to provide affordable homes to meet the local needs of a settlement, provided: the proposal consists of 20 dwellings or fewer and will be no greater than 5% of the size of the settlement;...”	people may want to be living remotely and feel negatively towards new development due to potential increase in traffic or population. Steps to address this will involve further consultation with Rural Communities to understand what they genuinely want to see in their villages.
<b>Policy 78- Meeting Wiltshire’s Housing Needs</b>	. Housing for older people and people with disabilities	. age . disability	“Housing schemes should assist older people to live securely and independently within their communities.” “Provision of homes and accommodation for vulnerable people will be supported, including but not limited to: people with learning disabilities and autism ii. young at risk and care leavers iii. people with mental health issues	

			iv. homeless people and rough sleepers”	
<b>Policy 79- First Home Exception Sites</b>	. Supporting First Home Schemes	. age (younger adults)	“Development proposals for First Homes Exception Schemes will be supported, provided...”	
<b>Policy 80- Self and Custom Build Housing</b>	No impact	N/A	N/A	
<b>Policy 81- Community Facilities</b>	. Providing rural communities with amenities	. rural communities	“Development of new community facilities within and adjoining settlement boundaries and at small villages will generally be supported where it is demonstrated that the development will: i. contribute towards making the settlement more sustainable; ii. be appropriate to its landscape and environmental setting; iii. be well related to an existing settlement <sup>15</sup> ; and iv. lead to no highway safety issues or adverse impacts on the local transport network.”	Although some Rural Communities may welcome new developments, some people may want to be living remotely and feel negatively towards new development due to potential increase in traffic or population. Steps to address this will involve further consultation with Rural Communities to understand what they genuinely want to see in their villages.
<b>Policy 82- Housing in the Countryside</b>	. Delivering housing for businesses in rural areas	. rural communities	“Proposals for housing development outside of the defined settlement	Although some Rural Communities may welcome new developments, some

			boundaries and outside of the built areas of Small Villages, on land that is not allocated in the development plan or subject to an exceptions policy will not be supported, unless it meets one of the following criteria: i. The proposal would deliver onsite housing to accommodate employees that are essential for the viable operation of a rural business..”	people may want to be living remotely and feel negatively towards new development due to potential increase in traffic or population. Steps to address this will involve further consultation with Rural Communities to understand what they genuinely want to see in their villages.
<b>Policy 83- Health and Wellbeing</b>	. Consideration of health which will impact upon people with disabilities and elderly people	. age . disability	“Proposals should demonstrate that development will contribute positively to health and wellbeing by enabling and promoting healthy lifestyles and minimising any negative health and wellbeing impacts”	
<b>Policy 84- Public Open Space and Play Facilities</b>	. Providing leisure amenities	. age	“All development must make provision for public open space and, where appropriate, play facilities”	

<b>Policy 85- Sustainable Construction and Low Carbon Energy</b>	No impact	N/A	N/A	
<b>Policy 86- Renewable Energy</b>	No impact	N/A	N/A	
<b>Policy 87- Embodied Carbon</b>	No impact	N/A	N/A	
<b>Policy 88- Biodiversity and Geodiversity</b>	No impact	N/A	N/A	
<b>Policy 89- Biodiversity Net Gain</b>	No impact	N/A	N/A	
<b>Policy 90- Woodland, Hedgerows, and Trees</b>	No impact	N/A	N/A	
<b>Policy 91- Conserving and Enhancing Wiltshire's Landscapes</b>	. Considering impact on character of settlements	. rural communities	"conserving and enhancing the locally distinctive character of settlements and their landscape settings;"	
<b>Policy 92- Conserving and Enhancing Dark Skies</b>	No impact	N/A	N/A	
<b>Policy 93- Green and Blue Infrastructure</b>	. Improving public accessibility	. disability . age (elderly people with mobility issues)	"retain and enhance existing public rights of way, maximising accessibility"	
<b>Policy 94- Wiltshire's Canals and the Boating Community</b>	. Canals to be Protected	. Boating community	"The restoration, reconstruction and as necessary, creation of a new link between the Kennet & Avon Canal (at Semington) and River Avon (at Melksham) to facilitate	

			the re-opening of the Wilts and Berks and Thames and Severn canals as navigable waterways will be supported.”	
<b>Policy 95- Flood Risk</b>	No impact	N/A	N/A	
<b>Policy 96- Water Resources</b>	No impact	N/A	N/A	
<b>Policy 97- Contaminated Land</b>	No impact	N/A	N/A	
<b>Policy 98- Ensuring High Quality Design and Place Shaping</b>	<ul style="list-style-type: none"> <li>. Incorporating design features that reduce risk of crime, may impact upon gender and age</li> <li>. Accessible public spaces and buildings</li> </ul>	<ul style="list-style-type: none"> <li>. gender</li> <li>. age</li> <li>. disability</li> </ul>	<p>“Incorporating design features to reduce actual or perceived opportunities for crime and anti-social behaviour”</p> <p>“Ensuring that the public realm, including new streets, public open spaces and other rights of way, are designed to create places of character which are legible, safe and accessible”</p> <p>“taking account of the needs of potential users, with regard to accessibility and inclusivity, and considering how space and buildings will be used in the immediate and long-term future;”</p>	



<b>Policy 99- Ensuring the Conservation and Enhancement of the Historic Environment</b>	No impact	N/A	N/A	
<b>Policy 100- The Stonehenge, Avebury and Associated Sites World Heritage</b>	. Considering amenity for residents	. rural communities	“Opportunities to enhance the WHS in accordance with the Management Plan as part of new development or land-use change will be supported that: a. improves conservation and interpretation and respects the amenity of residents”	
<b>Policy 101- Air Quality</b>	No impact	N/A	N/A	

### **Section 5: Conclusions** drawn about the impact of the proposed change or new service/ policy

The policy analysis has concluded that the Regulation 19 Version of the draft Local Plan has made an effort to address the main issues raised in the Regulation 18 consultations. The Policies impacted most upon groups with age, disability and rural communities, as their protected characteristics.

Age was the group that was predominately positively impacted. In the last consultation there were concerns raised regarding young adults having to move away from the settlements where they grew up due to a lack of affordable housing and employment opportunities. The policies (particularly Policy 76- Providing Affordable Homes, Policy 78- Meeting Wiltshire’s Housing Needs, and Policy 79-First Home Exception Sites) will have a direct effect on young people by providing them with suitably priced housing and employment and amenity provision. Additionally, some concerns were raised in the Regulation 18 consultation regarding growing populations from new development sites, and this risk of overcrowding education and childcare facilities, therefore Policies in the Draft Local Plan have responded to this by allocating extensions to facilities or creating new ones in specific areas.

Furthermore, the older generation were also affected by a lack of affordable and accessible housing in a location that is close to their communities and necessary amenities, as well as accessible public open space. The policies have ensured that appropriate housing provision, that is affordable and accessible for the elderly is made available. Many of the policies ensure that improvements to public transport, cycling and walking routes are undergone, as well as introducing some new bus routes. This will enable elderly people with mobility difficulties to be more connected to facilities and communities as well as feeling safer and more confident to walk via the improvements to pedestrian routes. The improvements to public transport routes would not only impact upon the elderly population, but it will also benefit young people who do not drive yet, and people with disabilities. People with disabilities will also be positively impacted by accessible housing provision.

Rural Communities is another hard-to-reach group that the Draft Local Plan will positively benefit. During the Regulation 18 Consultation the major concern from this group was that there is not enough affordable homes in their settlements for their children to live in nearby, once they have left home. Specifically, Policy 77 (Rural Exception Sites) ensures the appropriately priced provision of homes. Although some communities may welcome new homes in their settlement, some Rural Communities will not. This was apparent from the Regulation 18 Consultation with some representatives stating that they did not want to see development in their villages because they want to maintain the remote nature of the site. This tension is noted within this Policy analysis as being a potential negative impact that could occur as a result of some of the policies. To address this, further consultation will be needed with Rural Communities to gain a better understanding of each individual settlements priorities.

During the Regulation 18 Consultation, there were issues raised regarding availability of Land for religious activities which would affect religious groups. In this Regulation 19 Equality Impact Assessment there was no mention of provision of religious land, this could be due to a diminishing religious population however further consultation with individual sites is needed to understand the demand.

Overall, this Regulation 19 Equality Impact Assessment has identified the commitment Wiltshire Council has in responding to previous consultation statements, with most attention being given to people with age as their protected characteristic however this extends further to disability and rural communities where efforts are made to facilitate sustainable growth and accessible spaces.

## **Section 6: How will the outcomes from this equality analysis be monitored, reviewed and communicated?**

To monitor the outcomes from this equalities assessment the level of engagement with protected characteristic groups can be measured through the results of the [Regulation 19 consultation](#)<sup>13</sup> on the draft Local Plan. By directly contacting those groups across Wiltshire and recording where these groups have been engaged, a judgement can be made on whether the Council has taken into account equality considerations in its consultation approach. Groups can be contacted directly and contact information can be gathered through collaboration with the Community Engagement Managers at the council.

The spatial planning and communications team will meet regularly in the run up to the [Regulation 19 consultation](#), the next consultation stage in the plan-making process. Taking into account equality considerations can be discussed with the communications team and how to reach more groups through consultation.

The actions within this assessment will be reviewed throughout and beyond the [Regulation 19](#) consultation to ensure that they are delivered, and officers take ownership of them. The overall success of these actions will be judged upon the response from the local community and the number of representative groups that have been engaged with as part of the consultation.

\* The EqIA forms part of Wiltshire Council's Corporate Governance structure. It will be updated to reflect the outcome of the consultation and submitted to the Secretary of State alongside the draft Local Plan and supporting evidence for the purposes of commencing the independent Examination process.

<sup>13</sup>[Town and Country Planning \(Local Planning\) \(England\) Regulations 2012](#)

**\*Copy and paste sections 5 & 6 into any Committee, CLT or Briefing papers as a way of summarising the equality impacts where indicated**

Please send a copy of this document to [equality@wiltshire.gov.uk](mailto:equality@wiltshire.gov.uk)

Completed by:	
Date:	
Signed off by:	
Date:	
To be reviewed by:	
Review Date:	
For Corporate Equality Use only	Compliance sign off date:

**Equality Impact Issues and Action Table** (for more information on protected characteristics, see risk assessment document)

Identified issue drawn from your conclusions (only use those characteristics that are relevant)	Actions needed	Who is responsible	Date	Expected outcome
Age				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Disability				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Gender Reassignment				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Marriage and Civil Partnership				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Pregnancy and Maternity				

No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Race (including ethnicity or national origin, colour, nationality and Gypsies and Travellers)				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Religion and Belief				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Sex				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Sexual Orientation				
No issues were raised	No actions required	N/A	Q3-Q4 2023	N/A
Other (including caring responsibilities, rurality, low income, Military Status etc). Refer to family test: <a href="https://researchbriefings.files.parliament.uk/documents/CBP-7714/CBP-7714.pdf">https://researchbriefings.files.parliament.uk/documents/CBP-7714/CBP-7714.pdf</a>				
<b>Rural Communities-</b> Although some Rural Communities may welcome new developments, some people may want to be living remotely and feel negatively towards new development due to potential increase in traffic or population.	Aim to reach more Rural Communities through consultation	Spatial Planning Team Communications Team	Q3-Q4 2023	To reach more Rural Communities to understand their requirements for their villages.



**Wiltshire Council**

The logo for Wiltshire Council, featuring a white, stylized wave or swoosh line underneath the text.

This document was published by Wiltshire Council

## **Draft Wiltshire Local Plan review – Submission Stage**

### **Equalities Impact Assessment – Addendum**

#### **Introduction**

This addendum to the Regulation 19 Equalities Impact Assessment (EqIA) has been prepared to demonstrate that Wiltshire Council has considered matters relating to equality when: a) assessing the representations received through the Regulation 19 consultation; and b) in concluding on whether it considers whether the Local Plan review is ready for submission and independent examination, in accordance with Section 20(2) of the Planning and Compulsory Purchase Act 2004.

#### **Context**

As part of the ongoing preparation of the Wiltshire Local Plan review, the Council have produced EqIAs prior to both the Regulation 18 (Issues and Options) and Regulation 19 (Publication) consultations.

The intention of an EqIA is to identify whether any members of the community with 'protected characteristics' (age, disability, sex, race, religion, gender, sexual orientation) may potentially be adversely impacted by the policies and proposals (or lack thereof) within the emerging Local Plan.

The Council is required to prepare EqIAs to fulfil the requirements of the Public Sector Equality Duty (PSED) under Section 149 of the Equality Act 2010. Further details regarding the intention of the PSED are identified at Section 2 of the Regulation 19 EqIA.

The Regulation 19 EqIA identified that groups with age, disability, and rural communities as their protected characteristic were most likely to be impacted by the policies included within the Regulation 19 version of the Local Plan. In the main, this conclusion was reached because Wiltshire is a large, rural county in which communities rely on cars to access services and facilities. The Regulation 19 EqIA notes the outcomes from the EqIA could be measured through the results to the Regulation 19 Consultation.

This consultation took place between 27th September – 22nd November 2023 and received over 10,000 individual comments. The policies within the Regulation 19 version of the Local Plan do promote alternative means of transport, as well as development proposals to cater for members of the elderly community. These measures were promoted to seek to address potential impacts on the identified



protected characteristics that were identified at the Regulation 18 stage – as set out in Section 5 of the Regulation 19 EqIA.

## **Conclusion**

Wiltshire Council acknowledges the requirement and intentions of the PSED. Throughout the process of preparing the Local Plan review, the Council has sought to identify, consider, and address any potential concerns with accessibility and risks to equality, and this has been reflected by the inclusion of specific policies within the emerging Local Plan review that directly seek to address the issues identified above. As set out in the Regulation 19 EqIA, the actions taken will continue to be monitored on an ongoing basis to ensure their effectiveness. Therefore, the Council considers it has satisfied the legal duty established in Section 149 of the Equality Act 2010 throughout the Local Plan review preparation process to the point of Submission and Examination.

## **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 additional EqIA addendum will be prepared and published to accompany any such consultation.