

RUNNYMEDE BOROUGH COUNCIL

2030 LOCAL PLAN

EQUALITY IMPACT ASSESSMENT

on

**Adoption Local Plan (incorporating Inspector's
Main Modifications)**

June 2020

1 INTRODUCTION

- 1.1 Current legislation, national planning policies and guidance, require Runnymede Borough Council to put into place an up to date 'Local Plan', setting out the Council's spatial planning and development strategy for the Borough.
- 1.2 The Council's new Runnymede 2030 Local Plan comprises a written document which includes strategic and non-strategic planning policies guiding new development, a series of new development site allocations for the Borough and a Policies Map.
- 1.3 Once adopted, the new Local Plan will replace the current Runnymede Borough Local Plan 2001, Second Alteration (as saved).
- 1.4 The Runnymede 2030 Local Plan will be the key document of the Council's Development Plan and will set out the Council's strategic objectives for achieving its spatial vision. It includes a number of high level / core planning policies, from which more detailed policies and guidance will follow in time. The Local Plan contains a total of 70 core policies.

2 EQUALITY ACT 2010

- 2.1 The Equality Act 2010 (the 2010 Act) identifies 9 different 'Protected Characteristics' being:
 - (i) age;
 - (ii) disability;
 - (iii) gender reassignment;
 - (iv) marriage and civil partnership;
 - (v) pregnancy and maternity;
 - (vi) race;
 - (vii) religion or belief;
 - (viii) sex; and
 - (ix) sexual orientation.
- 2.2 The 2010 Act prohibits the direct or indirect discrimination of any person or group who has or shares a particular Protected Characteristic, where such direct or indirect discrimination occurs because of that particular Protected Characteristic.
- 2.3 Section 149 of the 2010 Act sets out a 'Public Sector Equality Duty' (the Duty) on all public authorities. The Duty requires that a public authority must, in the exercise of its functions, have 'due regard' to the need to:
 - Eliminate unlawful discrimination;
 - Advance equality of opportunity between people who share a Protected Characteristic and people that do not share it; and
 - Foster good relations between people who share a Protected Characteristic and people who do not share it.
- 2.4 Accordingly, the Council must ensure that it discharges the Duty in its formulation of the Local Plan and its implementation once adopted.
- 2.5 In light of the above, the Council has undertaken an Equality Impact Assessment (EqIA) of the Local Plan at all key stages in the plan-making process, including Draft and Submission Draft stages. It

also undertook a further Equality Impact Assessment on the Proposed Main Modifications to the Local Plan, prior to public consultation on those Modifications in January 2020. An EqIA is a way of assessing the impact, or likely impact, that a particular policy, procedure or decision will have on a particular group(s). EqIAs can therefore assist public authorities in identifying potential adverse or negative impacts on particular groups and the necessary action or steps required to, as far as possible, mitigate or eliminate such impacts and promote equality.

3 THIS REPORT

- 3.1 This final EqIA update reviews and assesses the impact of all policies included in the Adopted Local Plan, as recommended to be modified by the Inspector in order to ensure a 'sound' Plan. The assessment of policies that are not referred to in this report remain the same as reported in earlier EqIAs.
- 3.2 This report sets out the findings of the EqIA by rating the potential impact of each policy on groups that share each of the Protected Characteristics, as being one of Positive High (significant positive impact), Positive Low (some positive Impact) Neutral (no impact), Negative High (significant negative impact) or Negative Low (some negative impact).

4 THE BOROUGH OF RUNNYMEDE

- 4.1 The Borough of Runnymede is comprised of the towns and villages of Addlestone, Chertsey, Egham, Egham Hythe, Englefield Green, Lyne, New Haw, Ottershaw, Row Town, Thorpe, Woodham and Virginia Water.
- 4.2 Runnymede has a total estimated population of 86,900 residents¹, 32,771 households and 59,241 electorates.
- 4.3 The Borough's area is approximately 7,804 hectares, with 6,078 hectares being designated Green Belt land.
- 4.4 According to the most recent available information, the population of Runnymede, by reference to each Protected Characteristic, is comprised as follows

<u>Age</u> ²	Population (estimated no.)	Population (%)
0 – 15 year olds:	14,900	17
16 – 64 year olds:	57,200	66
65 years +:	14,900	17

Summary:

A significant majority of the population is aged between 16 and 64 years (of working age), with children and the elderly making up a comparatively small percentage. The data does not show whether there are any particular areas within the Borough where one or more of the above sub-groups are particularly concentrated, but from the Council's knowledge of the Borough, whilst it is acknowledged that certain areas within the Borough (such as Addlestone for example) have a relatively high number of elderly residents, it is generally considered that the sub-groups are likely

¹ Source: ONS Population estimates - local authority based by five-year age band 2016,

² Source: ONS Population estimates - local authority based by five-year age band 2016

to be spread across the whole of Runnymede in a comparatively even manner, with no particular underlying pattern or order.

Disability³

	Population (no.)	Population (%)
Limiting long-term illness*:	10,714	12

Limiting Long Term Illness by age*

	Population (no)	Population (%)
Age 16 to 24	474	4
Age 25 to 49	1,675	16
Age 50 and over	8,565	80

Summary:

*Limiting long term illness collectively refers to any long-term illness or disability which limits daily activities or work.

The data above shows the split of limiting long-term disability between different age groups within the Borough.

Gender Reassignment

	Population (no.)	Population (%)
Gender reassignment total:	No Data	No Data
Gender reassignment from male:	No Data	No Data
Gender reassignment from female:	No Data	No Data

Summary:

There are currently no statistics or data available from which to estimate the number of residents within the Borough who have undergone gender reassignment. However, to date, the Council has not been made aware of any particular concerns or issues relating to transgender individuals within the Borough, which the Local Plan is likely to have any impact upon on and considers that the likely general impact of the Local Plan in respect of this Protected Characteristic can still be considered and assessed in the EqIA.

Marriage/Civil Partnership⁴

	Population (no.)	Population (those of age) (%)
Of age (16 years and older):	72,100	100
Single (inc. divorced or widowed)	23,657	33

³ Census 2011 Key Statistics - Local Authorities DC3602EW) Long-term health problem or disability by NS-SeC by sex by age

⁴ Office for National Statistics, 2011 Census results

Married and Same-Sex Civil Partnership (inc. remarried and separated)	31,464	67
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Summary:

There is virtually an even split between the number of residents within the Borough (of marriage age) who are married, and those that are unmarried.

Pregnancy and Maternity

	Population (no.)	Population (%)
Pregnant Women:	No Data	No Data

Summary:

There is no data available to indicate the level of pregnant women in the Borough. However, it is not considered that this lack of information prevents an effective EqIA being undertaken. The Council considers that the likely general impact of the Local Plan in respect of this Protected Characteristic can still be appropriately considered and assessed in the EqIA.

Race⁵

	Population (no.)	Population %
White British:	64397	80
White Irish	1073	1
White: Gypsy or Irish Traveller	220	0.3
White Other	5943	7
Mixed Race	1671	2
Asian or British Asian	5561	7
Black or Black British	862	1
Other	783	1

Summary:

The vast majority of the residential population within the Borough is White British with the other sub-groups collectively accounting for less than 20% of the Borough. Whilst it is not possible to definitively say from the data, the Council does not consider that there is likely to be a higher concentration of one or other of these sub-groups within any particular part(s) of Runnymede but rather, all sub-groups are generally likely to be spread across the whole of Runnymede in a comparatively even manner, with no particular underlying pattern or order.

⁵ Office for National Statistics, 2011 Census results

<u>Religion or Belief</u> ⁶	Population (no.)	Population %
Christian:	51,037	64
Jewish	251	0.3
Hindu	1,181	1.5
Sikh	551	0.7
Muslim	1,556	1.9
Buddhist	505	0.7
Other:	321	0.3
No Religion:	19,297	24
Not Stated:	5,811	7.2

Summary:

The vast majority of the residential population within the Borough identifies itself as being of the Christian faith. Whilst it is not possible to definitively say from the data, the Council does not consider that there is likely to be a higher concentration of one or other of the sub-groups within any particular part(s) of Runnymede but rather, all sub-groups are generally likely to be spread across the whole of Runnymede in a comparatively even manner, with no particular underlying pattern or order.

<u>Sex</u> ⁷	Population (no.)	Population %
Males	39,148	49
Females	41,362	51

Summary:

Female residential occupants within the Borough slightly outnumber the males, but in percentage terms there is an almost equal split between the two.

Sexual Orientation

	Population (no.)	Population %
Homosexual Males:	No Data	No Data
Homosexual Females:	No Data	No Data
Bisexual:	No Data	No Data

⁶ Office for National Statistics, 2011 Census results

⁷ Office for National Statistics, 2011 Census results, LC1105EW - Residence type by sex by age

Summary:

There are currently no statistics or data available from which to reasonably estimate the total lesbian, gay or bisexual population within the Borough. To date, the Council has not been made aware of any particular concerns or issues relating to lesbian, gay or bisexual individuals within the Borough, which the draft Local Plan is likely to have any impact upon. The Council considers that likely general impact of the draft Local Plan in respect of this Protected Characteristic can still be appropriately considered and assessed in the EqIA.

5 THE IMPACTS

Policy	SD01 - Presumption in Favour of Sustainable Development					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> This policy is recommended for deletion by the Inspector and will not be included in the adopted Local Plan. The policy is considered to repeat key planning guidance in the National Planning Policy Framework (NPPF), as is therefore superfluous.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Disability			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Gender Reassignment			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Pregnancy / Maternity			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Marriage / Civil Part.			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Race			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Religion / Belief			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
Sex			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.

Sexual Orientation			✓			Deletion of the policy has no impact on this protected characteristic. The intentions of the deleted policy are already included in the NPPF.
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Policy	SD2 – Spatial Development Strategy					
Summary	<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption reflects the fact that the Local Plan will make a provision for a minimum of 7507 net additional dwellings over the plan period. This is a small increase over the Submission Draft Plan and takes account of the minimum required to meet local housing need identified. The spatial distribution of new housing proposed remains substantially the same as that proposed in the Submission Draft Plan, but the Inspector's recommended changes also include updated provision of new homes expected in each key settlement, taking account of completions, commitments and projected out-turn of homes from local plan allocations, following detailed discussion at the Examination hearings. Other changes recommended by the Inspector to be incorporated in the policy include specific reference is certain elements of housing mix, such as C2 older people's housing, student accommodation and gypsy/traveler or travelling show person plots, for greater clarity. Accompanying text to Policy SD2 also now confirms the Council's commitment to commence a review of the Local Plan early in 2021, with the intention to complete that review in 2025, and ensure that in accordance with the current NPPF, that the Review Plan plans for a 15-year period up to 2040.</p>					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of sites in relation to the provision of residential dwellings, gypsy and traveller sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist younger, first time buyers, students looking for accommodation and perhaps older residents looking for retirement properties.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability	✓					The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes

					<p>have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveller sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings for those within the Protected Characteristic of Disability.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this protected characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓		<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Pregnancy / Maternity			✓		<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓		<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race	✓				<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p>

					<p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that while there is an increase in the number of residential units, there is no proposed increase in the number of gypsy and traveller pitches.</p> <p>Therefore, while the aim of the policy is still to provide additional gypsy and traveller pitches the updates to the policy will not have any additional impact on Irish and Romany Gypsies/Travellers who are protected on the basis of their ethnic origin.</p> <p>It is concluded that the policy as recommended for adoption, does not affect the assessment made regarding this Protected Characteristic and the anticipated impact of this policy is still considered to be a low positive.</p>
Religion / Belief			✓		<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓		<p>The recommended change to the policy includes a minor increase in the overall minimum net</p>

					<p>additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The recommended change to the policy includes a minor increase in the overall minimum net additional dwellings to be provided. The changes have been made to reflect the increase in the capacity of each site referred to. The provision of employment and office space remains the same.</p> <p>The aim of the policy has not changed and is still designed to deliver the objectives of the Local Plan by shaping the allocation of site in relation to the provision of residential dwellings gypsy and traveler sites, employment and office space.</p> <p>The minor increase in the provision of residential dwellings would have the potential to make available more dwellings generally and would assist those who are starting out on the housing ladder.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	SD3 – Site Allocations					
Summary	<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption clarifies those allocation sites included in the Local Plan which rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward. 11 sites are reliant of the improvement works being completed. The Strodes College Lane site in Egham is now also included as an allocation, rather than as a potential opportunity site, reflecting its planning permission for new student accommodation.</p>					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The minimum number of residential units and the phasing of the developments concerned has been updated in relation to those sites affected. In general, the number of units expected to be delivered over the plan period has increased which could result in the increase in the provision of affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will assist both the young and the elderly in securing suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p>

					<p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will continue to seek the provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Gender Reassignment			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will have a positive impact on all groups in the Borough.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p>

					<p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The minimum number of residential units and the phasing of the developments concerned has been updated in relation to those sites affected. The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race		✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p>

					<p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, and help enable people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Religion / Belief			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway</p>

					<p>mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>This policy sets out those sites that it is considered would best secure sustainable development in accordance with the requirements of the Local Plan.</p> <p>The provisions set out in the policy have not changed however, other than to identify which sites rely on the parallel delivery of highway mitigation works to the A320 and M25 Junction 11 to come forward.</p> <p>The policy will still make provision for affordable housing, care homes, student accommodation, and gypsy/traveller pitches, which will people with a disability to secure suitable accommodation.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	SD4 - Active & Sustainable Travel					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption clarifies how development will be prevented from compromising the delivery of the mitigation works to the A320 and M25 Junction 11.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The objectives of this policy have not been changed by the policy recommended for adoption.

					<p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability	✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Improve walk and cycle ways improving the health of all ages and the effect of reduced pollution which may follows from this policy would have a positive effect on anyone with a disability which is affected by pollution levels.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains positive.</p>
Gender Reassignment			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable</p>

					<p>methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Race			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p>

					<p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the to the policy has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The changes to the wording of this policy have been made to make it clear and more effective. The policy still seeks to assist and support schemes that improve accessibility and connectivity that encourage sustainable methods of transport and that reduce greenhouse gas emissions.</p> <p>Furthermore, the proposed improvements to walk and cycle ways may assist in improving the health of all people of ages.</p> <p>The assessment of the policy recommended for adoption, has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	SD5 - Highway Design Considerations
Summary	No changes have been made to this policy.

Policy	SD6 - Infrastructure Provision & Training					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption makes it clear that planning permission may be granted with conditions restricting occupation until completion of critical infrastructure projects or phases of projects. It also confirms that the impacts of development outside the Borough will need to be taken into account when considering the cumulative impact of development on any infrastructure improvement required (e.g. the A320).					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				The objectives of this policy have not been changed by the policy recommended for adoption.

					<p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities. Conditions restricting occupation until infrastructure is complete would ensure that extra pressure is not put on the existing infrastructure which may have a positive impact on those of school age in terms of class sizes, and road users in general.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic is required. The impact is expected to remain positive.</p>
Disability		✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this protected characteristic is required. The impact is expected to remain positive.</p>
Gender Reassignment			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p>

					<p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic. The impact is expected to remain neutral.</p>
Pregnancy / Maternity			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic. The impact is expected to remain neutral.</p>
Marriage / Civil Part.			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected</p>

					Characteristic. The impact is expected to remain positive.
Race			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic. The impact is expected to remain positive.</p>
Religion / Belief			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic. The impact is expected to remain positive.</p>
Sex			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p>

					<p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic. The impact is expected to remain positive.</p>
Sexual Orientation			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy still seeks to support infrastructure projects and to require mitigation of the impacts of developments that require infrastructure improvements, delivery of local infrastructure without the loss of existing facilities.</p> <p>The changes to this policy allow for a flexible approach granting permission for those developments which include infrastructure projects and furthermore, makes clear the requirement to mitigate the impact of any development that include infrastructure improvement which may have a positive impact generally.</p> <p>There is not anticipated to be any change to the assessment of the impact of the policy recommended for adoption, on this Protected Characteristic. The impact is expected to remain positive.</p>

Policy	SD7 - Retention of Social & Community Infrastructure
Summary	No changes have been made to this policy.

Policy	SD8 - Sustainable Design
Summary	No changes have been made to this policy.

Policy	SD9 - Renewable & Low Carbon Energy
Summary	No changes have been made to this policy.

Policy	SD10 - Longcross Garden Village					
Summary	<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to:</p> <ul style="list-style-type: none"> confirm the continued development of Longcross Garden Village in parallel to the delivery of the A320 and M25 Junction 11 mitigation works; incorporate the provision of at least 10 serviced plots for travelling showpeople, rather than Gypsy and Traveller pitches; amend the mix of affordable housing required to 70% affordable/social rent and 30% affordable home ownership, with a slightly different mix of 1 & 2-bed social rented mix, reflecting discussions with the Council's housing department; remove a specific percentage requirement (5%) but confirm that an element of housing on the site is to be delivered by SMEs and/or as serviced custom plots and/or self-build plots in accordance with Policy SL24; confirm the need for active and sustainable travel links to Woking, our local service centres and the local network; ensure that the pace of development is appropriate to the delivery of necessary highway improvements and utilities infrastructure. 					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The aim of the strategic allocation policy to be adopted has not changed and is still designed to deliver the objectives of the Local Plan by an appropriate mix of private and affordable residential dwellings, travelling showpeople plots, employment and office space.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provides further clarity on appropriate development requirements for the Garden Village.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>

Disability	✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, students looking for accommodation and older residents looking for retirement properties. The delivery of residential dwellings would have the potential to make available more dwellings for those within the Protected Characteristic of Disability.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>It is still envisaged that local facilities would be available locally with access to a GP and local shops.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>The assessment of the policy recommended for adoption to the policy has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity	✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p>

					<p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, young families, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>It is still envisaged that local facilities would be available locally with access to a GP and local shops.</p> <p>The assessment of the policy recommended for adoption to the policy has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Marriage / Civil Part.			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, young families, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race	✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first</p>

					<p>time buyers, young families, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>It is still anticipated that the additional 10 travelling showpeople pitches will have a positive impact on that local community in terms of their ability to find space for new accommodation to meet their needs. The loss of pitches on the Garden Village site for Romany Gypsies and Irish Travellers, is being met on other sites identified in the Local Plan.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Religion / Belief			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, young families, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, young families, students looking for</p>

					<p>accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The policy recommended for adoption alters the mix of affordable homes in accordance with the Inspector's recommendations but continues to retain the potential to make available more dwellings generally and would assist younger, first time buyers, young families, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that the policy recommended for adoption does not water down the provisions expected from the development, but instead provide further clarity on appropriate development requirements for the Garden Village.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	Policy SL1 - Health and Wellbeing
Summary	No changes have been made to this policy.

Policy	SL2 - Housing Allocation at Brox End Nursery, Ottershaw				
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption <u>is modified to ensure consistency of wording with Policy SD4 and in relation to education requirements.</u>				
	<table border="1"> <tr> <td>Positive</td> <td></td> <td>Negative</td> <td>Comments</td> </tr> </table>	Positive		Negative	Comments
Positive		Negative	Comments		

Protected Characteristic	High		Neutral	Low		High
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity	✓					The assessment of the policy recommended for adoption has found that there is no change to this outcome and the anticipated impact remains a high positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains positive.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL3 - Housing Allocation at Hanworth Lane, Chertsey
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Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; Policy SD4, to make reference to the need for on-site provision of children's and teenager's play spaces, off-site contributions towards outdoor sport facilities, allotments, measures to mitigate impacts on the local road network and provide contributions towards improving the local cycle network.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The inclusion of on-site play space will help provide safe and convenient space for children and teenagers to play within the development.</p> <p>Although to be provided off site, outdoor sports and allotment facilities will benefit residents of all ages.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability	✓					<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected</p>

						Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL4 – Housing Allocation at Coombelands Lane, Addlestone
Summary	No changes have been made to this policy.

Policy	SL5 - Housing Allocation at Blays House, Blays Lane, Englefield Green					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector’s recommendation to ensure a ‘sound’ Plan:</u> The policy recommended for adoption <u>is</u> modified to make reference to the need for on-site provision of children’s and teenager’s play spaces and off-site contributions towards outdoor sport facilities and allotments.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The inclusion of on-site play space will help provide safe and convenient space for children and teenager’s to play within the development. Although to be provided off site, outdoor sports and allotment facilities will benefit residents of all ages. The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Pregnancy / Maternity			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL6 - Housing Allocation at Pycroft Road, Chertsey					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; and to make reference to the need for an appropriate landscaping strategy.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					Measures that mitigate the impact on the local road network and take account of impacts on the strategic road network will benefit road users of all ages. The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.

Disability	✓					<p>Measures that mitigate the impact on the local road network and take account of impacts on the strategic road network will benefit road users with disabilities.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race	✓					<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Religion / Belief			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral</p>

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Policy	SL7 - Housing Allocation at Thorpe Lea Road, North Egham					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to make reference to the need for on-site provision of children's and teenager's play spaces, off-site contributions towards outdoor sport facilities and allotments and the need for links or contributions towards cycle routes and passenger transport infrastructure and services.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The inclusion of on-site play space will help provide safe and convenient space for children and teenagers to play within the development.</p> <p>Although to be provided off site, outdoor sports and allotment facilities will benefit residents of all ages.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability	✓					<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓				<p>The assessment of the policy recommended for adoption has found that there is no change to this outcome and the anticipated impact remains a low positive.</p>
Marriage / Civil Part.			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race	✓					<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>

Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL8 - Housing Allocation at Thorpe Lea Road West, Egham					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to the increased in the minimum number of units to be delivered on the site an increase from 200 to 250. It is also proposed to be modified to refer to the need for on-site provision of children's and teenager's play spaces, contributions towards off-site outdoor sport facilities and allotments, the need for links or contributions towards cycle routes and passenger transport infrastructure and services and to ensure that the requirement for Gypsy/Traveller pitches is met proportionately across the site.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The inclusion of on-site play space will help provide safe and convenient space for children and teenagers to play within the development.</p> <p>Although to be provided off site, outdoor sports and allotment facilities will benefit residents of all ages.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the

						overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity		✓				<p>The provision of 250 additional dwellings would have a positive impact on those within the local community and generally in the borough who are seeking accommodation including younger, first time buyers, young families, students looking for accommodation and older residents looking for retirement properties.</p> <p>It is considered that there may be a low positive impact on this protected characteristic and the assessment of the policy recommended for adoption has found that there is no change to this.</p>
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL9 - Housing Allocation at Virginia Water North					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to refer to the need for on-site provision of children's and teenager's play spaces and other public open space, the need to improve pedestrian access to public transport links and to clarify how development may proceed if development parcels within the site come forward for development at different times.					
	Positive			Negative		Comments

Protected Characteristic			Neutral			
	High	Low		Low	High	
Age	✓					<p>The provision of a publicly accessible park and garden, whether on site or near the site is considered to have a neutral impact as it will benefit all those who would reside in the residential units and the local community as a whole.</p> <p>The inclusion of on-site play space will help provide safe and convenient space for children and teenagers to play within the development.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability	✓					<p>The provision of a publicly accessible park & garden, whether on site or near the site would benefit people with disabilities.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓				<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Marriage / Civil Part.			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL10 - Housing Allocation at Virginia Water South					
Summary	Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan: The policy recommended for adoption is modified to refer to the need for on-site provision of children's and teenager's play spaces, contributions towards off-site outdoor sport facilities and allotments, and the need to improve pedestrian access to public transport links.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The re-assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected

						Characteristic and the anticipated impact remains high positive.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL11 - Housing Allocation at Parcel B Vet Labs Site, Addlestone					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; to make reference to a TPO on the site, and to refer to need to explore opportunities to link with cycle routes, passenger transport infrastructure and services.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected

						Characteristic and the anticipated impact remains neutral.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL12 - Housing Allocation at Ottershaw East, Ottershaw					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; to confirm that a minimum of 200 dwellings and 2 additional Gypsy/Traveller pitches are to be provided on-site; to remove the reference to the TPO No. 50 as the TPO is not included in the site allocation but to take account of the adjacent ancient woodland and its buffer zone which extends into the adjacent SANG; to require the provision of a SANGS to avoid the impact to the Thames Basin Heath SPA; to clarify the need for contributions towards local education provision and; to require the provision of both land and a contribution to the building of health facilities.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.

Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL13 - Housing Allocation at St Peter's Hospital, Chertsey
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan: The policy recommended for adoption is</u>

	modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; to clarify that open space provisions for children and teenagers will be provided on site; to include a caveat to allow severance from the footpath network in certain circumstances and include reference to an updated TPO.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
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Policy	SL14 - Housing Allocation at Parcel A, Chertsey Bittams, Chertsey					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; to clarify that open space provisions for children and teenagers will be provided on site and; to include a caveat to allow severance from the footpath network in certain circumstances.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity		✓				The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.

Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of t the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL15 - Housing Allocation at Parcel B, Chertsey Bittams, Chertsey					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; to clarify that open space provisions for children and teenagers will be provided on site and; to include a caveat to allow severance from the footpath network in certain circumstances.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL16 - Housing Allocation at Parcel C, Chertsey Bittams, Chertsey					
Summary	Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan: The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered; to alter the mix of residential development on the site from 35 C3 homes and 1 additional Gypsy/Traveller pitch, to 9 C3 homes and 11 Gypsy/Traveller pitches and; to clarify that open space provisions for children and teenagers will be provided on site.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.

Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity		✓				The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race	✓					<p>The assessment of the policy recommended for adoption has found that while there is a decrease in the number of residential units, there is a proposed increase in the number of gypsy and traveller pitches.</p> <p>Therefore, the policy will provide helpful additional gypsy and traveller pitches and will continue to have a positive additional impact on Irish and Romany Gypsies/Travellers who are protected on the basis of their ethnic origin.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL17- Housing Allocation at Parcel D, Chertsey Bittams, Chertsey					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered and; to clarify that open space provisions for children and teenagers will be provided on site.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity		✓				The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains low positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL18 - Housing Allocation at Parcel E, Chertsey Bittams, Chertsey					
Summary	Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan: The policy recommended for adoption is modified to ensure consistency of wording with other policies including Policy SD2, making clear the timing in terms of when any development is expected to come forward regarding this site is subject to delivery of necessary A320 mitigation being delivered and; to clarify that open space provisions for children and teenagers will be provided on site.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.
Gender Reassignment			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Pregnancy / Maternity		✓				The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.
Marriage / Civil Part.			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Race			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Religion / Belief			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	SL19 - Housing Mix and Size requirements
Summary	No changes have been made to this policy.

Policy	SL20 - Affordable Housing					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to alter the % of affordable homes for affordable or social rent to 70% of total affordable homes required (rather than 80% in the Submission Plan policy). The % of homes to be provided as other forms of affordable housing such as shared ownership, starter homes and discounted market sales housing, is proposed to be 30% (rather than 20% in the Submission Plan policy). On sites of 10 or more homes, one in three of the 30% of other forms of affordable housing is also specifically proposed to be for types of affordable home ownership.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The requirement to seek a 70/30 split of homes for rent/affordable forms of home ownership from developments coming forward where there are 10 or more net additional homes will assist younger people, families and older people who have found it difficult to access suitable residential accommodation.</p>

					<p>Broadening the types of affordable homes to be provided, including a specific proportion of affordable home ownership, could have the effect of encouraging developers to provide residential units on-site rather than offer financial contributions for off-site provision. Many younger people and some older people find it difficult to access suitable market housing, so this policy will have a positive impact by increasing the provision of affordable housing available locally.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability		✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The requirement to seek a 70/30 split of homes for rent/affordable forms of home ownership from developments coming forward where there are 10 or more net additional homes will assist with a disability who have found it difficult to access suitable residential accommodation.</p> <p>Broadening the types of affordable homes to be provided, including a specific proportion of affordable home ownership, could have the effect of encouraging developers to provide residential units on-site rather than offer financial contributions for off-site provision.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Gender Reassignment			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>

Marriage / Civil Part.			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	SL21 - Presumption against loss of residential
Summary	No changes have been made to this policy.

Policy	SL22 - Meeting the Need Gypsies and Travellers
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to:

	<ul style="list-style-type: none"> confirm the Council's commitment to meeting the identified needs for Gypsy, Traveller and Travelling Showpeople in the area through new site provision and the modest expansion of existing authorised sites; take account of remaining pitch and plot needs, following provision made since the Local Plan was submitted; confirm that pitch and plot provision need to be suitably connected to clean and foul water utilities; can accommodate the reasonable amenities of the occupiers and to; confirm that S106 legal agreements will be used to secure provision and associated delivery requirements for pitches/plots on sites allocated in the Local Plan. 					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact due to the potential additional pitch spaces and the continued protection from loss of currently occupied pitches, is considered to maintain the overall assessed impact as a high positive.
Disability	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact due to the potential additional pitch spaces and the continued protection from loss of currently occupied pitches, is considered to maintain the overall assessed impact as a high positive.
Gender Reassignment		✓				It is not anticipated that the policy recommended for adoption would impact on this Protected Characteristic to the extent that would change the previous assessment and the impact remains a low positive.
Pregnancy / Maternity	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact due to the potential additional pitch spaces and the continued protection from loss of currently occupied pitches, is considered to maintain the overall assessed impact as a high positive.
Marriage / Civil Part.		✓				It is not anticipated that the policy recommended for adoption would impact on this Protected Characteristic to the extent that would change the previous assessment and the impact remains a low positive.
Race	✓					The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected

						Characteristic and the anticipated impact due to the potential additional pitch spaces and the continued protection from loss of currently occupied pitches, is considered to maintain the overall assessed impact as a high positive.
Religion / Belief		✓				It is not anticipated that the policy recommended for adoption would impact on this Protected Characteristic to the extent that would change the previous assessment and the impact remains a low positive.
Sex		✓				It is not anticipated that the policy recommended for adoption would impact on this Protected Characteristic to the extent that would change the previous assessment and the impact remains a low positive.
Sexual Orientation		✓				It is not anticipated that the policy recommended for adoption would impact on this Protected Characteristic to the extent that would change the previous assessment and the impact remains a low positive.

Policy	SL23 - Accommodating Older Persons and Students					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to refer to the definition of older people in the NPPF. The reference to local community need has also been removed and modified to confirm that need will be based on the most up to date needs assessment under the SHMA rather than established local need. This shows an increase in the number of older people and should give a more accurate picture of their needs.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>

Gender Reassignment			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the</p>

						overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
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Policy		SL24- Self and Custom Build Housing				
Summary		<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to confirm that self and custom build housing is encouraged and to confirm that developers must demonstrate that they have considered the need for custom and self-build plots on sites of 50 or more dwellings.				
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Gender Reassignment			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the</p>

						overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Race			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	SL25 - Existing Open Space
Summary	No changes have been made to this policy.

Policy	SL26 - New Open Space
Summary	No changes have been made to this policy.

Policy	SL27 - Local Green Space
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Summary	No changes have been made to this policy.
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Policy	SL28 – Playing Pitches
Summary	No changes have been made to this policy.

Policy	EE1 – Townscape and Landscape Quality					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to more closely align to the wording of the NPPF in respect of design considerations. The policy has also been modified to refer to the need for inclusive design and create developments which promote social interaction, design out crime, maximise opportunities for natural surveillance, safe and attractive shared public spaces, active street frontages, etc. The modified policy also refers to the need for high quality and inclusive hard and soft landscaping schemes and the need for the design of new developments to demonstrate how they take account of the principles included in the policy, which for larger developments would be through the submission of Design and Access Statements submitted with planning applications.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The policy recommended for adoption aims to contribute positively to the health and well-being of residents by thinking holistically about developments, design and the environment. Safety by design with regard to materials, surfaces, layout etc. and designing out crime and disorder naturally will have a positive impact for all groups, including the elderly and young people.</p> <p>Providing private amenity space will benefit all residents and especially those without transport or who would have difficulty travelling to benefit from such facilities elsewhere. Linking to transport for those without access to a car or with particular mobility needs, is positive.</p> <p>Measures in the policy to mitigate against air and noise pollution which it is acknowledged can adversely affect the health and well-being of residents will potentially benefit the elderly and the very young.</p> <p>The policy recommended for adoption strengthens references to inclusive design.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected</p>

					Characteristic and the anticipated impact remains a high positive.
Disability	✓				<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The policy aims to contribute positively to the health and well-being of residents by thinking holistically about developments, design and the environment. Safety by design with regard to materials, surfaces, layout etc. and designing out crime and disorder naturally will have a positive impact for all groups.</p> <p>Providing private amenity space will benefit all residents and especially those without transport or who would have difficulty travelling to benefit from such facilities elsewhere. Linking to transport for those without access to a car or with particular mobility needs, is positive.</p> <p>The policy recommended for adoption strengthens references to inclusive design.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓		<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓			<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>Safety by design with regard to materials, surfaces, layout etc. and designing out crime and disorder naturally will have a positive impact for all groups.</p> <p>Providing private amenity space will benefit all residents and especially those without transport or who would have difficulty travelling to benefit from such facilities elsewhere. Linking to transport for those without access to a car or with particular mobility needs, is positive.</p> <p>The policy recommended for adoption strengthens references to inclusive design.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected</p>

						Characteristic and the anticipated impact remains a low positive.
Marriage / Civil Part.			✓			<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy remain largely unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	EE2 – Environment Protection
Summary	<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to clarify that any report or assessment expected by the Council in order to judge the environmental impacts listed in the policy, will need to conform to best practice or advice. The policy is also modified to strengthen requirements with regard to mitigation at the application stage and to implement mitigation prior to completion.</p>

Protected Characteristic	Positive		Neutral	Negative		
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Gender Reassignment			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓				<p>The objectives of this policy remain unchanged by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption to the policy has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Marriage / Civil Part.			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Sex			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.

Policy	EE3 – Strategic Heritage Policy
Summary	No changes have been made to this policy.

Policy	EE4 – Listed Buildings
Summary	No changes have been made to this policy.

Policy	EE5 – Conservation Areas
Summary	No changes have been made to this policy.

Policy	EE6 – Parks and Gardens of Special Historic Interest
Summary	No changes have been made to this policy.

Policy	EE7 - Scheduled Monuments, County Sites of Archaeological Importance (CSAIs) of High Archaeological Potential (AHAPs)
Summary	No changes have been made to this policy.

Policy	Policy EE8 - Locally listed and non-designated heritage assets
Summary	No changes have been made to this policy.

Policy	EE9 – Biodiversity, Geodiversity and Nature Conservation
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Summary	<u>Adoptive Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to clarify that development proposals that affect national, regional or locally protected sites not forming part of a Ramsar, SPA or SAC, permission will only be granted where it can be demonstrated that the benefits of the development proposal clearly outweigh the harm to the site and has followed the hierarchy of mitigation so that biodiversity/geodiversity damage from development should first be avoided, then mitigated on-site and finally as a last resort and where acceptable, off-site.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Disability		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Gender Reassignment			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption modifications.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>

Marriage / Civil Part.			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	EE10 – Thames Basin Heath Special Protection Area					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to confirm that developments of fewer than 10 dwellings should not normally be required to be within a specified distance of SANG land.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				The objectives of this policy have not been changed by the policy recommended for adoption.

						<p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Gender Reassignment			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected</p>

						Characteristic and the anticipated impact remains neutral.
Sex			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	EE11 - Green Infrastructure
Summary	No changes have been made to this policy.

Policy	EE12 - Blue infrastructure
Summary	No changes have been made to this policy.

Policy	Policy EE13 - Managing Flood Risk					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to confirm that in relation to land safeguarded to deliver the River Thames Flood Attenuation Scheme, any loss of the approved compensation scheme at Thorpe Park as a result of the River Thames Scheme construction works should be re-provided in agreement with the Council. It also confirms that the Environment Agency will continue to engage and consult with landowners affected or immediately adjacent to the scheme of works.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age	✓					<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>

Disability	✓					<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a high positive.</p>
Gender Reassignment			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Marriage / Civil Part.			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Sex			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	Policy EE14 - Extensions and Alterations to and replacement of building in the Green Belt					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption <u>is</u> modified to more closely follow the policy guidance set out in the NPPF.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age				✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low negative.</p>
Disability				✓		<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low negative.</p>
Gender Reassignment			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Pregnancy / Maternit			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Marriage / Civil Part.			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	Policy EE15 - Re use of buildings in the Green Belt
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Summary	No substantive changes have been made to this policy.
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Policy	Policy EE16 - Outdoor sport and recreation in the Green Belt
Summary	<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption <u>is</u> modified to include reference to burial grounds and allotments.</p> <p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to any of the Protected Characteristics and that all anticipated impacts remain neutral.</p>

Policy	EE17- Infilling or Re-development on Previously Developed Land in the Green Belt
Summary	No changes have been made to this policy.

Policy	Policy EE18 - Engineering Operations in the Green Belt
Summary	No substantive changes have been made to this policy.

Policy	Policy EE19 – Change of Use of Land in the Green Belt
Summary	No substantive changes have been made to this policy.

Policy	IE1 - Employment Allocations					
Summary	<u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption <u>is</u> modified to amend the site area. It is also modified to note that the site includes deciduous woodland priority habitat on the northern part of the site.					
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>

Disability			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Gender Reassignment			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p>

						The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Sexual Orientation			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	IE2 - Strategic Employment Areas
Summary	No changes have been made to this policy.

Policy	IE3 - Catering for modern business needs
Summary	No substantive changes have been made to this policy.

Policy	IE4 -The Visitor Economy
Summary	No substantive changes have been made to this policy.

Policy	IE5 - Centre hierarchy, sequential and impact assessment
Summary	No changes have been made to this policy.

Policy	Policy IE6 Town Centre Development
Summary	No substantive changes have been made to this policy.

Policy	Policy IE7 – Addlestone East Allocation
Summary	No changes have been made to this policy.

Policy	Policy IE8 - Addlestone West Allocation
Summary	No changes have been made to this policy.

Policy	Policy IE9 - Egham Gateway East Allocation
Summary	No changes have been made to this policy.

Policy	Policy IE10 - Egham Gateway West Allocation
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Summary	<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan:</u> The policy recommended for adoption is modified to increase general use provision where student accommodation is not proposed.</p> <p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that while this might reduce the provision of student accommodation it might be a positive impact for the other end of the age spectrum. Therefore, it is not considered that this alters the low positive rating for age and disability and the neutral rating for the other Protected Characteristics.</p>
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Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains a low positive.</p>
Disability			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Gender Reassignment			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p>

						The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.
Marriage / Civil Part.			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Race			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Religion / Belief			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sex			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>
Sexual Orientation			✓			<p>The objectives of this policy have not been changed by the policy recommended for adoption.</p> <p>The assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic and the anticipated impact remains neutral.</p>

Policy	New Policy IE11- Strodes College Land Allocation
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Summary		<p><u>Adoption Local Plan: Policy change to be adopted in accordance with Inspector's recommendation to ensure a 'sound' Plan: The policy recommended for adoption is modified to reflect that the site now has planning permission and therefore it is no longer considered to be appropriately referred to as a 'town centre opportunity area', and development requirements are now set out in a formal Local Plan allocation policy.</u></p>				
Protected Characteristic	Positive		Neutral	Negative		Comments
	High	Low		Low	High	
Age		✓				<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains low positive.</p>
Disability		✓				<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains low positive.</p>
Gender Reassignment			✓			<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.</p>
Pregnancy / Maternity			✓			<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.</p>
Marriage / Civil Part.			✓			<p>The objectives of this development have not been changed by the policy recommended for adoption.</p>

					Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.
Race			✓		<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.</p>
Religion / Belief			✓		<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.</p>
Sex			✓		<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.</p>
Sexual Orientation			✓		<p>The objectives of this development have not been changed by the policy recommended for adoption.</p> <p>Assessment of the policy recommended for adoption has found that there is no change to the overall outcome with regard to this Protected Characteristic, as compared to when the site was identified as a town centre opportunity area, and that the anticipated impact remains neutral.</p>

Policy	Policy IE12 - Local Centres
Summary	No changes have been made to this policy.

Policy	Policy IE13 - Shops and parades outside defined centres
Summary	No changes have been made to this policy.

6 KEY FINDINGS

- 6.1 In light of the assessment at Section 5 above, it is considered that the changes recommended by the Inspector which are to be included in the Local Plan when adopted do not substantially alter the conclusions of the Full Impact Assessment undertaken in January 2018, subsequently updated by the assessments undertaken in May 2018, July 2018 and December 2019, in terms of impact of those policies in respect of the nine Protected Characteristics.

7 CONCLUSIONS AND MONITORING

- 7.1 The overall effect of the Local Plan policies has been assessed to be neutral to positive in respect of each of the relevant Protected Characteristics. The recommended changes to Local Plan policies recommended by the Inspector for adoption have not changed this overall conclusion and therefore it is not thought that any mitigation measures are required.
- 7.2 Notwithstanding the above, the Council has a statutory duty to monitor the performance of its Local Plan on an ongoing basis, in particular every 5 years. Once the Local Plan is implemented/adopted therefore, the Council will regularly monitor the effectiveness of its policies. The outcomes of these monitoring exercises may lead to further reviews of one or more of the policies, or further consideration as to how these need to be interpreted when implementing subsequent DPD.
- 7.3 This Report will be made available, together with all other accompanying documents, as part as the Local Plan public consultation process.

Date Completed – 1st June 2020

Signed off by relevant officer: Georgina Pacey 1st July 2020