



North Somerset Local Plan 2038

Equalities Impact Assessment

January 2022



**This publication is available in large print,
Braille or audio formats on request.**

**Help is also available for people who require
council information in languages other than English.**

Please contact 01934 426 816

Contents

Equality Impact Assessment: Summary Statement	4
1. Assessing relevance	6
2. Information and Evidence	8
3. Engagement	9
4. Conclusions and mitigating action	9
5. Monitoring	11
6. Publishing this assessment	12
Procurement and partnerships	13
1. Introduction	15
2. The Approach to the Equality Impact Assessment	17
Table 1: Baseline data for each equality group:	19
3. Screening of policies in the North Somerset Local Plan 2038	21
Table 2: Initial Screening Matrix	22
4. Conclusion	56

Equality Impact Assessment: Summary Statement

Name of the policy being assessed:

Local Plan 2038: Preferred Options Document

Date of assessment

January 2022

Lead contact details

Celia Dring/Claire Courtois

01934 426 244 /01934 426 816

celia.dring@n-somerset.gov.uk

claire.courtois@n-somerset.gov.uk

Others involved in the assessment, including members of staff, the community, stakeholders or elected members

-

What are the intended aims of the policy?

To set out the spatial strategy and planning policies for North Somerset

Who is intended to benefit from the policy?

Residents of North Somerset

1. Assessing relevance

Please assess the relevance of your policy on the following areas of equality. You should consider:

- Both positive and negative impacts
- Any barriers people may experience in accessing services
- How the policy is likely to affect the promotion of equality
- Knowledge of customer experiences to date
- It is not enough to state 'N/A' in this section, a more in-depth explanation is required to demonstrate if/how each area is relevant.

Equality area	Relevant? Yes/No	Reason
Age	Yes	Plan contains policies on provision of accommodation for older persons over the next 15 years, focusing on a range of accommodation to meet differing needs including dementia care. It also contains policies requiring homes to be accessible and adaptable so older people can stay in their own homes for longer.
Disability	Yes	Plan contains policies requiring homes to be accessible and adaptable so there is more provision of housing for disabled people.
Marriage or Civil Partnership	No	The North Somerset Local Plan is a land use plan so no relevant policies to this group.
Pregnancy or women on Maternity Leave	Yes	Accessibility may be an issue, e.g. prams, pushchairs, modes of transport, footpaths, routes to schools etc
Race	Yes	The plan includes a policies on provision of pitches for Gypsy and Traveller sites. Also, as racism is the most common hate crime in North Somerset fear of

		violence against this group may be mitigated by 'designing-out crime' measures.
Religion and Belief	Yes	The Local Plan contains policies regarding community uses which include places of worship
Sex	Yes	Ensure new development is designed for the needs of all genders including elements such as designing places where people feel safe and where people can access necessary services and facilities.
Sexual Orientation	No	Fear of violence against this group may be mitigated by 'designing-out crime' measures but these will benefit all individuals.
Transgender	No	Fear of violence against this group may be mitigated by 'designing-out crime' measures but these will benefit all individuals
Other areas, if relevant consider: <ul style="list-style-type: none"> - Carers - Socio-economic disadvantage - Parents - Location - People living in rural areas - Ex-offenders 	Yes	<p>The plan addresses socio-economic disadvantage;</p> <p>The plan addresses supported independent living for older and vulnerable people which will impact on carers;</p> <p>The plan addresses rural living and the rural economy;</p> <p>Schools and facilities for children and young people;</p> <p>Jobs and provision of land for employment uses.</p>

- Service or Ex-service personnel and their families		
--	--	--

2. Information and Evidence

Under the Equality Act 2010 we are required to carry out an **'analysis of the effects on equality' of all of our policies.** To enable this analysis it is important that each area has relevant equality information. This can be national, local or service specific information.

a. Which equality areas do you routinely monitor?

The collection of equality information across our services is essential to enable us to understand the effect of our policies on equality groups. Please indicate the information collected in this policy area:

Age	Yes	Carers	Yes	Disability	Yes
Location	Yes	Marriage or Civil Partnership	Yes	Parents	Yes
Pregnancy/Maternity Leave	No	Race	Yes	Religion or belief	Yes
Sex	Yes	Sexual Orientation	No	Socio Economic	Yes
Transgender	No	Other area, please specify:			

b. What data, research and other evidence or information is available which is relevant to this EqIA?

If relevant you can include: quantitative/qualitative research, national reports, results from recent consultations, information from stakeholders, findings of recent inspections etc.

<ul style="list-style-type: none"> • Office for National Statistics Mid-Year Population Estimates 2020 • 2011 Census • Indices of Multiple Deprivation 2019 • Office for National Statistics Annual Survey of Hours and Earnings 2021

- Gender Identity Research and Education Society (GIRES) data
- Office for National Statistics Live Births 2020

c. What further data or information do you need to gather during the course of the policy development?

Demographic data of respondents will be gathered during the consultation of the plan to enable assessment of who is responding and to target under represented groups.

3. Engagement

When completing an EqlA you should be mindful of the council's obligation to publish the results of its engagement activity. It is a statutory requirement and therefore a core element of the EqlA. Engagement may be one-off or repeated over a longer period of time. It may be formal or informal. It may be focused on a specific issue or on service delivery or workforce issues. This section can reference previous engagement activity or any work done specifically during the policy development.

a. Have those affected by this policy been consulted?

Briefly describe what you did, with whom, when and where. You should list the methods of consultation used. Please outline a brief summary of the responses gained and links to relevant documents, as well as any actions.

Consultation on the Local Plan 2038: Preferred Options Document will take place in March/April 2022. This EqlA will be consulted on at the same time to ascertain whether there are any equality issues arising as a result of the plan.

4. Conclusions and mitigating action

Please review the information you have identified or collected through this assessment and indicate if any differential impacts exist. Importantly you should also consider what changes or actions you need to take to mitigate any negative impacts that have been identified.

a. What does the information you have gathered through monitoring and engagement tell you?

This initial assessment of the North Somerset Local Plan 2038: Preferred Options Document concludes that the policies in the plan would have an overall positive impact on the equality groups considered. This assessment will be reviewed following assessment of responses received through the consultation.

b. What course of action will you take as a result of this EqIA?

When considering your actions please be mindful of the council's general duties under the Equality Act 2010.

- To eliminate unlawful discrimination, harassment, victimisation
- Advance equality of opportunity between persons who share a protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and persons who do not

The information in this section should focus on practical actions that can be taken to improve the outcomes for equality groups.

The Local Plan 2038: Preferred Option Document is considered to have an overall positive impact on the equality groups considered. In terms of practical actions that can be taken to improve the outcomes for equality groups these will be implemented at the more detailed planning application/delivery stage through masterplanning, design of buildings, accessibility of services etc.

c. Final assessment of impact

Following this assessment please assess the likely level of impact of the policy/or proposals on the equality groups included within this assessment.

High		Medium		Low	X
------	--	--------	--	-----	---

5. Monitoring

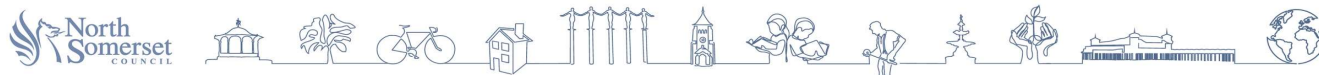
To demonstrate achievements and to avoid challenge you need to identify what mechanisms are in place to review actual impacts or to monitor progress against the actions set within this assessment. Please indicate how you will monitor the results of this assessment.

Please tick as appropriate

Action	Yes/No	If yes, date:
Review of this EqIA	Yes	As part of refining plan content and reconsulting.
Incorporated into project reviews/reports	No	
Service/Team plan reviews	No	
Analysis of customer feedback	Yes	As part of refining plan content and reconsulting
Citizens Panel	No	
Staff survey	No	
Inspection reports	No	
Regular reports to Corporate Management Team	No	
Regular reports to elected members	No	
Other, please specify:	No	

6. Publishing this assessment

In order to demonstrate transparency in our policy development this assessment should be made available to the public and stakeholders through the most appropriate means. For example through the website, a section within the policy document, and through committee reports.



Procurement and partnerships

Consideration of external contractor obligations and partnership working

Is the work associated with this policy due to be carried out wholly or partly by contractors? If yes, you need to include equality considerations into the contract.

Specifically you should set out how you will make sure that any partner you work with complies with the Equality Act 2010, the integral public sector duties and how you will monitor this. A reminder of the public sector duties:

- To eliminate unlawful discrimination, harassment, victimisation
- Advance equality of opportunity between persons who share a protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and persons who do not

The Equality Act 2010 also states:

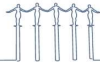
A person who is not a public authority but who exercises public functions must, in the exercise of those functions have due regard to the public sector duties'.

You will need to think about:

- pre-qualification and approval of preferred suppliers
- tendering and specifications
- awards process
- contract clauses
- monitoring and performance measures

Please set out what steps you will take to build into all stages of the procurement process the requirement to consider equality.

N/A



1. Introduction

Background to the Equality Impact Assessment

This report sets out the results of the Equality Impact Assessment (EqIA) of the North Somerset Local Plan 2038: Preferred Option Document. The Local Plan 2038 contains 12 strategic policies, 17 locational policies and 64 development policies.

The purpose of the EqIA is to highlight the likely impact of the Plans policies on different community groups, and how the needs of such groups have been taken into account in relation to the development of the policies.

The need for an EqIA to be undertaken stems from the duty placed on public authorities to eliminate unlawful discrimination in carrying out their functions, and promote equality of opportunity between men and women, different racial groups, and other equality groups.

Public authorities are specifically required to undertake an EqIA under the Race Relations (Amendment) Act 2000 and the Equality Act 2010. The council's Equalities Scheme also highlights the importance of maintaining equality in the delivery of services.

The North Somerset Local Plan 2038 – Preferred Options Document

The North Somerset Local Plan will cover the period 2023-2038. Upon adoption it will set out the Council's policies and proposals to address housing needs and other economic, social and environmental priorities. One of the principal issues to address is the scale of the housing challenge. The government's standard method (March 2021 update) sets the housing requirement at 1,339 dwellings pa, a significant increase on previous delivery rates within North Somerset. This equates to 20,085 dwellings over a 15 year period.

The Council undertook consultation on the initial stages of the Local Plan in 2020 with Challenges for the Future and Choices for the Future consultations. The feedback from these was considered at Executive Committee 28 April 2021 where a framework for the development of the local plan was agreed, subject to further assessment and testing. This included endorsement of the strategic priorities for plan making and the spatial strategy, and an agreed approach to the sequential assessment of development opportunities.

The Preferred Options document represents the next stage of the plan making process. It represents the opportunity for communities and other stakeholders to comment on the Council's overall approach in relation to the proposed allocated sites and development management policies. The plan at this point is still in draft and is still evolving.

The response received from this consultation will help shape the next version of the local plan. This next stage will be the document which the Council proposes to submit for examination. Consultation on the Pre-submission document is anticipated to commence at the end of 2022.

The Structure of this Report

Following this Introduction, Chapter 2 sets out the approach that has been taken in preparing this report. This Chapter outlines which key equality groups have been focused upon when considering the impacts that the policies within the Local Plan 2038: Preferred Option Document may have.

Chapter 3 sets out the updated screening matrix of the policies within the Local Plan 2038: Preferred Option Document to ascertain whether they are likely to have an impact on any of the equality groups which are being considered.

Chapter 4 analyses the outcomes of the screening matrix and whether any of the policies need to be assessed further.

2. The Approach to the Equality Impact Assessment

This EqlA follows the structure as set out in the council's guidance as well as drawing on guidance from the Improvement and Development Agency for Local Government (IDeA).

Consideration has also been given to guidance from the Planning Advisory Service (PAS), *Equality and Diversity: Improving planning outcomes for the whole of the community* (September 2008).

Initial Screening

IDeA recommends that initial screening needs to take place for all policies, strategies, procedures and functions. This will determine whether or not it is necessary to carry out a full Equality Impact Assessment for this area of work with the key question being 'does the Local Plan 2038: Preferred Option Document have the potential to cause adverse impact or discriminate against different groups in the community?'

Due to the broad scope of the Local Plan 2038: Preferred Option Document, there may be potential for it to cause adverse impact or discriminate against different groups in the community. It is therefore considered appropriate for an EqlA of the Local Plan 2038: Preferred Option Document to be carried out.

Scoping and Defining

IDeA recommend that different perspectives and experiences are used in undertaking the EqlA. The ideal is that those responsible for delivering the strategy are involved and others with technical expertise or with specialist knowledge are involved where appropriate.

This EqlA and report has therefore been led by officers from the Planning Policy Team who are responsible for preparing the Local Plan 2038: Preferred Option Document.

Information Gathering

What information do you have that demonstrates this impact?

It is necessary to identify sources of information which will be used to assist in the determination of whether the Local Plan 2038: Preferred Option Document is likely to have an adverse impact or discriminate against different groups in the community. IDeA identifies that sources of information could include Census data and national and local statistics. Guidance from the PAS however, recognises that local authorities need to go beyond Census data as it does not capture recent demographic changes and sheds little light on the needs, experiences and aspirations of local groups in relation to the built environment.

In aiding the development of this report and undertaking of the assessment the following sources of information have therefore been used and are referred to where appropriate:

- Office for National Statistics Mid-Year Population Estimates 2020
- 2011 Census
- Indices of Multiple Deprivation 2019
- Office for National Statistics Annual Survey of Hours and Earnings 2021
- Gender Identity Research and Education Society (GIRES) data
- Office for National Statistics Live Births 2020

Using the information gathered from the sources listed above, Table 1 provides some base-line information on the different groups focused upon in this assessment. These groups are identified in the Equality Act 2010. The groups and target areas include:

- Age
- Sex
- Disability
- Gender Reassignment
- Race
- Religion and Belief
- Sexual Orientation
- Marriage and Civil Partnership
- Pregnancy and Maternity

These groups are not homogeneous and people within these groups have different and individual needs. For this reason the assessment also focuses upon low income groups as it is known by the council that there are certain groups within the district who experience relative levels of deprivation in comparison to other communities within North Somerset.

The following section of this report (Chapter 3) screens each of the Local Plan 2038: Preferred Option Document policies against the groups identified in Table 1. If it is identified through the screening exercise that a policy may adversely impact upon a particular equality group a full assessment would be required. This has been considered in Chapter 4 of this report.

Table 1: Baseline data for each equality group:

Equality Group	North Somerset Summary
Age	<p>According to the Office for National Statistics Mid-Year Population Estimates, in 2020 the total population of North Somerset was 215,600 people.</p> <p>18.2% were aged 0-15 years, 57.7% were aged 16-64 years and 24.1% were aged 65 and over.</p> <p>This compares to national percentages of 18.9% aged 0-15 years, 62.4% aged 16-64 years, and 18.7% aged 65 and over, showing that we have a higher than average proportion of older people.</p>
Disability	<p>The most recent census results give a headline figure of disabled people¹ comprising 19% of the North Somerset population, 38,740 people.</p>
Sex	<p>According to the most recent Mid-Year Population Estimates, within the district there are slightly more females (51.3%) than males (48.7%). This reflects the regional and national proportions.</p>
Race	<p>North Somerset has a low proportion of people from black and other minority ethnic groups. At the time of the 2011 Census the black and minority ethnic population made up only 2.7% of North Somerset's population compared to 4.6% of the South West area and 14.6% of the population in England.</p>



¹ The figure taken here to represent 'disabled people' includes those who answered the 2011 Census question relating to limiting long term illness as 'day to day activities limited a lot' and 'day to day activities limited a little'.

Religion and Belief	There is very little information available relating to the religions and beliefs of the North Somerset population. The 2011 Census says that 1.5% of North Somerset positively profess a religion other than Christianity (61%), or no religion (37.5%).
Sexual Orientation	There is limited data relating to the sexual orientation of the North Somerset population, although the 2011 Census reports that 1,076 residents of North Somerset aged 16+ are part of a same sex couple.
Income and deprivation	<p>As a whole North Somerset is a relatively affluent area. According to the most recent Indices of Multiple Deprivation, of the 135 small areas that North Somerset was split into for the measurement, 9 were within the most deprived 10% of areas in the England, and 21 were in the least deprived 10%.</p> <p>The amount of people who defined themselves as unemployed at the time of the last Census was 4,350 people, 3% of the working age population of the district. Current estimates of unemployment remain at this level.</p> <p>The Office for National Statistics Annual Survey of Hours and Earnings for North Somerset in 2021 estimated average annual pay for our residents to be £30,359, slightly higher than the South West average of £29,585 but slightly lower than the national average of £31,368.</p>
Gender Reassignment	There is very limited data relating to Gender Reassignment in North Somerset. The Gender Identity Research and Education Society (GIREs) estimate around 1% of the population have some degree of gender variance, and that at some stage around 0.2% may undergo transition.
Marriage and Civil Partnership	The most recent Census results showed that 54% of adults in North Somerset were married, re-married or in a same sex civil partnership.
Pregnancy and Maternity	Office for National Statistics recorded 1,910 live births in 2020 in North Somerset. The average age of mothers giving birth in North Somerset was 30 – exactly the same as the national average.



3. Screening of policies in the North Somerset Local Plan 2038

What is the potential impact on diverse groups?

The North Somerset Local Plan 2038: Preferred Options Document contains 12 Strategic Policies, 17 Locational Policies and 64 Development Policies, as well as the overarching vision and strategic priorities. To understand the specific impact of the Local Plan 2038: Preferred Options Document it is necessary to assess the individual policies.

Table 2 outlines the key characteristics of each individual policy within the Local Plan 2038: Preferred Option Document and considers whether there is the potential for the policy to have an impact on each of the groups identified in Chapter 2.

The key below identifies the symbols used to summarise the impact on a group it is considered each policy will have.

Symbol	Likely Impact
+	Positive
0	Neutral
-	Negative
N/I	Not Identifiable

Table 2: Initial Screening Matrix

North Somerset Local Plan 2038 Policy	Equality Group										Impact	
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation		
SP1: Sustainable development	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	High level overarching policy requiring new development to be sustainable. The policy includes reference to provision of affordable housing, creating healthy communities, reducing inequality, supporting regeneration and easier access to services and facilities all of which aim to improve the quality of life of residents of North Somerset. No impacts on specific equality groups have been identified.
SP2: Climate change	0	+	0	+	0	0	0	0	0	0	+	Reducing the impacts of climate change and the resultant risks to communities could benefit all groups, but it is those on low incomes, elderly people, and disabled people who will benefit the most. Evidence shows that the impacts of climate change disproportionately affect the most vulnerable. However, in the short-term,

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											higher energy bills would disadvantage those on low incomes.
SP3: Spatial strategy	0	+	0	+	0	0	0	0	0	+	Policy SP3 encourages development in locations where people can easily access jobs, good and services by the most sustainable mode of travel. This policy will benefit less mobile groups such as people on lower incomes, older people and disabled people as it will increase accessibility to services.
SP4: Placemaking	0	0	0	0	0	0	0	0	0	0	This policy focuses on ensuring places are well planned with high quality design. The policy will benefit all sections of the community and the impact on protected characteristics is neutral.
SP5: Towns	0	+	0	+	0	0	0	0	+	+	This policy supports development within towns making them the focus for a wide range of services and facilities. Increasing or maintaining the accessibility to retail, leisure, educational,

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											cultural and community facilities will be of particular benefit to less mobile groups such as disabled and older people, low income groups and people with young children.
SP6: Villages and rural areas	0	0	0	0	0	0	0	0	0	+	This policy sets out what development is acceptable in villages with a settlement boundary. It focuses on new development being near local facilities which can be accessed by walking or cycling and should have good public transport connections. It also requires new housing development to meet local needs. This may have positive impact on low income families who currently can't afford to live in rural areas as it could encourage the provision of affordable housing in these areas. The policy aims to ensure villages remain thriving communities and will help to tackle rural inequalities.

North Somerset Local Plan 2038 Policy	Equality Group										Impact	
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation		
SP7: Green Belt	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	This policy sets out the proposed changes to the Green Belt. No impacts on specific equality groups have been identified.
SP8: Housing	0	0	0	+	0	0	0	0	0	+		Policy SP8 aims to secure a sufficient supply of housing to meet the needs of existing and future households. The housing requirement figure is based on the governments standard methodology. New housing is likely to benefit younger people and lower income groups who are less likely to be homeowners. The increase in housing supply will result in a downward pressure on house prices and rents and an increase in affordable housing.
SP9: Employment	0	0	0	0	0	0	0	0	0	+		This policy sets out how much land is allocated for employment uses to meet needs and aspirations across a range of sectors. This will be beneficial to lower income groups as it may

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											increase job opportunities and access into the labour market.
SP10: Transport	0	+	+	+	0	0	0	0	+	+	This policy prioritises the provision of walking, cycling and public transport as the main mode of transport over the use of the private car. The provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes
SP11: Green infrastructure and historic environment	0	0	0	0	0	0	0	0	0	0	This policy safeguards, protects, provides and enhances the natural and historic environment. This proposal benefits all groups and there are likely to be no equality issues associated with this policy.
SP12: Minerals	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											EqlAs may be necessary for more detailed policies or at the implementation stage.
LP1: Strategic location: Wolverhill (north of Banwell)	0	0	0	0	0	0	0	0	+	+	This policy sets out the requirements for a new mixed use strategic growth location at Wolverhill (north of Banwell) to accommodate up to around 2,800 dwellings, including 980 affordable homes, employment land, a mixed use local centre and at least three 420-place primary schools. The provision of affordable housing will benefit lower income groups and the new schools and community facilities will benefit families with children.
LP2: Strategic location: Yanley Lane (Woodspring golf course)	0	0	0	0	0	0	0	0	+	+	This policy sets out the requirements for a new mixed use strategic growth location at Yanley Lane in the north of the district on land released from the Green Belt. It will accommodate around 2,500 dwellings, including 875 affordable homes, employment land, a local centre, a new secondary school and three 420-place primary

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											schools. The provision of affordable housing will benefit lower income groups and the new schools and community facilities will benefit families with children.
LP3: Nailsea and Backwell	0	0	0	+	0	0	0	0	0	+	This policy sets out requirements for the proposed development at Nailsea and Backwell. These are predominantly transport and environment requirements but encourage improved walking and cycling connections and improvements to public transport. This will particularly benefit lower income groups and young people who may not have a private car
LP4: Housing, employment and mixed use allocations	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	This policy sets out which sites will be allocated for housing, employment and community uses. No impacts on specific equality groups have been identified.

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
LP5: Educational, sporting, leisure, and community use allocations	0	0	0	0	0	0	0	0	0	0	The policy identifies sites required for specific community facilities including schools and allotments to meet the communities needs. As such it has a broadly beneficial effect across societal groups, so has a broadly neutral effect on equalities groups.
LP6: Settlement boundaries	0	0	0	0	0	0	0	0	0	0	Retaining development within defined settlement boundaries prevents isolate development in the countryside and maintains settlement cohesion. The policy has a broadly neutral effect across the equalities groups as it does not have implications for any group.
LP7: Town centre hierarchy	0	+	0	0	0	0	0	0	0	+	The policy identifies centres where Town Centre uses should be concentrated. These centres are generally more accessible to public transport cycling and walking ad so may particularly

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											benefit low income groups without access to a car, and those with mobility impairment.
LP8: Extent of the Green Belt	0	0	0	0	0	0	0	0	0	0	The Green Belt is an area of protection surrounding Bristol, where built development is restricted. It does not have any attributable impact on any of the equalities groups and so is of neutral effect.
LP9: Strategic Gaps	0	0	0	0	0	0	0	0	0	0	The purpose of the policy is to maintain the important landscape character of areas which separate certain settlements. It has a neutral effect across groups.
LP10: Transport Infrastructure allocations and safeguarding	0	+	+	+	0	0	0	0	+	+	The schemes identified reflect the Joint Local Transport Plan 4 which supports a well-connected sustainable transport network that works for residents across the region, a network that offers greater, realistic travel choices and makes walking, cycling and public transport the

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											natural way to travel. As such in principle, the provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes
LP11: Bristol Airport	0	+	0	+	0	0	0	0	0	+	The policy seeks the provision of improved public transport access to the airport alongside development. The retention and promotion of employment and travel opportunities in the most accessible locations may particularly benefit those without access to a car, such as those on low incomes, elderly people and some disabled.
LP12: Air safety	0	0	0	0	0	0	0	0	0	0	The policy seeks to limit high-intensity uses within areas of higher air safety risk. However, the chances of avoiding involvement in an air accident are unlikely to be different for any of

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											the identified equality groups than for the population generally.
LP13: Royal Portbury Dock	0	+	0	0	0	0	0	0	0	+	The retention and promotion of employment opportunities in the most accessible locations may particularly benefit those without access to a car, such as those on low incomes and some disabled. The policy promotes increased accessibility for new port related development.
LP14: Local Green space	0	+	0	0	0	0	0	0	+	+	The policy protects locally significant green space which is close to the community which it serves. It can compensate for the small amount of private garden space sometimes associated with low-cost housing. Protection of such areas also ensures there are amenity spaces outdoors for parents and carers to take children and those they are looking after to for fresh air and

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											exercise which is beneficial for physical and mental health.
LP15: Preferred area for mineral working – land at Hyatts Wood Farm, south of Stancombe Quarry	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlAs may be necessary for more detailed policies or at the implementation stage.
LP16: Area of search for minerals working – land at Downside Farm, south of Freemans Quarry	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlAs may be necessary for more detailed policies or at the implementation stage.
LP17: Minerals Safeguarding	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
Area for carboniferous limestone											EqlAs may be necessary for more detailed policies or at the implementation stage.
DP1: High quality design	0	+	0	+	0	0	0	0	0	+	The policy promotes accessible buildings and spaces so addresses the needs of disabled people and elderly people. The policy also states that developments should create defensible private spaces. This will benefit those living in deprived neighbourhoods where there may be higher levels of crime. Reduced water and energy consumption is also sought, which again will help those on low incomes.
DP2: Residential infilling	0	0	0	0	0	0	0	0	0	0	This policy protects existing gardens. It has a broadly neutral impact on the identified equality groups.

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
DP3: Residential extensions	0	0	0	0	0	0	0	0	0	0	This policy regulates extensions; residential annexes are dealt with separately. It has a broadly neutral impact on the identified equality groups.
DP4: HMOs and Residential subdivision	0	0	0	0	0	0	0	0	0	+	This policy regulates conversion and sub-division generally. Its supportive approach to the creation of smaller dwellings will assist those on low incomes.
DP5: Climate change adaptation and resilience	0	0	0	0	0	0	0	0	0	+	Improved water efficiency and flood mitigation as well as reduced potential for overheating of dwellings will benefit all groups but perhaps the elderly and low income who may have less ability to regulate these effects. Opportunities for local food production will benefit all groups.
DP6: Net zero construction	0	0	0	0	0	0	0	0	0	+	Reduced on-going energy costs will benefit all groups, but particularly those on low incomes.

North Somerset Local Plan 2038 Policy	Equality Group										Impact	
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation		
DP7: Large scale renewable energy generation	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further EqIAs may be necessary for more detailed policies or at the implementation stage.
DP8: Efficient use of land	0	0	0	0	0	0	0	0	0	0	0	Optimizing densities in areas close to transport hubs and other facilities will make services more accessible. This benefits all groups in principle.
DP9: Flood risk	0	+	0	+	0	0	0	0	+	+	+	Reducing the impacts of flooding and the resultant risks to communities could benefit all groups, but it is those on low incomes, elderly people, and disabled people who will benefit the most.
DP10: Sustainable drainage	0	+	0	+	0	0	0	0	+	+	+	Enhancing on site surface water features and water management as well as reducing the impacts of flooding and the resultant risks to communities could benefit all groups, but it is

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											those on low incomes, elderly people, and disabled people who will benefit the most.
DP11: Rivers, watercourses, and springs	0	0	0	0	0	0	0	0	0	0	Protecting and increasing the amenity and recreational value of open watercourses will benefit all groups.
DP12: Development in the Green Belt	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	The policy aims to restrict the scale and nature of development in the green belt to that which would not impact on openness. At this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlAs may be necessary for more detailed policies or at the implementation stage.
DP13: Highway safety, traffic and provision of infrastructure	0	+	+	+	0	0	0	0	+	0	Road safety and integration raise particular issues for disabled people, people without access to a car, older and younger people and parents.

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
associated with development											
DP14: Active and Sustainable Transport	0	+	+	+	0	0	0	0	+	+	The provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes.
DP15: Active travel routes	0	+	+	+	0	0	0	0	+	+	The provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes.
DP16: Bus accessibility	0	+	+	+	0	0	0	0	+	+	The provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes. When developments take place with public transport it

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											is important to ensure that sensory loss issues are considered as well as physical disabilities.
DP17: Travel Plans	0	+	+	+	0	0	0	0	+	+	The provision of increased transport options will benefit disabled people, people without access to a car, older and younger people and parents, and people on low incomes.
DP18: Parking	0	+	0	+	0	0	0	0	0	0	The policy requires parking to be designed so as to be inclusive. This will include elderly and disabled people and therefore the policy benefits these groups.
DP19: Airport related car parking	0	0	0	0	0	0	0	0	0	0	As well as protecting the Green Belt, the aim is to appropriately manage the demand for travel by car by ensuring that the provision of car parks is balanced with the need to significantly improve alternative travel choices, especially via public transport. This will provide a range of travel opportunities to best suit individual needs.

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											The policy is likely to have no direct impact on any of the equalities characteristics.
DP20: Safeguarding employment sites	0	+	0	0	0	0	0	0	0	+	The focus on employment opportunities in the most accessible locations may particularly benefit those without access to a car, such as those on low incomes and some disabled.
DP21: Visitor attractions	0	0	0	0	0	0	0	0	0	0	The policy is likely to have no direct impact on any of the equalities groups.
DP22: Visitor accommodation	0	0	0	0	0	0	0	0	0	0	The policy is likely to have no direct impact on any of the equalities groups.
DP23: Town centres	0	+	0	+	0	0	0	0	+	+	The focusing of retail and other town centre uses in the most accessible locations may particularly benefit those without access to a car such as disabled people, elderly people and those on low incomes.

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
DP24: District Centres	0	+	0	+	0	0	0	0	+	+	Supporting retail and services in District Centres will ensure people do not have to travel too far for services. This may particularly benefit those without access to a car such as disabled people, elderly people and those on low incomes.
DP25: Local Centres	0	+	0	+	0	0	0	0	+	+	Supporting retail and services in Local Centres will ensure people do not have to travel too far for services. This may particularly benefit those without access to a car such as disabled people, elderly people and those on low incomes.
DP26: Primary shopping areas	0	+	0	+	0	0	0	0	+	+	The focusing of retail uses in the most accessible locations may particularly benefit those without access to a car such as disabled people, elderly people and those on low incomes.

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
DP27: Retail Parks	0	+	0	+	0	0	0	0	+	+	The focusing of retail and other town centre uses in the most accessible locations may particularly benefit those without access to a car such as disabled people, elderly people and those on low incomes.
DP28: Sequential approach for town centre uses	0	+	0	+	0	0	0	0	+	+	The focusing of retail and other town centre uses in the most accessible locations may particularly benefit those without access to a car such as disabled people, elderly people and those on low incomes.
DP29: Control of non-mineral development	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlAs may be necessary for more detailed policies or at the implementation stage.
DP30: Mineral working exploration,	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											EqlAs may be necessary for more detailed policies or at the implementation stage.
DP36: Undesignated Green Space	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlAs may be necessary for more detailed policies or at the implementation stage.
DP37: Mendip Hills AONB	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	The policy protects this important asset for the benefit of all groups and so is likely to have a neutral impact. However at this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlA's may be required at implementation stage or if more detailed policies are developed
DP38: Built Heritage	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	The policy protects this important asset for the benefit of all groups and so is likely to have a neutral impact. However at this stage it is not possible to identify a direct impact on any of the

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											equality groups. Further EqlA's may be required at implementation stage or if more detailed policies are developed
DP39: Archaeology and non-designated heritage assets	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	The policy protects this important asset for the benefit of all groups and so is likely to have a neutral impact. However at this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlA's may be required at implementation stage or if more detailed policies are developed
DP40: Historic Parks and Gardens	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	The policy protects this important asset for the benefit of all groups and so is likely to have a neutral impact. However at this stage it is not possible to identify a direct impact on any of the equality groups. Further EqlA's may be required at implementation stage or if more detailed policies are developed

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
DP43: Gypsies and travellers and travelling show people	+	0	0	0	0	0	0	0	0	0	The policy specifically addresses the needs of the gypsy and traveller community and so has a positive effect on this minority group.
DP44: Accessible and adaptable homes	0	+	0	+	0	0	0	0	0	0	Ensuring new homes are accessible and suitable for adaptation throughout their lifetime will particularly benefit the elderly or those with disabilities.
DP45: Residential Space Standards	0	0	0	0	0	0	0	0	0	0	Securing dwellings with adequately sized rooms will benefit all residents and so has no direct benefit to any one equalities group.
DP46: Homes for all	0	+	0	+	0	0	0	0	0	+	The policy supports a flexible housing stock to help meet the wide range of accommodation needs and expects new homes to be flexible, accessible, adaptable and age friendly. Positive

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											impacts will be had on the elderly, low income and disabled equality groups.
DP47: Older person Accommodation	0	0	0	+	0	0	0	0	0	0	This policy specifically supports appropriate accommodation for older persons and has a neutral impact on other equality groups.
DP48: Residential annexes	0	+	0	+	0	0	0	0	0	0	Residential annexes are often required to support a close elderly or disabled relative. As such this policy will positively impact on these groups while having a generally neutral effect on other equality groups.
DP49: Healthy Places	0	0	0	0	0	0	0	0	0	0	Sets out the need for a Health Impact Assessment to be provided with developments of 200 dwellings or more and for other forms of development. Although promoting healthier outcomes from development and therefore beneficial effects overall, the policy has a

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											generally neutral impact across the identified equality groups.
DP50: Location of new educational, sports leisure and community facilities	0	0	0	0	0	0	0	0	0	0	The policy seeks to locate community facilities close to the community they are intended to serve. As such it should have a broadly neutral impact on the identified equality groups
DP51: Provision of educational, sporting, leisure, cultural or community facilities to meet the needs of new development	0	0	0	0	0	0	0	0	0	0	This policy seeks to ensure that appropriate community infrastructure is developed alongside new development. As such there is a broadly neutral impact across the identified equality groups potentially benefitting all new residents alike.
DP52: Protection of existing	0	+	0	+	0	0	0	0	0	+	The retention of social opportunities in the most accessible locations may particularly benefit

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
educational, sporting, leisure, cultural or community facilities											those without access to a car such as disabled people, elderly people and those on low incomes. The policy seeks to ensure that any replacement facility is equally accessible to the community it is intended to serve.
DP53: Best and most versatile land	0	0	0	0	0	0	0	0	0	0	This policy protects the best and most versatile agricultural land from development in order to secure our future food source. It has a broadly neutral impact on the identified equality groups.
DP54: Rural workers housing	0	0	0	0	0	0	0	0	0	0	This policy permits essential workers' dwellings in the countryside. It has a broadly neutral impact on the identified equality groups.
DP55: Agriculture and land based rural businesses	0	0	0	0	0	0	0	0	0	0	This policy promotes land-based rural businesses. It has a broadly neutral impact on the identified equality groups.

North Somerset Local Plan 2038 Policy	Equality Group										Impact	
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation		
DP56: Equestrian development	0	+	0	+	0	0	0	0	0	0	+	Horse-riding is a beneficial recreational activity for some disabled people. There may be scope for disadvantaged groups to make use of facilities.
DP57: Recreational use in the countryside	0	0	0	0	0	0	0	0	0	0	0	The policy seeks to locate community facilities close to the community they are intended to serve. As such it should have a broadly neutral impact on the identified equality groups
DP58: Replacement dwellings in the countryside	0	0	0	0	0	0	0	0	0	0	0	This policy permits replacement dwellings in the countryside it has broadly neutral impact on the identified equality groups.
DP59: Conversion or reuse of rural buildings	0	0	0	0	0	0	0	0	0	0	0	The focusing of employment and social opportunities in the most accessible locations may particularly benefit those without access to

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											a car such as disabled people, elderly people and those on low incomes.
DP60: Previously developed land in the countryside	0	0	0	0	0	0	0	0	0	0	Making the best use of existing brownfield sites in the countryside protects the countryside from encroachment but also promotes the rural economy. There may be a general positive impact on income and deprivation in rural areas although the impact is generally neutral across the characteristics.
DP61: Employment on green field land in the countryside	0	0	0	0	0	0	0	0	0	+	The policy seeks to control unfettered employment growth in the countryside which would damage the character of the rural location and be potentially difficult to access other than by the private car. The preference is to direct employment growth to settlements in order to be more accessible to a greater proportion of the population. It has a broadly neutral effect across the characteristics but by

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
											locating jobs in more accessible locations it will have a positive impact on income and deprivation.
DP62: Existing businesses in the countryside	0	0	0	0	0	0	0	0	0	+	The policy sets out principles that promote the expansion of rural businesses and therefore a thriving rural economy by encouraging development that will generate employment opportunities proportionate to and in keeping with the character of the rural location. The policy is written positively and there is no negative discrimination of any of the protected characteristics. DP62 is expected to deliver additional employment in the District. This is projected to have a positive socioeconomic impact, as it will generate jobs and improved access to employment in rural North Somerset.
DP63: Visitor accommodation	0	0	0	0	0	0	0	0	0	0	This policy regulates all types of visitor accommodation throughout North Somerset,

North Somerset Local Plan 2038 Policy	Equality Group										Impact
	Race	Disability	Sex	Age	Religion and Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partners	Pregnancy and Maternity	Income and Deprivation	
in the countryside including camping and caravanning											from new build, conversion or camping/caravan sites. It has a broadly neutral impact on the identified equality groups.
DP64: Infrastructure delivery and development contributions	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	At this stage it is not possible to identify a direct impact on any of the equality groups, although the intention of the policy is to secure the necessary funding to ensure that appropriate infrastructure such as transport infrastructure, education, community , health, recreation and open space, broadband and utilities is delivered as required in association with new development. Further EqlAs may be necessary for more detailed policies or at the implementation stage.

4. Conclusion

The screening of the Local Plan 2038: preferred options document policies in Chapter 3 has identified that the policies within the Plan are likely to have either a positive or neutral impact on the defined equality groups. The groups that benefit most from the policies are age, disability and low income groups. The policies tend to favour these groups due to the demographic make-up of the district (as set out in Table 1) and the evidence base which supports the need to address the requirements of these groups. The main impacts for these groups are summarised as follows:

Age:

Positive impacts

- Locating the majority of development towards areas where there are already a range of services and facilities – this will assist those with poor transport accessibility.
- Requiring development designed to adapt to the changing needs of its occupants such as accessible and adaptable homes.
- Providing a range of accommodation suitable for older people and supporting independent living.
- Ensuring the effects on health are considered in new developments and that sites are made available for new health care provision.

Disability:

Positive impacts

- Locating the majority of development towards areas where there are already a range of services and facilities – this will assist those with poor transport accessibility.
- Requiring development designed to adapt to the changing needs of its occupants such as accessible and adaptable homes.
- Requiring development to have safe and satisfactory access for those with a disability.
- Ensuring the effects on health are considered in new developments and that sites are made available for new health care provision.

Low income and deprivation:

Positive impacts

- Locating the majority of development towards areas where there are already a range of services and facilities – this will assist those with poor transport accessibility.
- Providing opportunities for appropriate small-scale additional development in villages – to help counteract some of the effects of rural deprivation.
- Encouraging employers and local training providers to develop the skills of the resident work force.
- Requiring provision of affordable housing which will benefit those on low incomes.
- Ensuring that affordable and market housing are better integrated in order to prevent actual or perceived segregation.

Race or Ethnicity:

- No significant negative or positive impacts.

Sex:

- No significant negative or positive impacts.

Pregnancy and Maternity:

- No significant negative or positive impacts. Transport policies may have a marginal effect in increasing travel options for parents without a car.

Religion and Belief:

- No significant negative or positive impacts.

Sexual Orientation:

- No significant negative or positive impacts.

Gender Reassignment:

- No significant negative or positive impacts.

Marriage and Civil Partnership:

- No significant negative or positive impacts.

Many of the policies in the Local Plan 2038: Preferred Options Document will benefit the wider community across North Somerset through the provision of a broader mix of housing, more jobs and improved access to services and facilities.

This Equality Impact Assessment demonstrates that none of the Local Plan policies have a negative impact and therefore no modifications to any of these policies are required at this stage.

Following consultation on the Local Plan 2038: Preferred Options Document and this Equalities Impact Assessment an updated version will be published.

