

Chichester Local Plan Review Preferred Approach Equality Impact Assessment



December 2018

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1. Introduction

- 1.1 The Chichester Local Plan Review Preferred Approach consultation is the second stage of the Chichester Local Plan Review. When complete, the Local Plan Review will update and replace the adopted Chichester Local Plan: Key Policies 2014-2029 and will provide the policy framework for planning and development in the District outside the South Downs National Park in the period up to 2035.
- 1.2 Chichester District Council adopted the Chichester Local Plan: Key Policies (2014-2029) in July 2015. However, at the Local Plan examination, the Government appointed Inspector concluded that the Plan fell short of meeting the full housing needs for the area. The Council were therefore required to commit to undertaking a Local Plan Review within 5 years to aim to ensure that the plan area's housing needs are fully met.
- 1.3 The Chichester Local Plan Review Preferred Approach consultation is the next stage of the review work and provides an opportunity for everyone to have a say on the preferred approach to meeting future growth within the Plan area. Statutory bodies, Town and Parish Councils and everyone who lives, works or visits the area are all being asked for their comments. The Preferred Approach version of the Local Plan sets out the overarching vision for development within the Plan area as well as identifying strategic locations suitable for development and proposed policies to meet the development needs of the Plan area.
- 1.4 The Equality Act 2010 requires local authorities to consider how their policies and decisions impact disadvantaged groups and how it will minimise this impact. The Council will undertake this through this Equalities Impact Assessment.
- 1.5 This report considers the impact of the vision and objectives and the policies contained in the Local Plan Preferred Approach and assesses these for the likely impact on the Protected Characteristic groups identified within the Equality Act 2010:
 - Race/ethnicity
 - Religious faith or belief (including lack of)
 - Disability
 - Gender
 - Sexual orientation
 - Age
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
- 1.6 This assessment is a management tool that makes sure that policies and working practices do not discriminate against certain groups and ensures that opportunities to enhance equality are taken.

1.7 To aid the preparation of the Local Plan Review and to make sure the relevant regulations are complied with the following timetable has been prepared:

Table 1: Timetable for Progression of the Chichester Local Plan Review

Preferred Approach Consultation	December 2018/January 2019
Approval of Statutory Public Consultation DPD for consultation (Publication)	Cabinet/Council - July 2019
Statutory Public Consultation document (Regs 19 & 20) (Publication)	September – October 2019
Submission to Secretary of State	December 2019
Examination	January 2020
Adoption	December 2020

1.8 The Chichester Local Plan Review Preferred Approach stage includes the following policies which have been assessed:

Strategic Policies

- S1 Presumption in Favour of Sustainable Development
- S2 Settlement Hierarchy
- S3 Development Strategy
- S4 Meeting Housing Needs
- S5 Parish Housing Requirements 2016-2035
- S6 Affordable Housing
- S7 Meeting Gypsies, Travellers and Travelling Showpeoples' Needs
- S8 Meeting Employment Land Needs
- S9 Retail Hierarchy and Sequential Approach
- S10 Local Centres, Local and Village Parades
- S11 Addressing Horticultural Needs
- S12 Infrastructure Provision
- S13 Chichester City Development Principles
- S14 Chichester City Transport Strategy
- S15 Goodwood Motor Circuit and Airfield
- S16 Development Within Vicinity of Goodwood Motor Circuit and Airfield
- S17 Thorney Island

S18 Integrated Coastal Zone Management for the Manhood Peninsula
S19 North of the Plan Area
S20 Design
S21 Health and Wellbeing
S22 Historic Environment
S23 Transport and Accessibility
S24 Countryside
S25 The Coast
S26 Natural Environment
S27 Flood Risk Management
S28 Pollution
S29 Green Infrastructure
S30 Strategic Wildlife Corridors
S31 Wastewater in the Chichester Harbour and Pagham Harbour Wastewater
Treatment Catchment areas
S32 Design Strategies for Strategic and Major Development Sites
SA1 Land West of Chichester
SA2 Land at Shopwyke (Oving Parish)
SA3 Land East of Chichester
SA4 Land at Westhampnett/North East Chichester
SA5 Southern Gateway
SA6 Land South-West of Chichester (Apuldram and Donnington Parishes)
SA7 Highgrove Farm, Bosham
SA8 East Wittering Parish
SA9 Fishbourne Parish
SA10 Chidham and Hambrook Parish
SA11 Hunston Parish
SA12 Land North of Park Farm, Selsey
SA13 Southbourne Parish
SA14 Land west of Tangmere
SA15 Land at Chichester Business Park, Tangmere

Development Management Policies

DM1 Specialist Housing
DM2 Housing Mix
DM3 Housing Density
DM4 Affordable Housing Exception Sites
DM5 Accommodation For Gypsies, Travellers And Travelling Showpeople
DM6 Accommodation for Agricultural and other Rural Workers
DM7 Local and Community Facilities
DM8 Transport, Accessibility and Parking
DM9 Existing Employment Sites
DM10 New Employment Sites

DM11 Town Centre Development
DM12 Edge and Out of Centre Retail Sites
DM13 Built Tourist and Leisure Development
DM14 Caravan and Camping Sites
DM15 Horticultural Development
DM16 Sustainable Design and Construction
DM17 Stand-alone Renewable Energy
DM18 Flood Risk and Water Management
DM19 Chichester Harbour Area of Outstanding Natural Beauty (AONB)
DM20 Development around the Coast
DM21 Alterations, Change of Use and/or Re-use of Existing Buildings in the
 Countryside
DM22 Development in the Countryside
DM23 Lighting
DM24 Air Quality
DM25 Noise
DM26 Contaminated Land
DM27 Historic Environment
DM28 Natural Environment
DM29 Biodiversity
DM30 Development and Disturbance of Birds in Chichester and Langstone Harbours
 Special Protection Areas
DM31 Trees, Hedgerows and Woodlands
DM32 Green Infrastructure
DM33 Canals
DM34 Open Space, Sport and Recreation including Indoor Sports Facilities and
 Playing Pitches
DM35 Equestrian Development

2. What is an Equality Impact Assessment?

2.1 The Equality Act 2010 was introduced to provide a simple, modern and accessible framework to protect individuals from unfair treatment and promote an equal society. The Equality Act brings together separate pieces of legislation into one single Act simplifying the law and strengthening it in important ways to help tackle discrimination and inequality. The pieces of legislation which have been replaced are:

- Equal Pay Act 1970
- Sex Discrimination Act 1975
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003

- Employment Equality (Age) Regulations 2006
 - Equality Act 2006, Part 2
 - Equality Act (Sexual Orientation) Regulations 2007
- 2.2 The Equality Act 2010 aims to ensure that everyone has a fair chance in life. It contains a requirement for Local Authorities to consider the diverse needs and requirements of the communities in the District when planning its services. Local Authorities also have a duty under the Race Relations (Amendment) Act, 2000, Disability Discrimination Act, 2005 and the Equality Act, 2006 (Gender Equality) to positively promote race, disability and gender equality.
- 2.3 Equality Impact Assessments have their origin in the Macpherson Enquiry into the Metropolitan Police Force and the subsequent Race Relations (Amendment) Act 2000. There is no longer a public duty under the Equality Act 2010 to complete impact assessments, however many authorities have continued to carry out this function as good practice.
- 2.4 The Equality and Human Rights Commission states that assessing impact on equality involves looking at your equality information and the outcomes of any engagement in order to understand the impact or potential impact of your decisions on people with different protected characteristics.
- 2.5 The Equality Impact Assessment will aim to identify opportunities to promote equality which have been previously used, as well as negative or adverse impact that can be removed or mitigated where they could amount to unlawful discrimination.
- 2.6 The Equality Impact Assessment is not just a method for addressing Discrimination, and the adverse impact of policy delivery, but should also be utilised as a tool to positively promote equal opportunities and to increase access and participation in a good life and good relations.
- 2.7 Chichester District Council has a legal duty to ensure that people have equality of opportunity, and for some groups and individuals this may mean providing adaptations or additional support to enable them to have equality of access.
- 2.8 The Council assesses the impact of those key areas, service delivery and policies that could have potential impacts on the community representative of the protected characteristics.
- 2.9 The cross-cutting nature of equality across planning is widely recognised. National guidance requires that Local Plans take account of the needs of all the community, including particular requirements relating to age, sex, ethnic background, religion, disability or income. In order to create socially inclusive communities, plans should ensure that the impact of development on the social fabric of communities is considered and taken into account.

3. Equality Impact Assessment Methodology

- 3.1. In assessing the Chichester Local Plan Review Preferred Approach, guidance on preparing Equality Impact Assessments and the use of templates to undertake the assessment has been followed, in particular, that provided by the Equality and Human Rights Commission.
- 3.2. Due to the scope of the Preferred Approach stage of the Local Plan Review it is deemed that an Equality Impact Assessment is required. It has been decided to assess each of the policies listed in paragraph 1.8 individually.
- 3.3. To ensure that Equality Impact Assessments influence policy development, it is proposed to take a two phase approach to assessing the Local Plan Review as it develops. The first phase will scope and assess the policies within the Preferred Approach.
- 3.4. This second phase of the Assessment will look at the policies as they stand in the Pre-Submission Draft. It is not expected that the changes from the Local Plan Review Preferred Approach will be significant in terms of the Protected Characteristics and the aims of the policies will be similar to those in the Preferred Approach. After this stage, changes to the policies should only be minor and not materially affect the assessment. If significant changes are needed a further phase of Equality Impact Assessment may be required.
- 3.5. As part of the Equality Impact Assessment, public consultation and engagement on the Local Plan Review Preferred Approach will be assessed to gauge how well different members of the community have been made aware and informed of the Local Plan Review document.

4. Initial Screening

- 4.1. Initial screening will determine whether or not a full Equality Impact Assessment should be carried out for the area of work.
- 4.2. The key questions which need to be assessed at this stage are:
 - a) What is the Local Plan Review trying to achieve?
 - b) Who will benefit?
 - c) Does the Local Plan Review have the potential to cause any adverse impact or discriminate against different groups in the community?
 - d) Does the activity make a positive contribution to equalities?
- 4.3. To help answer the key questions, it is important to understand the overall scope of the Local Plan Review. This is set out within the 'Vision' for the District and the 'Objectives for realising the Vision'.

Vision

By 2035, the Plan area will be a place where people can:

- Afford good quality dwellings to suit their incomes, needs, lifestyles and stage of life;
- Find a range of jobs that match different skills and pay levels and meet their aspirations for employment;
- Use their entrepreneurial flair to start and grow creative, innovative and competitive businesses;
- Follow a socially responsible and more environmentally friendly way of life, in the knowledge that the natural environment and biodiversity of the area is being conserved, managed and enhanced ;
- Pursue a healthy lifestyle and benefit from a sense of well-being supported by good access to education, health, leisure, open space and nature, sports and other essential facilities;
- Enjoy a vibrant historic city, thriving towns and villages and areas of attractive, accessible and unspoilt harbours, coast and countryside;
- Have a quality of life that is enriched through opportunities to enjoy our local culture, arts and a conserved and enhanced heritage;
- Live in sustainable neighbourhoods supported by necessary infrastructure and facilities;
- Feel safe and secure;
- Move around safely and conveniently with opportunities to choose alternatives to car travel;
- Take advantage of new communication and information technologies; and
- Feel a sense of community, and empowered to help shape its future.

The Objectives of the Chichester Local Plan Review for realising the Vision to be achieved by 2035:

Economy

- Promote economic development to maintain quality of life and competitiveness;
- Develop a dynamic, diverse and knowledge based economy that excels in innovation;
- Develop and maintain a skilled workforce to support long-term competitiveness;

- Develop Chichester City's role as a vibrant and sustainable city with a good range of business, leisure and retail types based on the aims of the Chichester Vision;
- In smaller centres, ensure availability of a good range of business and retail types, to serve the local community;
- Enable viability of the rural economy with enhanced diversity of employment opportunities;
- Promote the plan area as a centre for creative and innovative industries, building on our rich arts and heritage base.

Housing and Neighbourhoods

- Increase housing supply, making provision for new dwellings of the right quality, location, type, size and tenure; including specialist housing for older people;
- Ensure that new dwellings can be easily adapted to meet the needs of wheelchair users and elderly people.
- Increase availability of affordable housing;
- Support neighbourhoods to be safe, clean, build and maintain community spirit and help shape the area in which they live;
- Promote the development of mixed, balanced and well integrated communities;
- Maintain low levels of crime and disorder, improve community safety and work to reduce anti-social behaviour.

Environment

- Manage a changing environment;
- Protect and enhance wildlife, to prevent biodiversity loss and habitat fragmentation;
- Reduce pollution and improve air quality;
- Minimise the net increase in greenhouse emissions by maximising use of renewable and low carbon energy sources;
- Maximise efficient use of natural resources;
- Conserve and enhance landscape and heritage.

Health and Well-Being

- Encourage healthy and active lifestyles for all, developing accessible health and leisure facilities and linked green spaces;
- Enriched and empowered communities to celebrate the richness of their heritage, the arts and environment;
- Enable the older population to lead healthy, active and independent lifestyles;
- Develop safe and secure living and working environments.

Strategic Infrastructure

- Highway improvements to mitigate congestion, especially on the A27;
- Achieve a sustainable and integrated transport system through improved cycling networks and links to public transport;
- Reduce the impact of traffic on both communities and the environment through traffic calming and appropriate parking provision;
- Encourage improved access to high speed broadband and new information; and communications technologies.

Wastewater Treatment and Water Supply

- Improve water efficiency, conservation and storage capacity;
- Ensure good wastewater pipework and sufficient sewage capacity is available, balanced with the need to protect internationally designated habitats.

Water Resource and Flood Risk Management

- Ensure that water resources are safeguarded;
- Support effective management of local flood risk;
- Minimise flood risk for new and existing development through promotion of Sustainable Drainage Systems (SuDS).

4.4. Upon consideration of the Vision and Objectives, it is contended that the Local Plan Review Preferred Approach may have potential to cause adverse impact or discriminate against different groups in the community. As such, the Equality Impact Assessment (EqIA) will be undertaken throughout the process of drafting the policies up to submission of the Local Plan Review.

- 4.5. This EqIA has been led by the Planning Policy Team that is responsible for preparation of the Local Plan Review, and will be consulted on at the Preferred Approach stage.
- 4.6. The Local Plan Review aims to improve the quality of life for everyone, regardless of age, disability, gender, pregnancy or maternity, marital status, race, religion and belief, or sexual orientation. It seeks to improve accessibility to jobs and services through better transport, and proximity to services as well as enhancing high speed broadband. The Local Plan Review also seeks to create mixed and inclusive communities as well as new homes of the right size, type, and tenancy to meet the needs of the area.
- 4.7. The groups that will be considered in the Policy Impact Assessment at Appendix 1 are detailed in the Equality Act 2010 and as outlined above, cover nine protected characteristics:
- Age
 - Disability
 - Gender reassignment
 - Race (Includes Romany Gypsies and Irish Travellers)
 - Religion and belief
 - Sex (gender)
 - Sexual Orientation
 - Marriage and civil partnership
 - Pregnancy and maternity
- 4.8. Homeless people; those in deprivation; the unemployed; those in low paid employment; and those with low educational attainment are also groups that can suffer from inequalities. Homelessness is addressed within the Local Plan Review document through its Strategic Affordable Housing policy as well as the development management policies for Specialist Housing, Housing Mix and Affordable Housing Exception Sites. These policies aim to provide and contribute a mix of housing tenures, types and sizes in order to create mixed and balanced communities within all new residential developments. All new residential market led developments should contain a proportion of affordable housing.
- 4.9. Issues of education, employment, health, access to transport, crime and living environment are addressed, particularly through the following strategic and development management policies:

Strategic Policies

- S2 Settlement Hierarchy
- S3 Development Strategy
- S6 Affordable Housing
- S8 Meeting Employment Land Needs
- S23 Transport and Accessibility
- S12 Infrastructure Provision
- S13 Chichester City Development Principles
- S14 Chichester City Transport Strategy

S16 Development Within Vicinity of Goodwood Motor Circuit and Airfield
S18 Integrated Coastal Zone Management for the Manhood Peninsula
S19 North of the Plan Area
S21 Health and Wellbeing
S32 Design Strategies for Strategic and Major Development Sites

Strategic Site Locations and Allocations

SA1 Land West of Chichester
SA2 Land at Shopwyke (Oving Parish)
SA3 Land East of Chichester
SA4 Land at Westhampnett/North East Chichester
SA5 Southern Gateway
SA6 Land South-West of Chichester (Apuldram and Donnington Parishes)
SA7 Highgrove Farm, Bosham
SA8 East Wittering Parish
SA9 Fishbourne Parish
SA10 Chidham and Hambrook Parish
SA11 Hunston Parish
SA12 Land North of Park Farm, Selsey
SA13 Southbourne Parish
SA14 Land West of Tangmere

Development Management Policies

DM4 Affordable Housing Exception Sites
DM8 Transport, Accessibility and Parking
DM9 Existing Employment Sites
DM10 New Employment Sites
DM16 Sustainable Design and Construction
DM34 Open Space, Sport and Recreation including Indoor Sports Facilities and Playing Pitches

5. Assessment of Public Engagement

5.1. The policies within the Local Plan Review Preferred Approach document have been developed in partnership with a number of consultees and key stakeholders that include:

- Residents
- Resident groups
- Landowners
- Transport bodies
- The business community
- Organisations representing the local community e.g. elderly and disabled people.
- Statutory bodies
- Special interest groups e.g. environmental groups, conservation societies, nature conservation bodies and voluntary organisations.

- 5.2. The planning system is aimed at maximising the exchange of relevant information between the community and other stakeholders, and the council. Clearly the Council's decisions cannot represent the views of the whole community, and the Council will have to act in accordance with legal requirements, and Government policy. However it allows planning to be more transparent and all views to be considered.
- 5.3. Chichester District Council has been establishing a number of links in order to ensure that the level of community involvement is as high as possible. A particular focus for community involvement is through the Chichester Local Strategic Partnership (LSP), which represents the key stakeholders in the District and another is through the Parish Forums.
- 5.4. The Statement of Community Involvement also provides a mechanism for the community to be involved in planning for the future of the District. Chichester's Statement of Community Involvement was revised in January 2018 to take account of the changes in the planning system. It aims to promote equal opportunities and good community relations in planning matters.
- 5.5. The first stage of the consultation process on the Local Plan Review was the Issues and Options consultation held between 22 June and 3 August 2017. This stage marked the starting point of the review work and provided an opportunity for everyone to have an early input to shaping the Local Plan Review.
- 5.6. The Council intends to undertake a variety of consultation events and use a variety of methods to engage different communities and organisations. It is considered that the methods employed in consulting the public upon the Local Plan Review Preferred Approach will not have any adverse impact. The consultation events for the Local Plan Preferred Approach are proposed to be advertised through a range of different media including:
- Posters
 - Parish Notice boards
 - Advertisements in Local newspapers
 - Video
 - Local Plan Newsletter
 - Emails or letters to everyone on the Local Plan database
 - Chichester District website

6. Assessing the Local Plan Review Preferred Approach Policies

- 6.1. The Local Plan Review Preferred Approach contains a Vision, Strategic Objectives, and Policies (which aim to deliver the Vision and Objectives of the Plan). The key characteristics of each individual policy within the Local Plan Review are summarised in the tables appearing in Appendix 1. The tables summarise how each policy option may impact upon equality groups.

6.2 The key below identifies the symbols used to summarise the impact on a group.

Symbol	Likely Impact
✓	Positive
0	Neutral/Negligible
x	Negative
N/A	Not applicable
U	Unknown

6.3. The Policy Impact Assessments in Appendix 1 show that there are no likely negative impacts of any of the Local Plan Preferred Approach policies on equality groups. The Local Plan Review is therefore considered to be inclusive to all people/groups and as such no mitigation measures are necessary.

6.4. The Local Plan Review policies will be reviewed through the Authorities Monitoring Report (AMR), which is published on the Council's web-site each year. The AMR monitors whether the policies are working or not, and where they are shown not to be working this triggers a review. This EqIA will be published alongside the Preferred Approach Local Plan Review and will be reviewed at the Pre-Submission stage.

Appendix 1:

Policy Impact Assessments

Standard Groups

Key:

Symbol	Likely Impact
✓	Positive
0	Neutral/Negligible
x	Negative
N/A	Not applicable
U	Unknown

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith & Belief	Sexual Orientation	Gender Re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	
Policy S1 Presumption in Favour of Sustainable Development	✓	0	✓	✓	0	0	0	0	✓	This policy promotes sustainable development, which helps improve access to essential services and amenities for all, and helps reduce the need to travel, particularly by private car.
Policy S2 Settlement Hierarchy	✓	0	✓	✓	✓	0	0	0	✓	This policy directs development to the most sustainable locations, which will improve access to essential services and amenities for all, helping reduce the need to travel, particularly by private car. The overall objective of the settlement hierarchy is to deliver development that supports the needs of individual communities enabling them to prosper.
Policy S3 Development Strategy	✓	0	✓	✓	✓	0	0	0	✓	<p>Development directed to the settlement hubs including the focus on the East/West corridor and some smaller settlements will ensure that the sustainability of those settlements are improved, thus resulting in an overall improvement for all people.</p> <p>Development directed to Chichester City which has some of the best range of services and facilities in the district, will help maintain the vitality of the area. The City offers opportunities to reduce the need to travel enabling those on lower incomes (including students) to access a wide range of facilities, by foot, bicycle or public transport.</p>

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith & Belief	Sexual Orientation	Gender Re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	
Policy S4 Meeting Housing Needs	✓	✓	✓	✓	0	0	0	0	0	This policy sets out the provision of housing required over the plan period to 2035 and its broad distribution. The requirement is based on meeting local housing needs and therefore aims to meet the needs of all people.
Policy S5 Parish Housing Sites 2016-2035	✓	✓	✓	✓	0	0	0	0	0	This policy sets out the of small scale housing sites level proposed in each Parish. The numbers have been allocated to address the specific needs of local communities. This policy therefore ensures that local needs are met locally and thus aims to meet the needs of all people.
Policy S6 Affordable Housing	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy can potentially have a positive impact on all equality groups, particularly younger families, by providing them with a good quality home that meets their needs. This is of particular benefit to those with a local connection, and those on low incomes where they cannot access market housing. It also helps to tackle homelessness, encourage community cohesion, and reinforces intergeneration cohesion.
Policy S7 Meeting Gypsies, Travellers and Travelling Showpeoples' Needs	✓	0	0	✓	0	0	0	0	0	This policy directly benefits racial and minority groups by providing them with a permanent base on which to live. It also has benefits for the young and old, by providing locations accessible to schools and health facilities. This is important for these equality groups as at present, they have poor health and educational outcomes compared to the rest of the population.
Policy S8 Meeting Employment Land Needs	✓	✓	✓	✓	0	0	0	0	0	This policy aims to provide a supply of employment land to meet the varying needs of different economic sectors and to protect and enhance existing employment sites and premises. Through the allocation of land for employment uses, employment opportunities can be created.
S9 Retail Hierarchy and Sequential Approach	✓	0	✓	✓	✓	0	0	0	✓	This policy aims to address the retailing needs of town and district centres by safeguarding and enhancing existing retail functions as well as encouraging a diversity of uses within town centres that meet a range of needs.
S10 Local Centres, Local and Village Parades	✓	0	✓	✓	✓	0	0	0	✓	The policy encourages development proposals that would contribute to the vitality and viability of local centres providing a good range of facilities as well as meeting the basic day to day needs of visitors and residents.
S11 Addressing Horticultural Needs	✓	0	0	✓	0	0	0	0	0	This policy addresses a specific form of the horticultural industry's local and specific need and provides related employment opportunities.
S12 Infrastructure Provision	0	0	0	0	0	0	0	0	0	This policy requires development to support and fund necessary infrastructure at the right time and provide for its future maintenance. The policy thus helps all people indirectly.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith & Belief	Sexual Orientation	Gender Re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	
S13 Chichester City Development Principles	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy is aimed at providing new infrastructure and facilities for Chichester city. This includes facilities to improve education, health and other social and community uses, green infrastructure, open space, sport and recreation and improved access to the city and sustainable modes of travel. All of this will have a positive impact on all equalities groups.
S14 Chichester City Transport Strategy	0	0	0	0	0	0	0	0	0	This policy aims to promote an integrated transport strategy for Chichester City including alternatives to the use of the private car. It thus helps all people indirectly.
S15 Goodwood Motor Circuit and Airfield	0	0	0	0	0	0	0	0	0	This policy aims to facilitate the ongoing operation and enhancement of the site as a motor circuit and airfield whilst limiting aircraft movements and noise generating activities. The policy indirectly benefits all equalities groups by protecting the existing facility as well as people's health and wellbeing through the noise and aircraft movement restrictions.
S16 Development Within Vicinity of Goodwood Motor Circuit and Airfield	✓	✓	✓	✓	0	0	0	0	0	This policy aims to provide direct protection to properties that surround the motor circuit and airfield via a general presumption against noise-sensitive development within a buffer zone around the motor circuit site. The policy aims to support the health and wellbeing of all equalities groups in the area.
S17 Thorney Island	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact on equalities issues.
S18 Integrated Coastal Zone Management for the Peninsula	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy aims to facilitate the social and well-being of the area, and contribute to greater safeguarding of property from flooding or erosion, and thus will benefit all equalities groups, particularly those who are most vulnerable.
S19 North of the Plan Area	✓	✓	✓	✓	0	0	0	0	0	This policy will help safeguard existing local facilities and support proposals that improve accessibility to facilities in nearby centres. These proposals will benefit all people, particularly those with a local connection to these communities.
S20 Design	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy seeks to provide a high quality living environment, and has taken into account the need to promote public safety and deter crime and disorder through careful layout and design. It thus has a positive impact on all equalities groups.
S21 Health and Wellbeing	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy aims to improve and promote healthy communities and support development measures that will contribute to the health, social and cultural wellbeing of communities. The policy thus has a positive impact upon all equalities groups.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith & Belief	Sexual Orientation	Gender Re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	
S22 Historic Environment	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy seeks to conserve or enhance the significance of heritage assets for the benefit of the community, thus all equalities groups will benefit directly.
S23 Transport and Accessibility	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy benefits all equalities groups, particularly those with mobility difficulties by ensuring that development is located in accessible locations, and that development seeks to address safety and environmental issues and improve travel by modes other than the private car.
S24 Countryside	0	0	0	0	0	0	0	0	0	The policy seeks to maintain the individual identities of rural communities whilst continuing to meet their social and economic needs indirectly benefiting all equalities groups within a countryside setting.
S25 The Coast	0	0	0	0	0	0	0	0	0	This policy indirectly benefits all equalities groups by providing recreational opportunities and potentially upgrading existing footpaths and cycleways.
S26 Natural Environment	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit all equalities groups because it contributes to the health and wellbeing of the local and wider community.
S27 Flood Risk Management	0	0	✓	✓	0	0	0	0	0	Restricting new development in areas of Flood Risk will ensure that the population, especially the elderly and those with disabilities will not be subjected to flooding.
S28 Pollution	0	0	0	0	0	0	0	0	0	This policy indirectly benefits all equalities groups by seeking to ensure development protects and improves the amenities of existing and future residents/occupiers requiring any potential pollution impacts to be appropriately mitigated.
S29 Green Infrastructure	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit all equalities groups because it contributes to the health and wellbeing of the local and wider community.
S30 Strategic Wildlife Corridors	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit all equalities groups because it contributes to the health and wellbeing of the local and wider community.
S31 Wastewater in the Chichester Harbour and Pagham Harbour Wastewater Treatment Catchment areas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.

Policy	Equality Groups									Commentary
	Race	Gender	Disability	Age	Faith & Belief	Sexual Orientation	Gender Re-assignment	Marriage & Civil Partnership	Pregnancy & Maternity	
S32 Design Strategies for Strategic and Major Development Sites	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy requires strategic development to be master-planned to ensure that necessary infrastructure and community facilities are brought forward at an appropriate stage, development is of good design and layout and a housing mix is proposed to address local housing needs and encourage community cohesion. The policy also requires accessibility to public transport, cycle ways and footways to be maximised as well as environmental issues to be addressed. The policy aims to ensure healthy and safe lifestyles are supported for all equalities groups.
SA1 Land West of Chichester	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will ensure good links between this site and Chichester city and provide new employment land, a neighbourhood centre, community hub, open space and regular bus services to the city which will benefit all people.
SA2 Land at Shopwyke (Oving Parish)	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will ensure good links between this site and Chichester city and provide new employment land, a neighbourhood centre, community hub, open space and regular bus services to the city which will benefit all people.
SA3 Land East of Chichester	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will ensure good links between this site and Chichester city, a neighbourhood centre, community hub, open space, green infrastructure and regular bus services to the city which will benefit all people.
SA4 Land at Westhampnett /North East Chichester	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will ensure good links between this site and Chichester city, a neighbourhood centre, community hub, open space, green infrastructure and regular bus services to the city which will benefit all people.
SA5 Southern Gateway	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will ensure good links between this site and the city centre and provide for new commercial space as well as retail and leisure uses. Provision of open space and enhancing networks for public transport, cyclists and pedestrians will benefit all people.
SA6 Land South-West of Chichester (Apuldram and Donnington Parishes)	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will ensure good links between this site and Chichester city and provide new employment land, a neighbourhood centre, community hub, open space and green infrastructure and regular bus services to the city which will benefit all people.
SA7 Highgrove Farm, Bosham	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide for community facilities including a two-form entry primary school, open space and play areas, green infrastructure and access to sustainable forms of transport benefiting all people.

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SA8 East Wittering Parish	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide new homes with specific provision to meet specialised housing needs including accommodation for older people. Provision of open space, play areas, green infrastructure and community facilities will also be made for the benefit all people.
SA9 Fishbourne Parish	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide new homes with specific provision to meet specialised housing needs including accommodation for older people. Provision of open space, play areas, green infrastructure and community facilities will also be made for the benefit all people.
SA10 Chidham and Hambrook Parish	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide new homes with specific provision to meet specialised housing needs including accommodation for older people. This policy will also provide for community facilities including a two-form entry primary school, a site for local convenience shopping, open space and play areas, green infrastructure and access to sustainable forms of transport benefiting all people.
SA11 Hunston Parish	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide new homes with specific provision to meet specialised housing needs including accommodation for older people. Provision of open space, play areas, green infrastructure, access to sustainable forms of transport as well as community facilities will benefit all people.
SA12 Land North of Park Farm, Selsey	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide new homes with specific provision to meet specialised housing needs including accommodation for older people. Provision of open space, play areas, green infrastructure, improved access links as well as community facilities will benefit all people.
SA13 Southbourne Parish	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy supports the allocation of land for new homes and employment and community uses. Provision will be expected for specialised housing needs to be met including accommodation for older people, a two-form entry primary school, early years' childcare provision, community hall/centre, expansion of doctors' surgery plus small-scale leisure use, potential expansion of a secondary school, open space and play areas, green infrastructure and access to sustainable forms of transport. These proposals will benefit all people, particularly the younger and older age groups.
SA14 Land West of Tangmere	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will provide new homes with specific provision to meet specialised housing needs including accommodation for older people. Provision of community facilities including a new village centre as well as enhanced recreation, open space, primary education, health facilities, green infrastructure and improved access links to the city will benefit all people.

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SA15 Land at Chichester Business Park, Tangmere	0	0	0	✓	0	0	0	0	0	This policy will provide for additional employment land. These proposals will particularly benefit those of working age, and indirectly benefit other equalities groups.
DM1 Specialist Housing	0	0	✓	✓	0	0	0	0	0	This policy supports proposals for specialist housing needs such as older people, those with disabilities and student accommodation and restricts the loss of existing specialist needs accommodation thus directly protecting the disability and age equalities groups.
DM2 Housing Mix	✓	✓	✓	✓	0	0	0	0	0	The policy sets out the housing mix required to address identified needs and market demands for local communities within the District. Alternative mixes are acceptable where local needs demonstrate these are required. Since the policy requirements are based on meeting local housing needs, the needs of all people are met.
DM3 Housing Density	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy sets out the housing density that makes the best use of land whilst achieving high quality, sustainable design. This policy has little impact on equalities issues.
DM4 Affordable Housing Exception Sites	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy can potentially have a positive impact on all equalities groups, particularly younger families, by providing them with a good quality home that meets their needs. This is of particular benefit to those with a local connection, and those on low incomes where they cannot access market housing. It also helps to encourage community cohesion, and reinforces intergenerational cohesion.
DM5 Accommodation for Gypsies, Travellers and Travelling Showpeople	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy directly benefits racial and minority groups by providing them with a permanent base on which to live. It also has particular benefits for the young and old, by providing locations accessible to schools and health facilities. This is particularly important for these equality groups as at present, they have poor health and educational outcomes compared to the rest of the population.
DM6 Accommodation for Agricultural and other Rural Workers	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy directly benefits those in low income jobs who need to be close to their place of work. It has economic advantages in that it reduces the need to travel. Many rural workers are from racial minority groups of working age, and thus this policy has positive benefits for them.
DM7 Local and Community Facilities	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy benefits all equalities groups by protecting existing community facilities. New and/or improved community facilities must be easily accessible to all sectors of the community.

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DM8 Transport, Accessibility and Parking	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy benefits all equalities groups, particularly those with mobility difficulties by ensuring that development is located in accessible locations, and that development seeks to address safety and environmental issues and encourage travel by modes other than the private car.
DM9 Existing Employment Sites	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy benefits all equalities groups by making best use of existing stock of employment land and floorspace through retaining suitable employment sites and encouraging their refurbishment, upgrade and intensification so that modern business needs can be met.
DM10 New Employment Sites	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy benefits all equalities groups through its encouragement of new employment provision.
DM11 Town Centre Development	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy aims to continue to develop and enhance the retail offer in Chichester city in order to retain its existing market share and attract new trade, thus benefitting all who visit the town centre.
DM12 Edge and Out of Centre Retail Sites	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy benefits all equalities groups by requiring a set criteria to be met before edge and out of centre retail sites will be permitted for development. Any new development must not adversely affect the vitality and viability of the city centre.
DM13 Built Tourist and Leisure Development	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy aims to balance the provision of visitor facilities against the need to safeguard the landscape character and environment. The policy benefits all equalities groups by encouraging new tourist accommodation and attractions potentially extending the tourist season and benefitting local communities.
DM14 Caravan and Camping Sites	0	0	0	0	0	0	0	0	0	This policy supports proposals for caravan and camping sites thus enabling low cost holidays and therefore helping to provide benefits for all equalities groups who are on low incomes.
DM15 Horticultural Development	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy addresses a specific form of the horticultural industry's local and specific need and provides related employment opportunities.
DM16 Sustainable Design and Construction	0	0	0	0	0	0	0	0	0	This policy indirectly benefits all equalities groups by making efficient use of scarce natural resources, thereby allowing future generations to continue to have access to these resources.
DM17 Stand-alone Renewable Energy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact on equalities issues.

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DM18 Flood Risk and Water Management	0	0	✓	✓	0	0	0	0	0	Restricting new development in areas of Flood Risk will ensure that the population, especially the elderly and those with disabilities will not be subjected to flooding.
DM19 Chichester Harbour Area of Outstanding Natural Beauty (AONB)	✓	✓	✓	✓	0	0	0	0	0	This policy helps protect the AONB so that its natural beauty is maintained for all equalities groups to enjoy. It allows appropriate development to support the economic and social wellbeing of the area, which helps all equalities groups.
DM20 Development around the Coast	0	0	0	0	0	0	0	0	0	This policy indirectly benefits all equalities groups by providing recreational opportunities and potentially upgrading existing footpaths and cycleways.
DM21 Alterations, Change of Use and/or Re-use of Existing Buildings in the Countryside	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
DM22 Development in the Countryside	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
DM23 Lighting	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
DM24 Air Quality	0	0	0	0	0	0	0	0	0	All members of the community will benefit from this policy in an indirect way.
DM25 Noise	0	0	0	0	0	0	0	0	0	All members of the community will benefit from this policy in an indirect way.
DM26 Contaminated Land	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
DM27 Historic Environment	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy seeks to conserve or enhance the significance of heritage assets for the benefit of the community, thus all equalities groups will benefit directly.

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DM28 Natural Environment	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit all equalities groups because it contributes to the health and wellbeing of the local and wider community.
DM 29 Biodiversity	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
DM30 Development and Disturbance of Birds in Chichester and Langstone Harbours Special Protection Areas	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
Policy DM31 Trees, Hedgerows and Woodlands	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.
Policy DM32 Green Infrastructure	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit all equalities groups because it contributes to the health and wellbeing of the local and wider community.
Policy DM33 Canals	0	0	0	0	0	0	0	0	0	All members of the community will benefit from this policy in an indirect way.
Policy DM34 Open Space, Sport and Recreation including Indoor Sports Facilities and Playing Pitches	✓	✓	✓	✓	✓	✓	✓	✓	✓	This policy will benefit all equalities groups because the provision of open space, sports and recreation facilities contributes to the health and well-being of the local and wider community.
Policy DM35 Equestrian Development	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy has little impact upon equalities issues.

