



Final Draft

This is a live document in that it has regularly been updated. This is the final version, submitted as part of Regulation 22 Submission of the Local Plan to the Secretary of State.

Equalities Impact Assessment 2018 V.4.0 – Regulation 22 Submission

Brentwood Emerging Local Plan Policies (2018)

Last Update: February 2020

Summary

This document contains the Equality Impact Assessment (EqIA) tables for Brentwood Borough's development management policies contained within the Emerging Local Plan 2020 (Regulation 22 Submission version). This is an iterative process in that it feeds into the development of the planning policies in the Emerging Local Plan and this is then reflected in updated versions of the Equality Impact Assessment. This process is ongoing as to when the Emerging Local Plan is submitted to the Secretary of State for their consideration. This is therefore the final version of the EqIA, which is included in the submission documents provided to the Secretary of State.

The purpose of the EqIA is to ensure that equality is placed at the centre of policy development and review and identifies the likely impact of this Plan on the existing and future communities. The EqIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group(s).

The duty to carry out an EqIA of new policy is set out in the Equality Act 2010. The Act protects people from discrimination on the basis of certain characteristics, which are known as protected characteristics. The protected characteristics are:

- Age;
- Disability;
- Ethnicity/Race;
- Gender/Sex;
- Gender reassignment;
- Marriage and Civil Partnership;
- Pregnancy and maternity;
- Religion or beliefs; and
- Sexual orientation.

The Duty requires public bodies to have due regard for the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities and Brentwood Borough has considered the commentary in the EqIA assessment table for the 2016 Draft Local Plan produced in 2017 in the drafting of policies for the 2018 Emerging Local Plan.

A selective review has been carried out in light of the proposed changes from the Addendum of Focussed Changes to the Pre-Submission Local Plan. This impacts only on 5 site policies with a limited change to the *provision of homes* for these sites.

The changes consulted on were:

- a) Policy R01 (I) (Dunton Hills Garden Village Strategic Allocation): Increase from “*at least 2,700*” to “*at least 2,770 homes* in the plan period”;
- b) Policy R18 (Land off Crescent Drive, Shenfield): Reduction from “*around 55*” to “*around 35 homes*”;
- c) Policy R19 (Land at Priests Lane, Shenfield): Reduction from “*around 75*” to “*around 45 homes*”;
- d) Policy R25 (Land north of Woollard Way, Blackmore): Reduction from “*around 40*” to around “*30 homes*”; and
- e) Policy R26 (Land north of Orchard Piece, Blackmore): Reduction from “*around 30*” to “*around 20 homes*”.

This has the potential to impact on the smaller housing sites by potentially reducing viability and therefore the viability of affordable homes which in turn may economically impact disproportionately on those identified protected characteristic groups. It could therefore impact on the implementation of Policy HP01: Housing Mix and Policy HP05: Affordable Housing.

The proposed amendments result in sites that are still above the affordable homes threshold. Therefore the impact of the proposed changes in the Addendum of Focussed Changes to the Pre-Submission Local Plan (Oct 2019) is not considered significant.

A further potential impact to these smaller sites is on the implementation of Policy HP01: Housing Mix - Part A (b): On developments of 60 or more (net) dwellings the Council will require a minimum of 5% of affordable new dwellings should be built to meet requirements M4(3) wheelchair accessible. The reduction as a result of the Addendum Focussed Changes emerging Local Plan would therefore reduce the available affordable wheelchair accessible homes in Policy R19 (Land at Priests Lane, Shenfield). It is noted that this equates to two new homes at this location which is not considered significant.

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1. Introduction

1.1 EqIA and the Local Plan

Once adopted, the Local Plan will replace the adopted Replacement Local Plan (2005) and sets out the spatial strategy for future growth and development for the period 2016-2033. The Local Plan is expected to be adopted in 2020/21.

The Local Plan will integrate with other policies and strategies of Brentwood Borough Council and other organisations. The Local Plan aims to address priorities set out in the Council's Corporate Plan - 'Where everyone matters', under the themes: Growing our economy; Protecting our environment; Developing our communities; Improving housing; and Delivering an effective and efficient council. The Local Plan will be one of the ways in which the aims and objectives of the Corporate Plan are achieved.

Supporting the delivery of this vision are a series of strategic objectives and spatial development principles outlining how growth and change is to be managed across the borough through the Plan period. The Spatial Strategy described in the Local Plan (Chapter 3) provides the framework for managing change and shaping how the area develops in future.

Principally, the spatial strategy sets out the level and location of development and growth and the key areas of change up to 2033, highlights the borough's built and natural assets to be safeguarded and enhanced.

The Local Plan is subject to Sustainability Appraisal/Strategic Environmental Assessment and Habitats Regulation Assessment to assess its environmental, social and economic performance at each stage of plan making. It has also been informed and shaped by a number of public and stakeholder consultations. All consultations are carried out in accordance with the Council's Statement of Community Involvement (SCI).

The Council's Authority Monitoring Report will continue to measure progress with preparing and implementing the Local Plan, with reports will also be presented, when appropriate, to Council Committees.

The Local Plan seeks to promote social inclusion and ensure that all people (including vulnerable groups) have access to the services and opportunities that they may need such as housing, employment, public transport and community facilities (e.g.

education, health and local shopping). This will work towards meeting the public sector equality duty as the needs of these individuals are being incorporated into the Local Plan.

2. What is an Equalities Impact Assessment (EqIA)?

This document is the Equality Impact Assessment (EqIA) for the Brentwood Borough Emerging Local Plan Regulation 22 Submission version of the Local Plan. The purpose of the EqIA is to ensure that equality is placed at the centre of policy development and review and identifies the likely impact of this Plan on the borough's community. The EqIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group.

The duty to carry out an EqIA of new policy is set out in the Equality Act 2010. The Act protects people from discrimination on the basis of certain characteristics, which are known as protected characteristics. The protected characteristics are:

- Age
- Disability
- Ethnicity/Race
- Gender/Sex
- Gender reassignment
- Marriage and Civil Partnership
- Pregnancy and maternity
- Religion or beliefs; and
- Sexual orientation

The duty requires public bodies to have due regard for the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

The EqIA has been prepared following an iterative process. This involved identifying the likely impacts arising from each policy and then considering these impacts as positive, negative or neutral in light of the thrust of the relevant policy. This was set against

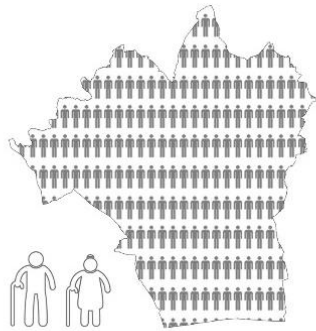
known facts, information and evidence gathered from the Council's robust evidence base which underpins the Local Plan and which relates specifically to the protected characteristics listed in the Equality Act 2010. Recommendations on ways by which the negative impacts could be removed or mitigated and the positive impacts strengthened were then sought. The draft policies affected were then reconsidered and re-examined again in the same iterative process until they emerge with no known negative impacts and became more acceptable.

3. Appraisal

3.1 Population Profile

The population of Brentwood in 2011 was 73,601 (Census), of which approximately 70% live within Brentwood Town. The 2014 mid-year population estimates show's that this has increased to 75,600. A large portion of the population are retired with an aging population trend projected to continue. The proportion of the population from black and minority ethnic groups in the borough is well below average for the Eastern region and England. The largest non-white minority ethnic group is made up of Asian origins.

Figure 1: Brentwood Population
(Source: Brentwood Borough Profile)



The borough's population is over 73,600 with a significant retired population - an ageing population trend projected to continue



The health of people in Brentwood is generally better than the England average. Deprivation is lower than average, however about 10.8% children live in poverty. Life expectancy for both men and women is higher than the England average. Local health priorities include improving the health of older people, increasing vaccination coverage, and reducing cardiovascular disease by reducing the prevalence of obesity



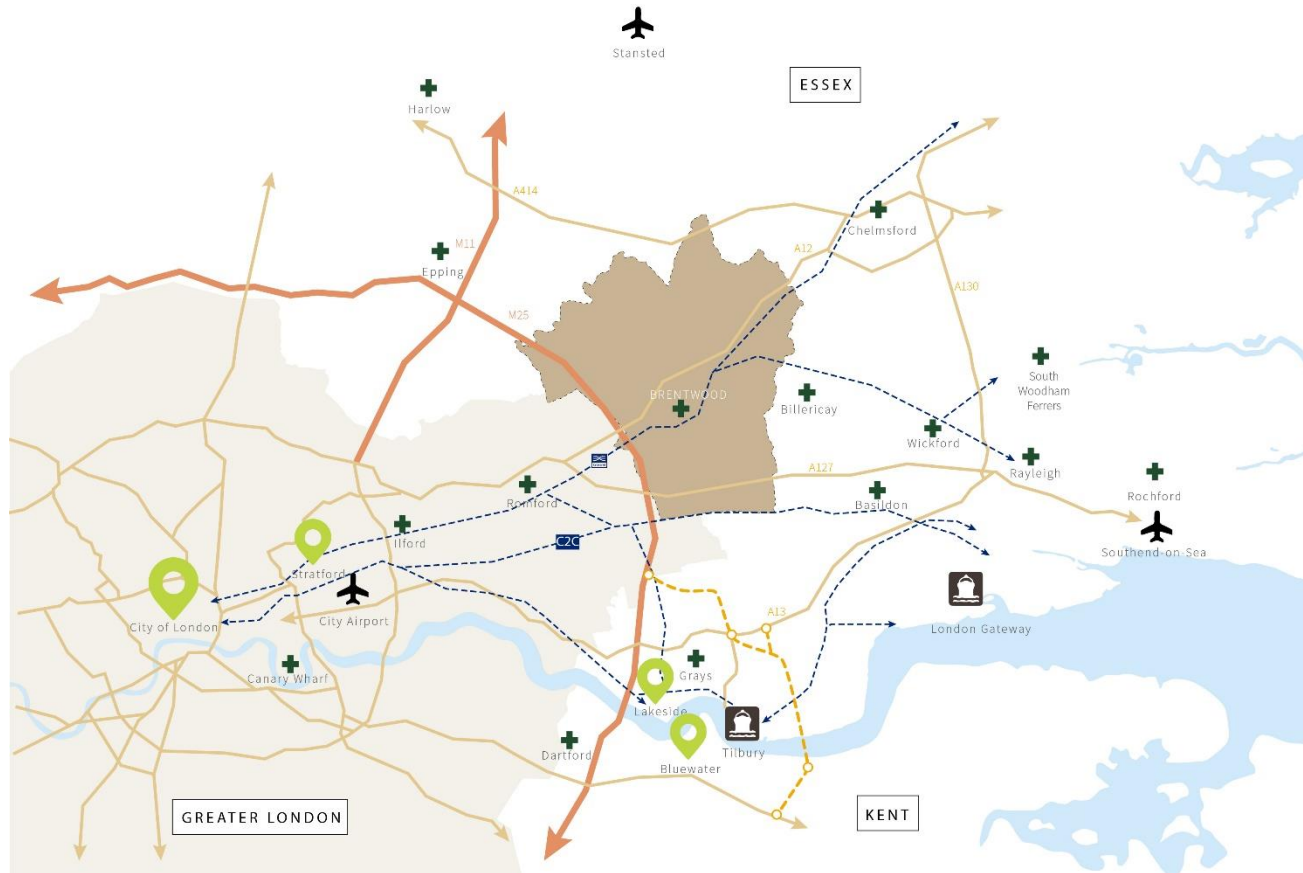
ONS data 2015/2016 indicates an economic activity rate of 79%, slightly lower than the regional rate of 80.1% but higher than the GB rate of 77.9% Notably the number of self-employed persons was at 12.5% which was significantly above East of England (10.7%) and GB (10.3%) averages. Long-term unemployed rates were less than both regional and national averages

3.2 Geographic Characteristics of Brentwood

Brentwood Borough is located in the south-west of Essex and east of Greater London. The Borough is approximately 15,300 hectares. The Borough is centred on the market town of Brentwood, which is surrounded by some suburban areas and villages set amongst the Essex countryside. The Borough is only 20 miles from Central London with strong transport links, including the current

development of Crossrail, into London. The Borough is 89% green belt, giving the community ample access to open green space. The cost of a house in Brentwood cost an average £320,000 which is £100,000 higher than the average house price within England. Despite this, approximately 80% of the population own their own home. Brentwood is one of the most affluent areas in England, within the least deprived 10% of the country.

**Figure 2: Geographic Characteristics of Brentwood
(Source: Brentwood Borough Profile)**



3.3 Assessment of Policies

Applying the principles from the Equality Act 2010, as outlined in section 2 of this report, the Local Plan and all the underpinning policies were assessed according to the chapters found within the Local Plan framework:

- Managing Growth;
- Resilient Built Environment;
- Housing Provision;
- Prosperous Community;
- Natural Environment; and
- Site Allocations

The Equalities Impact Assessment table found in appendix 1 is organised based on the chapters found within the 2018/19 Pre-Submission Local Plan Framework.

The coding system used to assess the policies are described in the table below.

Table 1: Coding System

Description	Symbol
Those policies that make a significant positive impact to the identified protected characteristic	(++)
Those policies that make a positive impact to the identified protected characteristic	(+)
Those policies which do not have a positive or negative impact to the identified protected characteristic	(N)
Those policies which have a minor negative impact to the identified protected characteristic	(-)
Those policies which have significant negative impact to the identified protected characteristic	(--)

4. Findings

The Equalities Assessment of the individual policies, as illustrated in appendix 1, clearly shows that majority of the policies found within the emerging Local Plan have a positive impact on the community when assessed against the Equalities Act (2010) characteristics.

Only four of the emerging Local Plan policies were determined to have a neutral impact on the local community – Policy BE04: Establishing Low Carbon and Renewable Energy; BE16: Mitigating the Transport Impacts of Developments; BE17: Parking Standards; and HP02: Protecting the Existing Housing Stock. These policies were determined as neutral due to the fact they result in avoidance of negative impacts or are based on design standards. There are a few policies which have a positive impact on a single category, such as the Gypsy and Traveller policies, but have a neutral impact on all other category.

Only one policy, Policy BE12: Car-Limited Development, was evaluated to have a potential neutral / negative impact on those who find non-car travel more challenging, such as the elderly, those with disabilities (particularly those with limited mobility), and those who are pregnant / on maternity. Policy BE12: Car-Limited Development does require the location and design of the building to be considered to allow for safe and direct routes to public transport, town centre or district shopping centres, or strategic employment sites. The design of these developments and the location will need to be given careful thought to reduce any potential negative impacts.

It is important to note that the Local Plan policies are supported and enhanced by additional national and local policies, such as the revised National Planning Policy Framework (NPPF) and the National Planning Practice Guidance, Essex Design Guide, and Licensing Policy, etcetera, which in themselves have an overall positive benefit on the community. These wider policies and regulations were not considered as part of this assessment.

5. Recommendations

As a result of the Equalities Impact Assessment the following recommendations / actions will be carried out:

- Review of the Equalities Impact Assessment following the Examination in Public (EiP) and the impacts any modification may have on the affected policies as required by the Planning Inspector; and
- Review of the Equalities Impact Assessment in 5 years at the same time as the review of the Local Plan and make the necessary changes to policies in regards to improving any of the characteristics identified within the Equalities Act (2010).

Appendices

Appendix 1. Table of Policy Assessment

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Strategic Objectives										
STRATEGIC OBJECTIVE S01: Managing Growth Sustainably	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S02: Delivery a Healthy and Resilient Built Environment	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S03: Deliver Sustainable Communities with Diverse Economic & Social-cultural Opportunities for All	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	
STRATEGIC OBJECTIVE S04: Deliver Beautiful,	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Biodiverse, Clean and a Functional Natural Environment										
04. Managing Growth										
STRATEGIC POLICY SP01: Sustainable Development	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive approach to reflect presumption of sustainable development for new homes and employment.
STRATEGIC POLICY SP02: Managing Growth	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Aiming to fulfil requirement for growth for new homes, in line with Government requirements, increasing number and variety of accommodation available for all.
STRATEGIC POLICY SP03: Health Impact Assessments (HIAs)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promoting healthier and inclusive environments for all.
STRATEGIC POLICY SP04: Developer Contributions	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Financial contributions to meet new infrastructure requirements
STRATEGIC POLICY SP05: Construction Management	(+)	(+)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Considerate construction, minimising impact on existing residents and business
STRATEGIC POLICY SP06:	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	More new homes, in line with Government requirements, increasing

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Effective Delivery of Development										number and variety of accommodation available for all from constructive masterplanning .
05 . Resilient Built Environment										
POLICYBE01: Future Proofing	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Considering future changes and beyond immediate time horizons. Minimising shock and impact of stresses of future events. Particular positive impact on the young.
POLICY BE02: Sustainable Construction and Resource Efficiency	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Particular positive impact on the young of more sustainable resource use to consider future generational impact.
POLICY BE03: Carbon Reduction, Renewable Energy and Water Efficiency	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact.
POLICY BE04: Establishing Low Carbon and Renewable Energy Infrastructure Network	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Community led initiative for renewable and low carbon energy. Positive development initiative with generally neutral impact on protected characteristic.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY BE05: Assessing Energy Infrastructure	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact.
POLICY BE06: Improving Energy Efficiency in Existing Dwellings	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and home efficiency for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact and improvement for older persons and those with disabilities who may be more home-bound.
POLICY BE07: Managing Heat Risk	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive resource use and impact of extreme heat for all with particular positive impact on the young of more sustainable resource uses to consider future generational impact and improvement for older persons and those with disabilities who may be more home-bound.
POLICY BE08: Sustainable Drainage	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all, implementation of flood resilience schemes impact on new and existing residents alike.
POLICY BE09: Communications Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive for all, implementation of improved communication infrastructure impact on new residents alike, overall improvement to infrastructure likely to benefit existing residents and businesses.
POLICY BE10: Connecting New Developments to	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Positive for all, implementation of improved communication

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Digital Infrastructure										infrastructure impact on new residents.
POLICY BE11: Strategic Transport Infrastructure	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Improvement to strategic transport infrastructure offers benefits to all
POLICY BE12: Car-Limited Development	(N) (-)	(N) (-)	(++)	(++)	(++)	(++)	(N) (-)	(++)	(++)	Car limited development may be positive for those with full mobility to use alternatives. Neutral -negative to those who find non-car travel more challenging. Design and location of development will need to consider this.
POLICY BE13: Sustainable Means of Travel and Walkable Streets	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Better options for travel and improved streetscapes are positive for all
POLICY BE14: Sustainable Passenger Transport	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Sustainable passenger transport that considers community facilities, schools, specialist older person housing. Positive for all
POLICY BE15: Electric and Low Emission Vehicle	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Considering future transport changes and beyond immediate time horizons. Minimising shock and impact of stresses of future transport change. Particular positive impact on the young.
POLICY BE16: Mitigating the Transport	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Avoidance of negative impact from new development. Neutral to all

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Impacts of Development										
POLICY BE17: Parking Standards	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Design standards for parking provision for new homes. Neutral impact on protected characteristic groups.
POLICY BE18: Green and Blue Infrastructure	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness and access to natural environment for all communities.
POLICY BE19: Access to Nature	(++)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness and access to natural environment for all communities.
POLICY BE20: Allotments and Community Food Growing Space	(++)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
POLICY BE21: Protecting Land for Gardens	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Retention of gardens contribute to improved mental and physical wellbeing
POLICY BE22: Open Space in New Development	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
POLICY BE23: Open Space, Sport and Recreational Facilities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive social integration, contribute to improved mental and physical wellbeing. Access needs consideration.
06 Housing Provision										

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY HP01: Housing Mix	Hp01	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New homes that offer an inclusive, accessible environment. Noted that proposed focused changes may impact on this policy reducing affordable and accessible homes.
POLICY HP02: Protecting the Existing Housing Stock	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	No net loss of homes. Neutral impact
POLICY HP03: Residential Density	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Introducing new homes that are appropriate for the location
POLICY HP04: Specialist Accommodation	(++)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Accommodation to fit the identified need, particularly with appropriate access, internal layout and location.
POLICY HP05: Affordable Housing	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Affordable home may particularly benefit the young and new families. Noted that proposed focused changes may impact on this policy reducing affordable homes.
POLICY HP06: Standards for new housing	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Beneficial to all groups to provide appropriate Accomodation of a positive size
POLICY HP07: Provision for Gypsies and Travellers	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP08: Regularising	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
suitable existing traveller sites										
POLICY HP09: Safeguarding permitted sites	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP10: Sub-Division of Pitches or Plots	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller community to meet identified need
POLICY HP11: Proposals for Gypsies, Travellers and Travelling Showpeople On Windfall sites	(N)	(N)	(++)	(N)	(N)	(N)	(N)	(N)	(N)	Particularly beneficial to Gypsy and Traveller, and Travelling Showpeople community to meet identified need
POLICY HP12: Planning for Inclusive Communities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP13: Creating Successful Places	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP14: Responding to Context	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for sense of place for all communities.
POLICY HP15: Permeable and Legible Layout	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for access to all communities.

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY HP16: Buildings Design	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP17: Paving over Front Garden	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for sense of place and flood impact to all communities.
POLICY HP18: Designing Landscape and the Public Realm	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Positive for all – beneficial for inclusiveness to all communities.
POLICY HP19: Conservation and Enhancement of Historic Environment	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP20: Listed Buildings	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP21: Conservation Areas	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP22: Local Heritage Assets	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
POLICY HP23: Scheduled Monuments and Archaeological Remains	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Protection and enhancement, for all of the community, particularly positive for future generations.
06. Prosperous Community										

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY PC01: Cultivating a Strong and Competitive Economy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC02: Job Growth and Employment Land	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC03: Employment Land Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC04: Development and Expansion of Business Space	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC05: Employment Development Criteria	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC06: Supporting the Rural Economy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC07: Retail and Commercial Leisure Growth	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC08: Retail Hierarchy	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for retail, employment and economic locations, positive for all

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
of Designated Centres										
POLICY PC09: Brentwood Town Centre	(+)	(+)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for retail, employment and economic locations, positive for all. Access must be considered.
POLICY PC10: Mixed Use Development in Designated Centres	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC11: Primary Shopping Areas	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Promotion and support for employment and economic locations, positive for all
POLICY PC12: Non-centre Uses	(++)	(++)	(+)	(+)	(+)	(+)	(+)	(+)	(+)	Promotion and support for employment and economic locations, positive for all. Local facilities provides better facilities for those where mobility is more challenging.
POLICY PC13: Night Time Economy	(+)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	(N)	Opportunity for increased out of hours employment and social locations. In particular for younger adults.
POLICY PC14: Protecting and Enhancing Community Assets	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Protection and enhancement, for all of the community
POLICY PC15: Education Facilities	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Beneficial for all of community

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY PC16: Buildings for Institutional Purposes	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Beneficial for all of community
07. Natural Environment										
POLICY NE01: Protecting and enhancing the natural environment	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE02: Recreational disturbance Avoidance and Mitigation Strategy (RAMS)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE03: Trees, Woodlands, Hedgerows	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural environment.
POLICY NE04: Thames Chase Community Forest	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing natural woodland environment.
POLICY NE05: Air Quality	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote community wellbeing and protecting and enhancing air quality

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
POLICY NE06: Flood Risk	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect against flood risk.
POLICY NE07: Contaminated Land and Hazardous Substances	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that promote healthy places and enhancing natural environment.
POLICY NE08: Floodlighting and Illumination	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places protect and enhancing the light environment.
POLICY NE09: Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE10: New Development, Extension and Replacement of Buildings In Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE11: Established Areas of Development and Structures In The Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE12: Previously	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and

Policy Title	Age;	Disability;	Ethnicity / Race;	Gender / Sex;	Gender reassignment;	Marriage & Civil Partnership	Pregnancy & maternity;	Religion or beliefs	Sexual orientation	Commentary
Developed Land in Green Belt										enhancing Green Belt locations.
POLICY NE13: Site Allocations in Green Belt	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE14: Agricultural Workers Dwellings	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
POLICY NE15: Re-Use and Residential Conversion of Rural Buildings	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Seeking to achieve sustainable, well-designed places that protect and enhancing Green Belt locations.
08. Site Allocations										
Dunton Hills Garden Village Strategic Allocation.	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New inclusive community with appropriate facilities and infrastructure, to benefit communities now and into the future.
Housing/Site Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	New inclusive homes with appropriate facilities and infrastructure, to benefit communities now and into the future.
Employment Site Allocations	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	(++)	Proposed areas of expansion for employment use with strategic site close to main roadways.