

Tunbridge Wells Borough



Tunbridge Wells Borough Council

# Equality Impact Assessment

for Adopted Local Plan

October 2025



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# 1.0 Introduction and Background

- 1.1 This report details the results of the Equality Impact Assessment (EqIA) of the Tunbridge Wells Borough Local Plan (the Local Plan) that is proposed to be adopted. The main purpose of the EqIA is to assess whether the Local Plan affects different groups of people in different ways. It considers the likely impact on these groups and how the needs of such groups have been considered in relation to the development of the Local Plan and the policies and proposals contained within it.
- 1.2 The Local Plan details the planning policies for the period 2020-2038. Specifically, it sets out proposals for development and growth and policies to protect and enhance the natural and built environment of Tunbridge Wells borough. It will replace previous planning documents: the Tunbridge Wells Borough Local Plan 2006; the Core Strategy 2010; and the Site Allocations Local Plan 2016. The Local Plan contains:
- a long-term vision for the borough and the strategic objectives and policies that will guide development over the plan period.
  - site allocations to deliver the new development to meet the needs of the borough.
  - development management policies to guide and control new development.
- 1.3 EqIA has been undertaken throughout the Local Plan preparation process to help ensure that the impacts of the Plan on equalities are fully understood. EqIA has been undertaken at the following stages:
- Draft Local Plan (Regulation 18) (September 2019)
  - Pre-Submission Local Plan (Regulation 19) (February 2021)
  - Submission Local Plan (October 2021)
  - Council's Response to Inspector's Initial Findings (October 2023)
- 1.4 There has been extensive consultation in both the preparation of the Local Plan and during the Examination process. Consultation has been undertaken in accordance with the adopted Statement of Community Involvement, which sets out the Council's approach to engagement on planning matters with the local community and other stakeholders including those who traditionally do not participate with the planning system.
- 1.5 The consultation undertaken is summarised below:
- Pre-Submission of Local Plan
- Issues and Options (May – June 2017)
  - Draft Local Plan (Regulation 18) (September – November 2019)

- Pre-Submission (Regulation 19) Local Plan (March – June 2021)

#### Post Submission of Local Plan

- Revised Development Strategy (January – February 2024)
- Evidence base consultation (September – October 2024)
- Main Modifications (March – April 2025)

- 1.6 In addition, the Inspector held three stages of hearing sessions: in March – May 2022 (Stage 1), May - July 2022 (Stage 2) and June/July and November 2024 (stage 3). All details of the sessions were published online and held in accessible venues and streamed online for those wishing to observe the proceedings.
- 1.7 Post the examination hearing sessions, proposed Main Modifications to the Local Plan were published, and consulted upon through the Main Modifications consultation - these being modifications needed to make the Local Plan sound and enable the Council to adopt the Local Plan. Since then, the Council has received the Inspectors Final Examination Report with the attached final schedule of Main Modifications. This updated EqIA reflects the Local Plan policies as modified by the Inspector and included in the version of the Local Plan to be adopted.
- 1.8 Monitoring of planning policies is a statutory duty to check that these are having their intended effect and to make sure they are working for local communities. The impact of the policies will be monitored, therefore, in accordance with the Local Plan monitoring framework and reported through the Authority Monitoring Report on an annual basis.

## Legal Context

- 1.9 Local authorities are required to have due regard to the Public Sector Equality Duty at a formative stage in policy formulation. An equality impact assessment can be used to assist with making the necessary considerations and provides evidence of how a local authority has discharged its duty.
- 1.10 Under the Equality Act 2010, the Council must comply with the Public Sector Equality Duty to:
- eliminate unlawful discrimination, harassment, and victimisation.
  - advance equality of opportunity between those who share a protected characteristic and those who do not; and
  - foster good relations between people who share a protected characteristic and those who do not.

# The Purpose of the EqIA

- 1.11 The purpose of the EqIA is to assess the potential impact of the policies in the new Local Plan on different groups within Tunbridge Wells borough. An assessment of the new Local Plan policies has been undertaken in relation to the groups with the following protected characteristics (as defined by the Equalities Act 2010):
- **Age:** this refers to a person being a particular age or being within an age group. This includes all ages, including older people, children and young people;
  - **Sex:** this is someone being either male or female;
  - **Disability:** a person has a disability if she or he has a physical impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities, e.g. physical, sensory, mental, or learning impairment;
  - **Race:** this includes colour, nationality (including citizenship), ethnic, or national origins;
  - **Religion or belief:** religion means any religion, including a reference to a lack of religion. Belief includes religious and philosophical beliefs, any religious/faith or other groups with a recognised belief system or lack of belief;
  - **Sexual orientation:** this is whether a person's sexual attraction is towards their own sex, the opposite sex, or to both sexes;
  - **Gender reassignment:** this relates to people who are transitioning from one gender to another;
  - **Pregnancy and maternity:** this includes expectant mothers and mothers who have recently had a child. Protection against maternity discrimination is for 26 weeks after giving birth.
- 1.12 In addition to the protected characteristic groups set out above, it has also been considered appropriate to include 'Income and Deprivation'. This is due to the fact that there are pockets of deprivation within the borough, as identified within the Index of Multiple Deprivation (2019). Given this information, it was considered appropriate to include low-income groups as part of the assessment to determine whether they are unfairly discriminated against in comparison to other communities within Tunbridge Wells borough. Therefore, in this EqIA of the new Local Plan, 'Income and Deprivation' will be assessed together with the protected characteristics defined by the Equality Act 2010.

# The Equality Act

1.13 As set out at Paragraph 1.10, there are three aims of the Equality Act, and Table 1 below shows the relationship of the new Local Plan policies to the aims of the Equality Act.

Table 1: Relationship of the Local Plan Policies to the aims of the Equality Act

Aim	Yes/No or N/A	Details if Yes
Eliminate Unlawful discrimination	Yes	The Plan aims to ensure the sustainable development of Tunbridge Wells borough over the plan period (2020-2038). The promotion of balanced and inclusive communities that benefit all is integral to achieving this, and the policies set out in Table 3 of this EqlA demonstrate that the Plan is not unlawfully discriminatory.
Advance Equality of Opportunity	Yes	The Plan aims to promote balanced, inclusive, and sustainable communities that benefit all. Many of the policies within the Plan will benefit the wider community in Tunbridge Wells borough and not specifically those with protected characteristics, either positively or negatively. However, some policies will have the potential for some direct or indirect impact on equalities issues, such as <u>Gypsy and Traveller provision</u> .
Foster Good Relations	Yes	The Plan and policies set out within it are inclusive and aim to foster good relations with those within the protected characteristics classifications, for instance in relation to meeting housing need for all groups, the provision of extended and new health provision, services, facilities, leisure and recreation provision, local employment, and improved transport provision by all modes.

# The Equalities Profile of Tunbridge Wells borough

1.14 Table 2 below summarises the baseline information of the different protected characteristics and Income and Deprivation, which are focused upon as part of the assessment. The characteristics are in accordance with the list set out above:

Table 2: Summary of baseline information of protected characteristics and income and deprivation

Protected Characteristics	Tunbridge Wells Borough Council Summary
Age	<p>The 2021 Census population figure for Tunbridge Wells borough is 115,300 persons in some 48,223 households. The Census shows that 24% of people are aged over 65. The average age of the borough's population is 43.</p> <p>Statistics from Kent County Council's housing led population projections (2021) indicate that there will be a:</p> <ul style="list-style-type: none"> <li>• 15% increase in the population of the borough between 2020 - 2038</li> </ul>

Protected Characteristics	Tunbridge Wells Borough Council Summary
	<ul style="list-style-type: none"> <li>• No overall change in the number of children aged between 0-15 between 2020 - 2038</li> <li>• 6.4% increase (6,700 people) people of working age (16-64) between 2020 - 2038</li> <li>• 46.5% increase (10,900) people aged 65+ between 2020 - 2038.</li> </ul>
Sex	The 2021 Census identifies that within the borough 51.5% of the population is female and 48.5% of the population is male.
Disability	The 2021 Census shows that 15% of people were identified as disabled under the Equality Act. Of these, 5.6% said their day to day activities were limited a lot and 9.4% a little. 23% of people state they have a long-term health problem or disability. 15% of people in the borough have their day-to-day activities limited a little or a lot by a long-term health problem or disability.
Race	Tunbridge Wells borough has a low proportion of people from black and ethnic minority groups, The Census figures show that 8% of people in the borough are from a Black, Asian or Minority Ethnic (BAME) background. This compares to a national average of 18% of BAME backgrounds. The 2021 Census shows that Gypsies and Travellers represent around 0.29% of the Borough's population.
Religion or belief	The 2021 Census shows that 50% of the borough's population described themselves as Christian and 40% stated that they had no religion. This is higher than the national figures of 46% of the population as Christian and 37% recorded as having no religion. Small proportions of the remainder of the population are Muslim, Buddhist, Hindu, Sikh, and Jewish. There is no evidence to suggest a spatial variation within the borough with regard to religion or belief.
Sexual orientation	The 2021 Census shows that 90% of the Borough's population described themselves as straight or heterosexual and 2.5% as LGBTQT+. Nearly 7% of the population did not answer the question.
Gender reassignment	The 2021 Census shows that over 93% of the Borough's population described themselves as having a gender identity the same as their sex registered at birth. 5% of residents declined to confirm their gender identify and 0.4% had a gender identify differed from that registered at birth.
Pregnancy and maternity	In 2023, there were 53.4 births per 1,000 of the borough's population.
Income and deprivation (although not part of the EqIA, income and deprivation has been assessed as part of this overall assessment)	<p>According to the Index of Multiple Deprivation (IMD 2019), Tunbridge Wells ranks as the least deprived local authority in Kent.</p> <p>However, there are pockets of deprivation across the borough and three wards (Broadwater, Southborough and High Brooms, and Sherwood) fall within the -40% most deprived category.</p> <p>The Census (2021) also measures deprivation across four dimensions (health and disability, education, employment and housing). In Tunbridge Wells Borough, there are more households deprived in the health and disability dimension (28 per cent) followed by the education dimension (17 per cent) the employment dimension (9 per cent) and the housing dimension (7 per cent).</p>

# 2.0 The Equality Impact Assessment

## Stage 1: Initial Screening

- 2.1 The purpose of the screening process is to see if the Local Plan presents any issues for any group of people. The screening process determines whether or not it is necessary to carry out a full Equality Impact Assessment for this area of work. The main question being considered is whether the Local Plan has the potential to cause any adverse impact or discrimination against different groups in the community.
- 2.2 It was considered that the scope of the Local Plan may have the potential for adverse impact or discrimination against people with protected characteristics in view of its significance in terms of land use and development across the whole borough over an extended period. Therefore, it was considered necessary to carry out an EqIA of the Local Plan.

## Stage 2: Scoping and Defining

- 2.3 In developing an EqIA it is appropriate to utilise differing perspectives and experiences in its preparation. Ideally, the officers responsible for delivering the strategy are involved in its preparation along with others who have technical or specialist knowledge, where appropriate.
- 2.4 This EqIA has been prepared by officers in the Planning Policy Team who are responsible for the Local Plan preparation, with advice, and guidance from officers of the Council's Corporate Governance Team, having full regard to the Council's [Equality, Diversity and Inclusion Policy and Objectives](#).
- 2.5 There are pockets of deprivation within the borough as identified within the Index of Multiple Deprivation. Given this information, it was considered appropriate to include low-income groups as part of the assessment to consider whether they are unfairly discriminated against in comparison to other communities within Tunbridge Wells borough. Therefore, in the EqIA of the Local Plan, 'Income Deprivation' was assessed together with the eight protected characteristics defined by the Equality Act 2010 and reported on in a separate section of this EqIA.
- 2.6 Although the Equality Act defines nine protected characteristics, it has not been considered necessary to include an assessment against 'marriage and civil partnership' as this is only considered to be relevant in an employment context so not relevant for the Local Plan EqIA to consider.
- 2.7 It is noted that Tunbridge Wells Borough Council also looks at the armed forces community as a corporate objective within some EqIAs, as part of a commitment

under the Armed Forces Community Covenant; however, it has not been considered appropriate or necessary to consider the armed forces community within the scope of this EqIA of the policies of the new Local Plan, since there is no particular spatial concentration of the armed forces community that would be impacted on by proposals in the Local Plan.

## Stage 3: Information Gathering

- 2.8 In producing the EqIA, various sources of information have been gathered to determine whether the Local Plan is likely to have an adverse impact on, or discriminate against, different groups within the community. Such sources of information include Census data and local and national statistics.
- 2.9 A draft EqIA was prepared to support the Regulation 18 and 19 versions of the Local Plan. No comments were received specifically on the draft EqIA, however, comments were received on the Local Plan itself which related to the protected characteristic groups. These were considered alongside other matters prior to Submission of the Local Plan for examination as to whether any changes to the Local Plan might be necessary to address issues raised in the comments received.
- 2.10 Formal consultation was carried out with a number of voluntary groups, charities, community groups, faith groups, and youth groups, including: the Tunbridge Wells Access Group; Tunbridge Wells Over Fifty Forum; West Kent YMCA; Age UK; and the Equal Opportunities Commission.
- 2.11 Full details of consultation on the Local Plan leading up to submission and the outcomes are detailed in the Local Plan Consultation Statement, which was published alongside and then updated following the draft and pre-submission Local Plan consultation stages. Details of consultation undertaken post submission of the Local Plan are detailed on the [Local Plan examination webpage](#).

## Stage 4: Making a Judgement

- 2.12 The policies contained within the Local Plan aim to deliver the vision, objectives, and strategy set out within the Local Plan. All the policies contained within the Local Plan are assessed as part of this EqIA.
- 2.13 The table set out within Section 3 of this EqIA (Table 3) assesses the impact of the policies contained within the adoption version of the Local Plan on the identified protected characteristics. The table contains the Policy number and title, an assessment of the impact of the Policy on each protected characteristic, along with a commentary on whether there is any potential impact by the Policy on the protected characteristics.

- 2.14 Section 4 of this report summarises the effects of the Local Plan as a whole on the 'protected characteristics' covered under the Equality Act 2010. This EqIA builds on the assessment previously undertaken at the Local Plan Submission stage.
- 2.15 This updated EqIA reflects the Local Plan policies as modified and included in the version of the Local Plan to be adopted. The Main Modifications update technical matters and clarify or strengthen the wording of policies. As such, the policies and how they impact upon the protected characteristics remains unchanged and the conclusions of the Equalities Impact Assessment, therefore, remain valid for the adoption version of the Plan.

# 3.0 Analysis of Local Plan Policies

Table 3: Tunbridge Wells Borough Council Local Plan Equality Impact Assessment

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
STR 1	The Development Strategy and Limits to Built Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy sets out the locations of key strategic development of the borough. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics	Deletion of Tudeley Village as a location for key strategic development and commits to an early review of the Plan to include ways of meeting unmet housing need. No change to positive policy and effects remain neutral.
STR 2	Place shaping and design	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy aims to ensure that development and design takes into account the needs of all residents and users in the	MM Strengthens the Vision of prioritising the needs of pedestrian, cyclists and public transport so positive

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											design of new development. In particular it refers to developments being accessible to all as well as being legible and adaptable. It has a range of positive impacts for a number of the characteristic groups.	effects on age, disability and income are strengthened.
STR 3	Brownfield Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is intended to aid decision making over the new plan period where proposals relate to development of brownfield sites. The impact on protected characteristics is neutral.	MM changes the policy for the historic environment from EN 5 to EN 4. No effect.
STR 4	Ensuring comprehensive development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to provide a	MM alters SPD to Masterplan

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											mechanism to deliver development in a comprehensive and timely way. The impact on protected characteristics is neutral.	and deletes Tudeley Village. Neutral impact on protected characteristics is unaltered.
STR 5	Infrastructure and Connectivity	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	The policy seeks to address all forms of infrastructure to serve new development (including health, education, digital etc) and therefore has a positive impact on a range of protected characteristics in terms of ensuring appropriate and accessible infrastructure to all of the community.	Update to reflect different circular. No change to the direction of the policy and therefore positive benefits remain.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
STR 6	Transport and Parking	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy promotes sustainable transport modes throughout the borough. The policy covers the wide range of transport options focusing on providing alternatives for all members of the community. There is the potential for a particularly positive impact towards those on low income, those with reduced mobility and the elderly and young.	Further details and amendments to infrastructure improvements. Public transport part of the policy is just deletion of a reference to Tudeley Village. Therefore, no change.
STR 7	Climate Change	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to reinforce the importance attached to both mitigating and adapting	No change to STR 7 therefore no change to EQIA.

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											to the impacts of climate change in the Local Plan. The impact on protected characteristics is neutral.	
STR 8	Conserving and enhancing the natural, built, and historic environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to conserve and enhance the natural, built and historic environment. The impact on protected characteristics is neutral.	No change to STR 8 and therefore no change to EQIA.
STR 9	Green Belt	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy sets out the Councils approach to the protection of Green Belt as well as the release of Green Belt and has no impact on protected characteristics	Change by MM to add word 'clearly'. Policy remains neutral for EQIA.
STR 10	Neighbourhood Plans	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Reflects national policy in relation to	MM adds that planning applications

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											Neighbourhood Plans. No impact on any characteristic.	where there is a NDP should include identified infrastructure in the NDP. It remains that the effect of the policy is neutral.
STR/RT W 1	The Strategy for Royal Tunbridge Wells	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy sets the strategy for Royal Tunbridge Wells, through the provision of a range of uses to meet the needs of all the community. In particular it is considered to have positive impacts in relation to meeting housing need for all groups, the provision of extended and new education and health provision,	MM strengthens active travel and widens scope where contributions can be spent. Positive effects on protected groups is strengthened.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
											services, facilities, leisure and recreation, local employment and improved transport provision by all modes.	
STR/RT W2	The Strategy for Royal Tunbridge Wells Town Centre	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy sets out the strategic approach to development within the Town Centre of Royal Tunbridge Wells (RTW). The policy seeks to contribute positively towards the range of uses within the town centre including for retail, leisure, service and residential uses.	The MM updates the sites in the town centre with planning permission and adds a criterion for those sites to include a contribution to the corridor study to improve active travel. Strengthens the positive effects on protected characteristic groups so no change.
AL/RTW 1	Former Cinema Site, Mount Pleasant Road	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide a mix of uses in the	MM reflects the consent being implemented.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
											town centre which may include housing, commercial and other town centre uses. It is considered that it would benefit all groups in terms of the provision of town centre facilities and housing.	There is a positive effect on age characteristic as the permission is for 166 extra care units, so this goes from neutral to positive.
AL/RTW 2	Land at the Auction House, Linden Park Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide a mix of uses within the Town Centre of RTW and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristics
AL/RTW 3	Land at Lifestyle Ford, Mount Ephraim/Culverden Street/Rock Villa Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is	MM adds wording to include Southborough on the maps. There is no change to the neutral effects

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											considered to have a neutral impact.	on protected characteristics
AL/RTW 4	Land at 36-46 St John's Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristic.
AL/RTW 5	Land to the south of Speldhurst Road and west of Reynolds Lane at Caenwood Farm, Speldhurst Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristic.
AL/RTW 6	Land at 202 and 230 Upper Grosvenor Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to	MM adds wording to include Southborough on the maps. There is no change to the neutral effects

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											have a neutral impact.	on protected characteristic.
AL/RTW 7	Land at former Gas Works, Sandhurst Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristic
AL/RTW 8	Land at TN2 Centre and adjacent land, Greggs Wood Road, Sherwood	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide a new health facility and community uses and will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristic.
AL/RTW 9	Land at Beechwood	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide	MM is as above and also seeks a

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	Sacred Heart School										retirement housing and/or a residential care home and will have a positive impact on a number of the protected characteristics , including age and those with disabilities.	contribution from the development for active travel including improving bus journey times. Effects of positive and neutral remain the same.
AL/RTW 10	Montacute Gardens	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristics
AL/RTW 11	Former Plant & Tool Hire, Eridge Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristics

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											have a neutral impact.	
AL/RTW 12	Land at Tunbridge Wells Telephone Engineering Centre, Broadwater Down	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristics
AL/RTW 13	Turners Pie Factory, Broadwater Lane	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds wording to include Southborough on the maps. There is no change to the neutral effects on protected characteristics
AL/RTW 14	Land at Wyevale Garden Centre, Eridge Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide for the expansion of the existing commercial use and new housing and is considered to	MM clarifies that scale of development may be limited by the quality of access arrangements. Effects on protected characteristics

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											have a neutral impact.	remains unchanged.
AL/RTW 15	Land at Rowan Tree Road, Showfields Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide a range of community uses to include a new medical centre as well as re-provided residential development and enhanced community facilities providing a range of positive benefits to characteristic groups.	MM adds at Rowen Tree Road that existing community uses and facilities should be retained and enhanced. Also reflects the planning permission granted in February 2024. Positive and neutral effects remain unchanged.
AL/RTW 16	Land to the west of Eridge Road at Spratsbrook Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds 'Southborough' to the map title and clarifies the green belt boundary. Also adds that development should have regard to council's

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												visual impact assessment. No change to neutral effects on protected characteristics
AL/RTW 17	Land adjacent to Longfield Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new employment development to serve residents and is considered that it could have a positive impact on some characteristic groups through the provision of local employment opportunities.	MM adds 'and Southborough' and amends criterion 6 regarding mix of uses. No change to neutral and positive effects on protected characteristics
AL/RTW 18	Land at the former North Farm landfill site, North Farm Lane and land at North Farm Lane, North Farm Industrial Estate	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide sports, and leisure uses or be used for the generation of renewable energy. It is	MM adds 'and Southborough' and adds clarification that any sports, recreation and leisure use would be

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											considered that it has a neutral impact on characteristic groups.	outdoor only. Effects remain neutral.
AL/RTW 19	Land to the north of Hawkenbury Recreation Ground	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive.	The policy seeks to provide new sport and recreation provision and is considered to have a neutral impact.	MM includes 'and Southborough'. It also updates junction improvements. Includes specific criterion about the provision of sustainable and public transport so there is potential for a positive impact for age, disability and income deprivation.
AL/RTW 20	Land at Culverden Stadium, Culverden Down	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is	MM adds 'and Southborough' and identifies the alternative sporting facility as Hawkenbury recreation

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											considered to have a neutral impact.	ground. Effects remain neutral.
AL/RTW 21	Land at Colebrook Sports Field, Liptraps Lane	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds 'and Southborough' and identifies the alternative sporting facility as Hawkenbury recreation ground. Effects remain neutral.
AL/RTW 22	Land at Bayham Sports Field West	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds 'and Southborough' and adds the provision of 'uncontrolled dropped kerb crossing point' and ensures a new sporting facility to be provided at Hawkenbury. The dropped kerb access could improve accessibility for those with a disability. Other effects remain neutral.

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STR/SO 1	The Strategy for Southborough	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	The policy sets the strategy for Southborough, through the provision of a range of uses to meet the needs of all of the community. In particular it is considered to have positive impacts in relation to meeting housing need for all groups, the provision of extended and new health provision, services, facilities, leisure and recreation, local employment and improved transport provision by all modes.	MM reduces the number of dwellings built in Southborough as one of two sites has been built out already. No change to identified effects on protected characteristic groups.
AL/SO 2	Land at Mabledon House	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides for	MM expands on the

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											the development of a hotel and leisure uses and is considered to have a neutral impact on characteristic groups.	suitability for redevelopment as a hotel/spa on land that is within the green belt. No change to neutral effects on those with protected characteristics
AL/SO 3	Land at Baldwins Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	Not applicable – no MM proposed.
STR/SS 1	The Strategy for Paddock Wood and east Capel	Positive	Neutral	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Positive	The policy supports the provision of a significant number of new homes within this area as well as a range of other services and facilities, including	MM removes original development principals and replaces with new ones including a reduction in overall numbers. Garden principals

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											health, education, sport and recreation and helping to meet local housing need. It is considered to benefit a number of characteristic groups.	including a wide mix of housing types, size and tenure ensure that the policy will have a positive effect as already highlighted on three groups particularly and neutral effect on the others. Given there is a three pitch traveller site now as part of the policy, there will be a positive race and ethnicity.
STR/SS 2	The Strategy for Paddock Wood Town Centre	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy sets out the strategic approach to development within the Town Centre of Paddock Wood. The policy seeks to contribute positively towards the	MM tightens wording around infrastructure delivery and development in accordance with Local Plan policies and Masterplanning for Paddock Wood. There

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											range of uses within the town centre including for retail, leisure, service and residential uses.	is no change to the positive and neutral effects on those with protected characteristics
STR/PW 1	The Strategy for the parish of Paddock Wood	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Positive	Positive	This policy will benefit a number of protected characteristic groups as it promotes development with services, facilities (including health, education, community centre, sport and recreation) as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics, including all	MM reduces the number of dwellings to be provided in and around Paddock Wood to approximately 2,450. It also widens the possibilities for education expansion and extends the financial contributions for infrastructure delivery. The changes do not affect the positive and neutral effects on those with a protected characteristic.

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											age groups, those with disabilities and all income groups.	
AL/PW 1	Land at Mascalls Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM modifies developer contributions criteria which has a neutral effect on protected groups.
STR/CA 1	The Strategy for Capel Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	This policy will benefit a number of protected characteristic groups as it promotes development with services, facilities (including health, education, a community centre, sport and recreation) as well as helping to meet local	MM deletes the reference to Tudeley village, reduces the number of dwellings to 1,030 and strengthens developer contributions. The positive effects on protected characteristics remain.

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											housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	
STR/CRS 1	The Strategy for Cranbrook and Sissinghurst Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	This policy will benefit all sections of the community as it promotes development with services, facilities (including health, education, community centre, sport and recreation) as well as helping to meet local housing need. Policy will have a positive impact on a	The MM removes the reference to Cranbrook & Sissinghurst Neighbourhood Plan. Benefits of the Strategy remain, and positive and neutral benefits remain unchanged.

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											number of protected characteristics , including all age groups, those with disabilities and all income groups.	
AL/CRS 1	Land at Brick Kilm Farm, Cranbrook	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM updates policy to reflect reserved matters permission, May 2022. No change to policy allocation and no effect on EQIA.
AL/CRS 2	Land south of Corn Hill, Crane Valley, Cranbrook	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM reflects planning permission for construction of 180 dwellings. There is no effect on the EQIA.

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AL/CRS 3	Turnden Farm, Hartley Road, Cranbrook	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	Amends criterion 7d regarding hedgerows, shaws and woodland and the impact remains neutral.
AL/CRS 4	Cranbrook School	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to provide enhanced educational facilities as well as ancillary sports, leisure and community uses to be available to the whole community. This could have a positive impact on younger people through enhanced education opportunities.	Removes reference to development on school's ancillary land. Positive effects on young people of education improvements remain, (and neutral effect on other groups).

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AL/CRS 5	Sissinghurst Castle Garden	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to protect Sissinghurst Castle Garden and its setting and is considered to have a neutral impact.	No MM to this policy and therefore effects on EQIA remain neutral.
AL/CRS 6	Land south of The Street	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and a replacement community hall and is considered to have a neutral impact.	The MM clarifies that the allocation will include a new community hall. This will be a replacement hall that will benefit all of the community. Effects on the protected groups remains neutral.
AL/CRS 7	Land at corner of Frittenden Road and Common Road, Sissinghurst	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs	No change to this policy and therefore the neutral effects on the EQIA remains.

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											and is considered to have a neutral impact.	
STR/HA 1	The Strategy for Hawkhurst Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	This policy will benefit a number of protected characteristic groups as it promotes development with services, facilities (including health, education, community centre, sport and recreation) as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and	MM increases the number of dwellings within the parish including affordable housing and safeguards employment at the Hawkhurst Business Park. No change to the policy aims and neutral and positive benefits remain.

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											all income groups.	
AL/HA 2	Brook House, Cranbrook Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	Map amended – no change, remains a neutral impact.
AL/HA 3	Former Site of Springfield Nurseries	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	No change to the policy so no effect on the EQIA.
AL/HA 4	Land off Copthall Avenue and Highgate Hill	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and areas of open space and is considered to	MM provides detail on pedestrian access and clarity on site's setting in the High Weald National Landscape.

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											have a neutral impact.	Neutral impact still.
AL/HA 5	Land to the north of Birchfield Grove	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide new housing development, health facilities and safeguard land for future educational use. It will provide a range of positive benefits to characteristic groups.	MM confirms the number of residential units, (70), and adds detail to infrastructure provision and setting in the High Weald National Landscape. Positive outcomes continue and are extended to include income groups given the 40% affordable housing provision.
AL/HA 6	Sports Pavilion, King George V Playing Fields, The Moor	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	The policy provides for a new community facility offering a range of services and facilities as well as outdoor play space. It is	There is no MM to this policy and the EQIA remains unaltered.

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											considered to have a positive impact on a number of characteristic groups and of benefit to the whole community.	
AL/HA 7	Hawkhurst Station Business Park	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy provides employment land for a range of employment generating uses offering local job opportunities and adding to the local economy. It is considered to have a positive benefit to income and deprivation considerations	MM refers to Gills Green rather than Hawkhurst and removes the requirement for a comprehensive energy and climate change strategy. No change to EQIA for this policy.
PSTR/BE 1	The Strategy for Benenden Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes	MM includes reference to Benenden Neighbourhood Plan. There

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											development with services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	is no change on the benefits and neutral effects.
PSTR/BI 1	The Strategy for Bidborough Parish	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will benefit all sections of the community as it promotes development with services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a	Policy has not been changed and therefore there is no effect on the EQIA.

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											number of protected characteristics , including all age groups, those with disabilities and all income groups.	
PSTR/B M 1	The Strategy for Brenchley and Matfield Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	MM reduces the number of homes to be built from 56 – 60 to 11 – 15 due to planning permissions already implemented. Effects on EQIA remain the same

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AL/BM 2	Land at Maidstone Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	Changes are to setting of the site in the HWNL and provision of open space and parking. No effect.
PSTR/FR 1	The Strategy for Frittenden Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with contributions towards services and facilities as well as helping to meet local housing need and open space and recreation provision. Policy will have a positive impact on a number of protected characteristics	No change to policy and therefore no change to EQIA

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											, including all age groups, those with disabilities and all income groups.	
AL/FR 1	Land at Cranbrook Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	No change to policy and no change to EQIA.
PSTR/G O 1	The Strategy for Goudhurst Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with contributions towards services and facilities as well as helping to meet local housing need as well as open space and recreation provision.	MM adds that the policies in the 'made' Neighbourhood Plan must be assessed against in planning applications in the Parish. No change to assessment of protected characteristics.

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											Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	
AL/GO 1	Land east of Balcombes Hill and adjacent to Tiddymotts Lane	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	Change to reflect planning permission. No effect on EQIA.
AL/GO 2	Land at Triggs Farm, Cranbrook Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	No change to policy and therefore no change to EQIA

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PSTR/HO 1	The Strategy for Horsmonden Parish	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy will benefit all sections of the community as it promotes development with services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics, including all age groups, those with disabilities and all income groups.	Changes number of sites from three to two and reduction in dwelling numbers from 240 – 320 to 185- 265. Criteria 4 has a new sub – criteria after e - new village hall, (replacement is taken out). Positive benefits remain.
AL/HO 2	Land south of Brenchley Road and west of Fromandez Drive	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds text regarding the sites setting in National Landscape. Strengthens the requirement for pedestrian access to centre of

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												Horsmonden provide. This requirement changes the effect on those who are disabled to positive, (new pavement). MM requires the allocation to deliver a new as opposed to replacement village hall. This could have a positive effect on age characteristic and for income deprivation.
AL/HO 3	Land to the east of Horsmonden	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds for the inclusion of allotments alongside play space and community orchard. Impact of development within the National Landscape to

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												be positive. Effect on MM's remains neutral.
PSTR/LA 1	The Strategy for Lamberhurst Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with contributions towards local services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	MM adds a further public car park to be retained and adds mitigation measures included in the Lamberhurst NDP, The positive and neutral effects on protected characteristics remain.
AL/LA 1	Land to the west of Spray Hill	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing	MM adds that commercial cattery on the land is ceased

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											development to meet housing needs and is considered to generally have a neutral impact.	as a business, protects boundaries and infrastructure improvements to the PROW and reflects permission as yet unimplemented for 26 dwellings. Improvement to PROW could provide positive benefits for those with a disability, otherwise effects remain the same.
PSTR/PE 1	The Strategy for Pembury Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with services and facilities as well as helping to meet local housing need. Policy will	The MM reduces the number of units to be built in the parish from 389 – 417 to 371 – 399 and strengthens necessary highway and junction improvements,

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											have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	Positive and neutral impacts are unaffected.
AL/PE 1	Land rear of High Street and west of Chalket Lane	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide new housing development to meet housing needs and additional public car parking and is considered to have a neutral impact.	MM inserts new criteria regarding sites setting in the National Landscape. Additional strength given to use of developer contributions towards improvements to buses and active travel so have changed effects on age, disability and income deprivation to positive.

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AL/PE 2	Land at Hubbles Farm and south of Hastings Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide new housing development to meet housing needs and safeguard land for a cemetery extension and is considered to have a neutral impact.	MM strengthens use of developer contributions to improve active travel, (cycle link and PROW) so now positive effects on age, disability and income characteristics
AL/PE 3	Land north of the A21, south and west of Hastings Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM strengthens use of developer contributions to improve active travel, (cycle link and PROW) so now positive effects on age, disability and income characteristics
AL/PE 4A	Land at Downingbury Farm (west), Maidstone Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy seeks to provide new housing development to meet housing needs	MM strengthens use of developer contributions to improve active travel,

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											and is considered to have a neutral impact.	(cycle link and PROW) so now positive effects on age, disability and income characteristics
AL/PE 4B	Land at Downingbury Farm (east), Maidstone Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy allocates land for the expansion of the Hospice in the Weald and is considered to have a positive impact on the age characteristic group as well as on income and deprivation.	MM adds improved pedestrian links. Positive impacts on age and income remain and added to this is disability given the improvements to pedestrian links.
AL/PE 6	Woodsgate Corner, Pembury	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy is for the provision of specialist housing for older people and others with care needs and will have a positive impact on a	MM adds contribution to improve active travel infrastructure and bus journeys so have added positive impact on income deprivation.

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											number of protected characteristics including age and those with disabilities.	
AL/PE 7	Cornford Court, Comford Lane	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy is for the provision of extra care assisted living units and will impact positively upon the protected characteristics of age and those with disabilities in particular.	Defines use as 69 suite extra care assisted living suite as C3. Developer contributions to be used for active travel infrastructure.
AL/PE 8	Owlsnest, Tonbridge Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy relates to the allocation of a care home and will have a positive impact on a number of protected characteristics including age, those with disabilities.	MM adds contribution to improve active travel infrastructure and bus journeys so have added positive impact on income deprivation

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PSTR/R U 1	The Strategy for Rusthall Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with contributions towards local services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	No change to policy and EQIA remains the same.
AL/RU 1	Lifestyle Motor Europe, Langton Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to	Small change to wording. No effect on EQIA.

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											have a neutral impact.	
PSTR/SA 1	The Strategy for Sandhurst Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with contributions towards services and facilities as well as helping to meet local housing need and local leisure and recreation facilities. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	No change to policy and no effect on EQIA.
AL/SA 1	Land on the south side of Sayville,	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to	MM removes reference to

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	Rye Road and west of Marsh Quarter Lane, Sandhurst										provide new housing development to meet housing needs and is considered to have a neutral impact.	LVIA at Criteria 3 and at criteria 4 ensures development takes account of the sites position in the National Landscape. This doesn't change the EQIA.
AL/SA 2	Sharps Hill Farm, Queen Street	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	New criteria for footway improvements could be positive for those with a disability. No other changes have an effect.
PSTR/S P 1	The Strategy for Speldhurst Parish	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will benefit all sections of the community as it promotes development with contributions towards local services and facilities as	No change to policy and no effect on EQIA.

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											well as helping to meet local housing need. Policy will have a positive impact on a number of protected characteristics , including all age groups, those with disabilities and all income groups.	
AL/SP 1	Land to the west of Langton Road and south of Ferbies	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is considered to have a neutral impact.	MM adds that proposals will be assessed against EN24. No effect on neutral impact.
AL/SP 2	Land adjacent to Rusthall recreation ground, Southwood Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy allocates land for recreation and sports provision and is considered to have a neutral impact.	MM adds that a LVIA be carried out. Given the policy allocates land for sports provision there

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												could be a positive impact on age, disability and income deprivation.
EN 1	Sustainable Design	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides design guidance for all new development within the borough and ensures that development is accessible and takes account of residential amenity, inclusivity, and access for all, thus having a positive impact on a number of characteristic groups.	Strengthens and updates sustainable construction. No effect the EQIA for this policy.
EN 2	Sustainable Design Standards	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on sustainable design standards – it	Change to wording that does not affect the EQIA for this policy.

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											is considered to have a neutral impact on protected characteristic groups.	
EN 3	Climate Change Mitigation and Adaptation	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on climate change adaptation and mitigation which should be made in the future to combat the impacts of climate change – this is considered to have a positive impact on some more vulnerable characteristic groups, including the elderly and young.	MM strengthens the policy by taking out reference to 'exceptional circumstances and the positive effects on age remains.
EN 4	The Historic environment, including heritage assets	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection	Wording of the policy is altered but no change to

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											of the historic environment and heritage assets – it is considered to have a neutral impact on protected characteristic groups.	effects on protected characteristics .
EN 6	Shop Fronts	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of historic shop fronts – it is considered to have a neutral impact on protected characteristic groups.	MM references a Department for Transport circular and there is no effect on the EQIA.
EN 7	Advertisements	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the control of advertisements – it is considered to have a neutral impact on protected characteristic groups.	There is no change to policy EN 7 and therefore no effect on the EQIA.

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EN 8	Outdoor Lighting and Dark Skies	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the impact of development in relation to outdoor lighting and dark skies– it is considered to have a neutral impact on protected characteristic groups.	MM introduces some technical changes which do not affect the EQIA for the policy.
EN 9	Biodiversity Net Gain	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on Biodiversity Net Gain – it is considered to have a neutral impact on protected characteristic groups.	Increases the strength of the policy and the neutral impact on protected characteristics remains.
EN 10	Protection of designated sites and habitats	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of Designated Sites and Habitats – it is considered to have a neutral	No change to policy or EQIA

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											impact on protected characteristic groups.	
EN 11	Ashdown Forest Special Protection Area and Special Area of Conservation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the Ashdown Forest Special Protection Area and Special Area of Conservation – it is considered to have a neutral impact on protected characteristic groups.	Changes technical wording and has no impact on the EQIA.
EN 12	Trees, Woodlands, Hedges, and Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on trees, woodlands, hedges and development – it is considered to have a neutral impact on protected characteristic groups.	No change to policy or EQIA.

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EN 13	Ancient Woodland and Veteran Trees	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on Ancient Woodland and Veteran Trees – it is considered to have a neutral impact on protected characteristic groups.	MM strengthens the wording on the need to provide evidence for the adequacy of buffer areas. There is no effect on EQIA.
EN 14	Green, Grey, and Blue Infrastructure	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on Green, Grey and Blue Infrastructure – it is considered to have a neutral impact on protected characteristic groups.	Wording added to strengthen the policy and there is no change to the EQIA.
EN 15	Local Green Space	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on areas designated as Local Green Space – it is considered that it has a	MM changes wording regarding provision to offset any loss of green space. The EQIA is unaffected.

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											neutral impact on protected characteristic groups.	
EN 16	Landscape within the built environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the landscape within the Built Environment – it is considered to have a neutral impact on characteristic groups.	Deletion of some wording about the LA 'considering that an area is conserved or enhanced by development and deletion of word 'limited'. This does not have an effect on the EQIA.
EN 17	Arcadian Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of designated Arcadian Areas – it is considered to have a neutral impact on characteristic groups.	No change to this policy and no change to EQIA.
EN 18	Rural Landscape	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the rural	Adds wording about rural lanes and has

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											landscape across the borough – it is considered to have a neutral impact on characteristic groups.	no impact on the EQIA.
EN 19	High Weald National Landscape	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the designated National Landscape across the borough – it is considered to have a neutral impact on characteristic groups.	No change to this policy and no change to EQIA.
EN 20	Agricultural Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the best and most versatile Agricultural Land - it is considered to have a neutral impact on	Deletes wording that development on agricultural land should be on poorer quality but strengthens wording where planning applications for

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											characteristic groups.	development are on best agricultural land. Neutral effects on EQIA remains.
EN 21	Air Quality	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to improve air quality across the borough and sets our mitigation requirements as part of any new development – it is considered that this could have a positive impact on some characteristic groups such as those at greater risk of impact from poor air quality such as the young and old.	Adds sustainable transport to include the PROW network. Positive and neutral impacts remain unchanged.
EN 22	Air Quality Management Areas (AQMA)	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to improve air	Amended to include some smaller

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											quality across the borough and sets our mitigation requirements as part of any new development – it is considered that this could have a positive impact on some characteristic groups such as those at greater risk of impact from poor air quality such as the young and old.	developments in the AQMA. Strengthens the already positive impacts and neutral remains the same.
EN 23	Biomass Technology	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to support the use of Biomass Technology where appropriate across the borough – it is considered to have a neutral impact on	Takes out reference to 'locally sourced'. There is no change to the EQIA.

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											characteristic groups.	
EN 24	Water Supply, Quality and Conservation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to ensure that all new development has adequate water supply and wastewater treatment facilities and seeks to minimise impacts on water resources – it is considered to have a neutral impact on characteristic groups.	No change to policy and no effect on EQIA.
EN 25	Flood Risk	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to reduce the risk of flooding and resist development in areas of flood risk. It is considered that this could have a positive	Wording strengthens policy by including cumulative impact of development and increases consultation with Lead Flood

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											impact on certain characteristic groups – particularly vulnerable groups such as the elderly or disabled.	Authority. Positive impacts on protected characteristics are strengthened.
EN 26	Sustainable Drainage	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy provides guidance to ensure that all new development has adequate drainage provision – it is considered to have a neutral impact on characteristic groups.	Updates Circular that developers must have regard to and no runoff into the highway drainage systems. No impact on EQIA.
EN 27	Noise	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to ensure noise impacts are assessed and mitigated as appropriate – no impact on any particular characteristics	Change to wording that does not affect the EQIA.

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EN 28	Land Contamination	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to ensure effective measures are taken in relation to land contamination – no impact on any particular characteristics	Strengthens wording regarding submission of a risk assessment on contaminated sites. No effect on protected characteristics
H 1	Housing Mix	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to ensure appropriate housing mix in all new developments and is considered to have a positive impact on certain protected characteristic groups due to the provision of a range of housing types to suit all sectors of the community.	Adds that development proposals should have regard to the Strategic Housing Market Assessment, ((SHMA),2015 . Positive impacts on age, disability, age and income remain.
H 2	Housing Density	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to make	Wording added to

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											efficient use of land and building at appropriate densities – it is considered to have a neutral impact.	maximise housing density in town centres that are well served by public transport. No change to EQIA.
H 3	Affordable Housing	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy aims to ensure new developments contribute to meet the affordable housing needs of the plan area. This is likely to have positive impacts for those people who are unable to access market housing as a result of affordability issues.	Takes out reference to starter homes and adds in First Homes. Strengthens review mechanisms of viability for the provision of affordable housing. Positive effects remain and positive impact on disability added.
H 4	Estate Regeneration	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy aims to resist the loss of affordable housing	No change to policy and no effect on EQIA.

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											through estate regeneration and is considered to have a positive impact on income and deprivation through resisting the loss of affordable housing stock.	
H 5	Rural Exception Sites	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy allows for the provision of affordable housing through the use of rural exception sites ensuring that affordable housing is available for those in need with a connection to the area – it is considered to have a positive impact on a range of characteristic	No change to policy and no effect on EQIA.

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											groups and in particular on income and deprivation.	
H 6	Housing for Older People and People with Disabilities	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy supports the provision of housing designed to meet the needs of specific groups. It is expected the policy will have positive impacts on the age and disability characteristics in particular as it encourages the provision of specialist accommodation for older people and disabled people across the plan area.	Adds to policy that housing mix including for older people should be in accordance with Housing Mix Policy H1.). Allows for viability or 'impracticable site-specific factors on whether M4(3) affordable housing can be delivered. No change to EQIA.
H 7	Rural Workers' Dwellings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy allows for the erection of rural workers dwellings	No change to policy and effect on EQIA.

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											subject to certain criteria. Policy has a neutral impact on protected groups but provides housing for rural workers where criteria are met.	
H 8	Self-Build and Custom Housebuilding	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to provide self-build and custom housebuilding plots benefiting all those who wish to build their own house in the borough. It is considered to have a neutral impact on characteristic groups.	Removes reference to Tudeley village and also the requirement to sell plots to the council. No change to neutral effect.
H 9	Gypsies and Travellers	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to ensure that appropriate accommodation is provided within the	Lists existing sites in the Borough that could expand to assist in meeting the accommodation

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											borough to meet identified needs and would have positive impacts on the ethnicity characteristic.	n needs of Gypsies and Travellers – 52 pitches under the Ethnic Definition. Positive effects on ethnicity are strengthened.
H 10	Replacement dwellings outside the Limits to Built Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets out requirements on the replacement of dwellings outside the limits to built development. Policy is not considered to have any impact on protected characteristic groups.	MM strengthens design and size requirements for replacement dwellings outside the LBD. No effect on EQIA.
H 11	Residential extensions, alterations, outbuildings, and annexes	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets out requirements on extensions to residential dwellings inside and outside the Limits to Built Development.	MM limits the size and massing of extensions outside the LBD. The positive impact on protected

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											Policy could have a positive impact on provision of living accommodation to suit certain groups – including annexes for the elderly/young/less mobile.	groups remains.
H 12	Extensions to residential curtilages (domestic gardens) outside the Limits to Built Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets out requirements on extensions to residential curtilages outside the Limits to Built Development. The policy is considered to have a neutral impact.	No change to policy or EQIA.
ED 1	The Key Employment Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy aims to ensure the protection of existing and provision of future employment opportunities within	MM takes out specific reference to leisure and retail on the North Farm Industrial Estate as it is already

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											identified key employment areas. It is considered this could have positive impact on groups accessing local employment opportunities.	referred to in 'complimentary uses. No change to EQIA.
ED 2	Retention of existing employment sites and buildings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to retain existing employment sites and buildings in an employment use. It is considered this could have positive impact on groups accessing local employment opportunities in accessible locations.	Changes wording regarding the loss of employment uses in Key Employment Areas. Allows change of use where viability shows that employment use is no longer viable but in a sequential way. No change to positive effects on income deprivation as policy

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												essentially remains.
ED 3	Digital Communications and Fibre to the premises (FTTP)	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to improve the digital communications network in the borough. This could have positive impacts on some characteristic groups, including young and old, those less mobile and lower income groups to ensure technology is available to all.	Strengthens wording for 5G and wireless solutions. Positive effects of policy remain unchanged.
ED 4	Rural Diversification	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy supports diversification proposals where this supports rural businesses. It is considered this would have a neutral impact on	No change to policy and no effect on EQIA.

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											protected groups but could benefit those living in rural areas in accessing local employment as part of farm diversification schemes.	
ED 5	Conversion of Rural Buildings outside the Limits to Built Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy supports proposals for conversion of rural buildings for economic uses. It is considered this would have a neutral impact on protected groups but could benefit those living in rural areas in accessing local employment.	MM encourage the re-use of redundant and dis-used buildings for conversion to economic use and adds clauses to strengthen poor effects on neighbours and harm to High Weald National Landscape. No change to neutral effects.
ED 6	Rural Business, Recreational/Leisure (including equestrian) uses in the countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to support appropriate commercial and private	MM changes wording and includes 'leisure'. No

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											recreational uses within the countryside. It is considered it has a neutral impact on protected characteristic groups.	change to neutral EQIA.
ED 7	Retention of, and improvements to existing, and the promotion of new, tourist accommodation and attractions	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy supports the retention of existing and proposals for new tourism accommodation and attractions within the borough. There is generally a neutral impact on protected groups, although tourism does form an important employment generator in the borough so ensures employment provision in	Removes some wording which strengthens the policy and the positive impacts on income deprivation.

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											this sector is retained.	
ED 8	Town, Rural Service, Neighbourhood Centres and Village Settlements Hierarchy	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy promotes a town centre first approach, which is expected to have a neutral or positive impact for all. It will ensure that a range of shopping facilities are available in accessible locations for all.	MM deletes reference to Tudeley village so no change or effect on EQIA.
ED 9	Defined Town, Rural and other Service Centres	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy seeks to support proposals that would maintain the vitality and viability of the borough's town, rural and other service centres. It will ensure that a range of shopping	MM adds in a hierarchy of settlements which does not change the policy direction. Effect on EQIA remains the same including positive effects on disability and income groups.

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											facilities are available in accessible locations for all.	
ED 10	Sequential Test and Local Impact Test	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets out the approach to applying sequential and local impact tests for new retail, office and leisure developments (as appropriate). A neutral impact on protected characteristics is expected.	MM changes wording and aims of the policy are unaltered. The effect on protected groups remains the same.
ED 11	Primary Shopping Areas and Retail Frontages	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to retain Primary Shopping Areas and Retail Frontages and would have a neutral impact on protected characteristics	No change to policy or EQIA.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
ED 12	Retention of local services and facilities	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to retain local services and facilities. This is likely to have a positive impact on a number of protected groups, particularly in terms of accessibility and those less able to travel to access services in particular in relation to the elderly and young, disabled groups and those on lower incomes	The MM's provide clarity in regard to the aims of the policy, in particular guarding against the loss of day-to-day facilities. This is positive for a range of characteristics, although these are already positive. No change to the EQIA.
TP 1	Transport Assessments, Travel Plans, and Mitigation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy sets out requirements in relation to transport assessments, travel plans and mitigation and is considered to have a neutral	The MM ensures compliance with the relevant Department for Transport circular and that all modes of transport

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
											impact on protected characteristic groups.	should be considered. It is considered that this would be positive regarding income and deprivation and therefore this indicator has been amended from neutral to positive.
TP 2	Transport Design and Accessibility	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to ensure more sustainable travel behaviour through provision of sustainable transport measures as part of new developments. It is considered this would have a positive impact on some characteristic groups.	The MM proposes amendments in regard to clarity and the frequency of bus services. This would have a positive impact thus the EQIA remains positive.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
TP 3	Parking Standards	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy sets out parking standards for new development, including making provision for those with impaired mobility.	MM proposes clarity in relation to parking standards and the most up to date KCC guidance as well as providing for local variation where relevant through the Neighbourhood Development Plan process. This is beneficial but does not change the outcomes of the EQIA.
TP 4	Public Car Parks	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to retain existing public car parks to the benefit of all of the community. This could have a positive impact on provision of disabled	No change to policy and no change to EQIA.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
											parking as part of overall provision.	
TP 5	Safeguarding Railway Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to safeguard routes for new railway infrastructure and has a neutral impact on protected characteristics	No change to policy and therefore no effect on EQIA.
TP 6	Safeguarding Roads	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to safeguard routes for new roads and has a neutral impact on protected characteristics	MM proposes clarity to the wording of the policy and the location of the safeguarded road. No change to the EQIA.
OSSR 1	Retention of Open Space	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy benefits the whole community, through the protection of open space and sports provision across the borough for all users. Policy has particular	MM to the policy just provides clarity in terms of the wording and criteria. No change to the EQIA.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
											benefits for some protected groups including younger persons accessing play opportunities and lower income groups through ensuring accessibility of local provision.	
OSSR 2	The provision of publicly accessible open space and recreation	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy benefits the whole community, through the provision of new open space and sports provision across the borough for all users. Policy has particular benefits for some protected groups including younger	No change to policy and no effect on EQIA.

Policy Number	Policy Title	Age	Sex	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence	Effect of Main Modification (MM) (as included in Adoption Local Plan)
											persons accessing play opportunities and lower income groups through ensuring accessibility of local provision.	

## 4.0 Summary of Impact Analysis by Characteristic

- 4.1 The Local Plan contains 164 policies (including all Strategic, Place Shaping, and Development Management Policies) and has the underlying principle to deliver sustainable development to secure a better quality of life for everyone, now and for future generations. All the policies within the Plan contribute towards achieving sustainable development, with policies promoting the location of new homes, jobs and economic growth, improved infrastructure, conservation and enhancement of the natural, built, and historic environment, renewable energy, green spaces, sport and recreation, and the development of balanced communities.
- 4.2 Many of the policies within the Plan will benefit the wider community across Tunbridge Wells borough and not specifically those with protected characteristics. However, some policies will have the potential for some direct or indirect impact on different groups. Each policy has been assessed for its potential positive, negative, or neutral impact on potentially vulnerable equalities groups, as well as the potential to impact on child and adult poverty/deprivation, which is considered later in this section.

### Age

- 4.3 The age protected characteristics include the consideration of all ages in society, the assessment of which recognises that vulnerability can change across age groups and the impact of a policy will not necessarily be uniform across all ages. The assessment identified that the impact of the Local Plan policies were generally positive for all, with some having a particularly positive impact on this group. The Local Plan aims to provide sustainable development addressing the needs of the current and wider population; this includes provision and access to healthcare, education and training, jobs, appropriate accommodation, and leisure facilities. The policies within the Plan are written positively to ensure that needs are appropriately assessed and addressed through individual development proposals; for example, Policy H 6 (Housing for Older People and People with Disabilities), which will support the ageing population within the borough, as well as Policy H 1 (Housing Mix), both of which ensure that new housing provision meets the identified needs at the local level, including a range of house styles and sizes to cater for all age groups.
- 4.4 In terms of infrastructure, the new Local Plan makes provision for new and enhanced education across the borough, with the allocation of sites for both primary and secondary schools in a number of locations serving both the urban and rural parts of the borough. Policies also seek to protect local services and facilities, which

are particularly important for older and younger residents who may be less able to travel to meet their day-to-day needs.

## Disability

- 4.5 The policies within the Local Plan were identified as being generally positive for all within society, with some policies having positive impacts on this characteristic group. A number of the policies in the Local Plan address the needs of those with disabilities, either directly or indirectly; for example, Policy H 6 Housing for Older People and People with Disabilities seeks the provision of accommodation that is built to accessible standards and Strategic Policy STR 2 Place Shaping and Design sets out the requirement that all components of new developments are to be “accessible, legible, adaptable and inclusive to everyone”. Policy EN 1 (Sustainable Design) further reinforces this and ensures that the design and layout of all new development is accessible to all groups in society. These and other policies all have the potential to be of particular benefit for people with disabilities.

## Gender reassignment

- 4.6 The policies within the Local Plan are regarded as being generally positive for all and as having no impact on this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The Local Plan is inclusive of all members of the community and does not discriminate against any gender reassignment.

## Race

- 4.7 The policies within the Local Plan are regarded as being generally positive for all; the only policy within the Local Plan that had a positive impact directed particularly at the ethnicity protected characteristic group is Policy H 9 (Gypsies and Travellers). It allocates sites where additional pitch provision may be made and provides a criteria-based policy for the development of new sites.

## Religion

- 4.8 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is integral to the integrity of the Plan to support sustainable development. The Local Plan is inclusive to all members of the community and does not discriminate against any religion.

## Sex

- 4.9 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is core to the integrity of the Plan to support sustainable development. The Plan is inclusive of all members of the community and does not discriminate against sex.

## Sexual Orientation

- 4.10 The policies within the Local Plan are regarded as being generally positive for all and as having no differential impact on this group. The promotion of equal opportunities is core to the integrity of the new Local Plan to support sustainable development. The Local Plan is inclusive of all members of the community and does not discriminate against sexual orientation.

## Pregnancy and Maternity

- 4.11 The policies within the Local Plan are regarded as being generally positive for all. Given the potential healthcare and community infrastructure needs of this protected characteristic group, some of the policies in the Plan have highlighted a positive impact on this group through the assessment of where new health provision is required or land is allocated for new provision. For example, Strategic Policy STR 5 (Infrastructure and Connectivity) ensures that essential healthcare infrastructure is provided as part of new development and a number of sites are specifically allocated for meeting these needs.

## Impact Analysis of Income and deprivation

- 4.12 Although Income and Deprivation is not one of the defined protected characteristics, as referred to in Section 1 of this EqlA, it has been considered prudent to assess the impact of the Plan's policies on income and deprivation indicators. The assessment of the impact of the policies on poverty and deprivation supports that the Plan has been written in a positive way with the aim of benefiting all of those in society. The Plan supports the development and enhancement of the local economy, which will support the employment sector, with the aim of providing jobs for the local community.
- 4.13 The housing elements of the Local Plan ensure that the development of housing provision across the borough provides for the needs of all. Policy H 3 (Affordable Housing) aims to ensure that this includes appropriate levels of affordable housing

across the borough and Policy H 5 (Rural Exception Sites) specifically refers to the provision of affordable housing in the rural areas through the use of rural exception sites.

- 4.14 The Local Plan provides for the appropriate infrastructure across the borough and ensures that the borough is well connected and that different forms of sustainable transport are encouraged. The Plan seeks to protect local services and facilities through Policy ED 12 (Retention of local services and facilities) and allocates for new facilities where necessary and appropriate, with the aim of encouraging local services within neighbourhoods, improving access to services and amenities for all.
- 4.15 Additionally, in terms of employment provision, a strong emphasis of the Local Plan is the promotion of economic growth and enhancing local employment opportunities for the borough through the release of land for significant employment development, in particular through Policy AL/RTW 17 (Land adjacent to Longfield Road, Royal Tunbridge Wells), which is allocated for approximately 80,000sqm of new employment space. Other policies in the Local Plan allocate land for further employment use and also the retention of existing employment uses in the Key Employment Areas across the borough. These policies help to ensure that there is an adequate range of employment opportunities available to all groups within the borough.
- 4.16 The Local Plan has the potential to impact on all protected characteristics as it relates to all people who live in, work in, or visit the borough. It also has the potential to include outcomes that support all aims of the Public Sector Equality Duty. It is considered that the Local Plan takes into account the needs of people with protected characteristics.

**If you require this document in another format,  
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