

Tunbridge Wells Borough



Tunbridge Wells Borough Council

Equality Impact Assessment

for Draft Local Plan – Regulation 18 Consultation

September 2019



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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 Draft Local Plan. The main purpose of the EqIA is to assess whether the Draft 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 taken into account in relation to the development of the Draft Local Plan and the policies and proposals contained within it.
- 1.2 The Draft Local Plan details the planning policies proposed by Tunbridge Wells Borough Council for the period 2016-2036. Specifically, the Draft Local Plan 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 the previous planning documents; the Tunbridge Wells Borough Local Plan 2006, the Core Strategy 2010 and the Site Allocations Local Plan 2016. The new Draft 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 The Draft Local Plan has been developed in consideration of the evidence base, as well as national planning policy and guidance, feedback from public consultations, a Sustainability Appraisal and a Habitats Regulations Assessment which have been undertaken on the Draft Local Plan.
- 1.4 Tunbridge Wells Borough Council is committed to promoting a community and organisational culture that fully respects and values everyone's differences and needs. Equality and diversity is integral to our core business, our staff and service users.

Legal Context

- 1.5 Local authorities are specifically required to undertake an EqIA under The Equality Act 2010. The requirement to undertake an EqIA stems from the duty placed on local authorities to eliminate unlawful discrimination in carrying out its functions, and to promote equality of opportunity.
- 1.6 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.

1.7 The purpose of the Public Sector Equality Duty is to integrate consideration of equality and good relations into the Council's day-to-day business. This means giving appropriate weight and priority to the need to:

- Remove or minimise disadvantages;
- Take steps to meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life.

The purpose of the EqIA

1.8 The purpose of the EqIA is to assess the potential impact of the policies in the Local Plan on different groups within Tunbridge Wells borough. An assessment of the Draft 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;
- **Gender:** 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, people including gypsies and travellers, refugees/asylum seekers and non-British European;
- **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, e.g. lesbian, gay, heterosexual or bisexual;
- **Gender reassignment:** e.g. People who are considering, undergoing, or who have undergone, gender reassignment. This includes transsexual people, transvestites/cross dressing people, androgynous/polygender people and others who define a gender variant;

- **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.

1.9 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 (2015). 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 Draft Local Plan, 'Income and Deprivation' will be assessed together with the protected characteristics defined by the Equality Act 2010.

The Equality Act

1.10 As set out at Paragraph 1.6, there are three aims of the Equality Act, and Table 1 below shows the relationship of the Draft Local Plan policies to the aims of the Equality Act.

Table 1: Relationship of the Draft 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 for the next 15 years. The promotion of balance and inclusive communities that benefit all is integral to achieving this. The policies set out within the Plan guide development and promote opportunities; for example, they include policies for the allocation of housing sites to meet need, allocate employment sites and spaces for commercial development to boost and support the economy, as well as protecting and enhancing the natural and built environment.
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 gypsy and traveller provision.
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.

The Equalities Profile of Tunbridge Wells borough

1.11 Table 2 below sums up 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 2011 Census population figure for Tunbridge Wells borough is 115,049 persons in some 47,174 households. The Census shows that 18% of people are aged over 65. The average age of the borough's population is 40.</p> <p>Statistics from Kent County Council's policy-based demographic projections (2018) indicate that there will be:</p> <ul style="list-style-type: none">• 20% increase in the population of the borough between 2017-2037• 9.6% increase (2,300 people) of children aged between 0-15 between 2017-2037• 11.9% increase (8,600 people) people of working age (16-64) between 2017-2037• 55.1% increase (12,3000) people aged 65+ between 2017-2037.																															
Gender	<p>The 2011 Census identifies that within the borough 51% of the population is female and 49% of the population is male.</p>																															
Disability	<p>The 2011 Census identifies that 27% of people state they have a long-term health problem or disability. 14% 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.</p> <p>Population</p> <table><tr><td><i>Disability by age</i></td><td>Age 0-15</td><td>Age 16-49</td><td>Age 50-64</td><td>Age 65+</td></tr><tr><td>Day-to-day activities limited a lot</td><td>1.2% (290)</td><td>2.7% (1,402)</td><td>6.3% (1,324)</td><td>20.7% (3,956)</td></tr><tr><td>Day-to-day activities limited a little</td><td>2% (470)</td><td>4.4% (2,280)</td><td>9.6% (2,018)</td><td>24.3% (4,631)</td></tr></table> <p>Source (Census 2011)</p> <table><tr><td><i>Possible numbers based on population projections</i></td><td>Age 0-15</td><td>Age 16-64</td><td>Age 65+</td></tr><tr><td></td><td>(26,000)</td><td>(80,600)</td><td>(34,700)</td></tr><tr><td>Day-to-day activities limited a lot</td><td>312</td><td>2,176</td><td>7,183</td></tr><tr><td>Day-to-day activities limited a little</td><td>520</td><td>3,546</td><td>8,432</td></tr></table>	<i>Disability by age</i>	Age 0-15	Age 16-49	Age 50-64	Age 65+	Day-to-day activities limited a lot	1.2% (290)	2.7% (1,402)	6.3% (1,324)	20.7% (3,956)	Day-to-day activities limited a little	2% (470)	4.4% (2,280)	9.6% (2,018)	24.3% (4,631)	<i>Possible numbers based on population projections</i>	Age 0-15	Age 16-64	Age 65+		(26,000)	(80,600)	(34,700)	Day-to-day activities limited a lot	312	2,176	7,183	Day-to-day activities limited a little	520	3,546	8,432
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Day-to-day activities limited a lot	312	2,176	7,183																													
Day-to-day activities limited a little	520	3,546	8,432																													
Race	<p>Tunbridge Wells borough has a low proportion of people from black and ethnic minority groups. The Census figures show that 5% of people in the borough are</p>																															

Protected Characteristics	Tunbridge Wells Borough Council Summary
	from a Black, Asian or Minority Ethnic (BAME) background. This compares to a national average of 14% of BAME backgrounds. Within the borough there is a small gypsy/traveller community, particularly in the eastern parts of the borough.
Religion or belief	The 2011 Census shows that 63% of the borough's population is Christian and 27% stated that they had no religion. This is higher than the national figures of 59% of the population as Christian and 25% 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	There is very limited data relating to sexual orientation in the Tunbridge Wells borough population. Sexual orientation data is not captured by the Census 2011. However, the 2011 Census data identifies that within the borough, 0.1% of the population are in a registered same-sex civil partnership. There is no evidence to suggest a spatial variation within the borough with regard to sexual orientation.
Gender reassignment	There is no known data relating to gender reassignment in the Tunbridge Wells borough population. Gender reassignment data is not captured by the Census (2011).
Pregnancy and maternity	In 2014, there were 58 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 2015), Tunbridge Wells is within the least 20% deprived areas in England, ranks as the least deprived local authority in Kent and has experienced the largest decrease in deprivation since 2010, relative to other areas 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>

2.0 The Equality Impact Assessment

Stage 1: Initial Screening

- 2.1 The purpose of the screening process is to see if the Draft 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 Draft Local Plan has the potential to cause any adverse impact or discrimination against different groups in the community.
- 2.2 It is considered that the scope of the Draft 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 is considered necessary to carry out an EqlA of the Draft Local Plan.

Stage 2: Scoping And Defining

- 2.3 In developing an EqlA 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 EqlA has been prepared by officers in the Planning Policy Team who are responsible for the Draft Local Plan preparation, with advice, guidance and a summary of the assessment from officers of the Council's Corporate Governance Team.
- 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 EqlA of the Draft Local Plan, 'Income Deprivation' will be assessed together with the eight protected characteristics defined by the Equality Act 2010 and reported on in a separate section of this EqlA.
- 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 Draft Local Plan EqlA 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 EqlAs, 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 Draft Local Plan, since there is no particular spatial concentration of the armed forces community that would be impacted on by proposals in the Draft Local Plan.

Stage 3: Information Gathering

- 2.8 In producing the EqIA, various sources of information have been gathered in order to determine whether the Draft 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, along with national and local statistics.

Stage 4: Making a Judgement

- 2.9 The policies contained within the Draft Local Plan aim to deliver the vision, objectives and strategy set out within the Draft Plan. All of the policies contained within the Draft Local Plan are assessed as part of this EqIA.
- 2.10 The table set out within Section 3 of this EqIA (Table 3) makes an assessment of the impact of the policies contained within the Draft 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.
- 2.11 Section 4 of this report summarises the effects of the Draft Local Plan as a whole on the protected characteristics. This EqIA relates to the policy wording of the Draft Local Plan at the Regulation 18 stage of Local Plan preparation. A further EqIA will be carried out of the Pre-submission version of the Draft Local Plan at the Regulation 19 stage and will assess any new policies or amendments to policies and their potential impacts on protected characteristic groups.

3.0 Analysis of Local Plan Policies

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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
STR 1	The Development Strategy	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.
STR 2	Presumption in favour of sustainable development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Reflects national policy in relation to the presumption in favour of sustainable development. No impact on any particular characteristic.
STR 3	Masterplanning and use of Compulsory Purchase powers	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to provide a mechanism to deliver development in a comprehensive and timely way. The impact on protected

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											characteristics is neutral.
STR 4	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.
STR 5	Essential 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.
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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											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.
STR 7	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 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.
STR 8	Conserving and enhancing the natural, built, and	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to conserve and enhance the natural,

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
	historic environment										built and historic environment. The impact on protected characteristics is neutral.
STR 9	Neighbourhood Plans	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Reflects national policy in relation to Neighbourhood Plans. No impact on any particular characteristic.
STR 10	Limits to Built Development Boundaries	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to direct development to areas within the defined Limits to Built Development. The impact on protected characteristics is neutral.
STR/RTW 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 of the community. In particular it is considered to have positive impacts in relation to meeting housing need for all groups, the provision

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											of extended and new education and health provision, services, facilities, leisure and recreation, local employment and improved transport provision by all modes.
AL/RTW 1	Mount Pleasant car park, surgery in The Lodge, public toilets, Mount Pleasant Road, Calverley Grounds, Great Hall car park and Hoopers' car park/service yard	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy is providing for a new theatre, office space and an underground car park. The policy provides entertainment and cultural provision to all of the community and is not considered to have an impact on characteristic groups.
AL/RTW 2	Land at Royal Victoria Place Shopping Centre, Calverley Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy is providing for extended shopping provision and other town centre uses. It is considered that it would have a positive impact on some groups through the provision of

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											facilities at the local level, particularly for those less able to travel to other centres such as the young, elderly or less mobile.
AL/RTW 3	Former Cinema Site, Mount Pleasant Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide a new cinema, restaurants, shops and new housing in the centre of the town. It is considered that it would benefit all groups in terms of the provision of local leisure facilities and housing.
AL/RTW 4	Torrington and Vale Avenue	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide a mixed use development which would benefit all sectors of the community and is not considered to have an impact on characteristic groups
AL/RTW 5	Cultural and Learning Hub (The Amelia Scott)	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy provides for a new cultural and learning Hub providing a range of uses including an art

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											gallery, museum and library. It is considered that this would have a positive impact on a range of groups through the provision of enhanced facilities at the local level.
AL/RTW 6	The Civic Complex: The Town Hall, Assembly Hall, and Police Station	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide a mixed use development on the site of the current Civic Complex. It is considered that this would have a neutral impact on characteristic groups as the details of the mix of uses are not known at this stage.
AL/RTW 7	Land at Goods Station 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.
AL/RTW 8	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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											considered to have a neutral impact.
AL/RTW 9	Land at 1 Meadow Road and 8 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 have a neutral impact.
AL/RTW 10	Land at the Auction House, Linden Park Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new office employment space within the Town Centre of RTW and is considered to have a neutral impact.
AL/RTW 11	Former Plant & Tool Hire, Eridge Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new residential or a mix of uses to include employment/retail development and is considered to have a neutral impact.
AL/RTW 12	Land adjacent to Longfield Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new employment development to serve local residents and is considered that it could have a positive impact on some characteristic

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											groups through the provision of local employment opportunities.
AL/RTW 13	Land at Colebrook House, Pembury Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new employment development to serve local residents and is considered that it could have a positive impact on some characteristic groups through the provision of local employment opportunities.
AL/RTW 14	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 considered that it has a neutral impact on characteristic groups.
AL/RTW 15	Land at Knights Park	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide leisure uses that are compatible with the current leisure uses on the wider site. It is

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											considered that there is a neutral impact on characteristic groups.
AL/RTW 16	Land at Wyevale Garden Centre, Eridge Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide a mix of uses on the site, to include A1 retail and residential. It is considered that it has a positive impact on some characteristic groups due to the provision of retail uses at the local level accessible to all and residential.
AL/RTW 17	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.
AL/RTW 18	Land to the west of Eridge Road at Spratsbrook Farm	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs as well as a new secondary school and is considered to have a positive impact on the young

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											due to increased education provision..
AL/RTW 19	Land at 77 Mount Ephraim (Sturge House, Brockbourne House)	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new employment development to serve local residents and is considered that it could have a positive impact on some characteristic groups through the provision of local employment opportunities.
AL/RTW 20	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.
AL/RTW 21	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 considered to have a neutral impact.
AL/RTW 22	Land at Bayham Sports Field West	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is

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											considered to have a neutral impact.
AL/RTW 23	Land to the north of Hawkenbury Recreation Ground	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.
AL/RTW 24	Land at Cadogan Sports Field, 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.
AL/RTW 25	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.
AL/RTW 26	Land at Cemetery Depot, Benhall Mill 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.
AL/RTW 27	Land at Hawkenbury, off Hawkenbury Road/Maryland Road	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs as well as a new Primary School and

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											is considered to have a positive impact in terms of provision of education.
AL/RTW 28	Land at Rowan Tree Road, Showfields Road	Positive	Neutral	Positive	Positive	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.
AL/RTW 29	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.
AL/RTW 30	Land at Medway 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.
AL/RTW 31	Land at 123-129 Silverdale Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing

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											development to meet housing needs and is considered to have a neutral impact.
AL/RTW 32	Land at Beechwood Sacred Heart School	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.
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.

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AL/SO 1	Southborough Hub, London Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	The policy seeks to provide a mixed use development for a range of uses to serve Southborough, including meeting housing needs, assembly and Leisure and a medical centre as well as office and retail uses. It is considered that it will have a positive impact on a range of protected characteristic groups due to the provision of community facilities at the local level.
AL/SO 2	Speldhurst Road former allotments (land between Bright Ridge and 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.
AL/SO 3	Land at Mabledon and Nightingale	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.

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AL/SO 4	Land at Mabledon House	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides for the development of a new luxury hotel and is considered to have a neutral impact on characteristic 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 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/CA 1	Tudeley Village	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	This policy will benefit a number of protected

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											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 all income groups.
AL/CA 2	Land to east of Tonbridge/west of site for Tudeley Village	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	This policy seeks to provide a new secondary school to serve the local area – it is considered to have a positive impact on those of school age through the provision and choice of school options.
AL/CA 3	Land at Capel and Paddock Wood	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	The policy supports the provision of a significant number of

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											new homes within this area as well as a range of other services and facilities, including health, education, sport and recreation and helping to meet local housing need. It is considered to benefit a number of characteristic groups.
STR/PW 1	The Strategy for Paddock Wood	Positive	Neutral	Neutral	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

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											disabilities and all income groups
AL/PW 1	Land at Capel and Paddock Wood	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	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 health, education, sport and recreation and helping to meet local housing need. It is considered to benefit a number of characteristic groups.
AL/PW 2	Paddock Wood Town Centre	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy aims to revitalise and regenerate the town centre of Paddock Wood for a range of uses to serve the local area – it is considered to have some positive impacts on some characteristic groups through the enhanced provision of facilities at the local level – such as

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											young, elderly and disabled groups.
AL/PW 3	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.
AL/PW 4	Land at the Memorial Field, west of Maidstone Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Neutral	This policy allocates land for a new community hub to serve Paddock Wood to offer a range of services, thus having a positive impact on a number of protected characteristics who would benefit from a new community hub in the area.
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

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											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/CRS 1	Land adjoining Wilsley Farm, adjacent to Angley Road and Whitewell Lane	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will make a positive contribution to housing need in the borough and will have positive impacts on the provision of local greenspace, recreation and provision for pedestrians.
AL/CRS 2	Big Side Playing Field, adjacent to Quaker Lane and Waterloo 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.
AL/CRS 3	Jaegers Field, Angley Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and is

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											considered to have a neutral impact.
AL/CRS 4	Turnden Farm, Hartley 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.
AL/CRS 5	Land adjoining Cranbrook Primary School, Quaker Lane	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs and also safeguards land for a primary school expansion if required – thus having a positive impact on the young through provision of education.
AL/CRS 6	Gate Farm, adjacent to Hartley Road and Glassenbury Road, Hartley (plus Bull 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.
AL/CRS 7	Land off Golford 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.

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AL/CRS 8	Former Cranbrook Engineering Site and Wilkes Field	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	This policy seeks to provide a range of use including housing, a community centre, with the possible inclusion of medical facilities as well as retail and business uses to serve Cranbrook. It is considered that this would have a positive impact on a number of characteristic groups through the provision of health facilities, local employment opportunities, housing choice and wider community facilities.
AL/CRS 9	Land adjacent to the Crane Valley	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.
AL/CRS 10	Cranbrook School	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy aims to provide enhanced educational facilities as well as ancillary

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											sports, leisure and community uses to be available to the whole community. This could have a positive impact in particular on younger people through enhanced education opportunities.
AL/CRS 11	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.
AL/CRS 12	Land on the east side of Mill 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.
AL/CRS 13	Land east of Camden Lodge, adjacent to Mill Lane and Sissinghurst 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.
AL/CRS 14	Land south of The Street	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet

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											housing needs and is considered to have a neutral impact.
AL/CRS 15	Oak Tree Farm, The Common, Wilsley Pound	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.
AL/CRS 16	Land at Boycourt Orchards, Angley Road, Wilsley Pound	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.
AL/CRS 17	Land adjacent to Orchard Cottage, Frittenden Road, and land at junction of Common Road and Frittenden 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.
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,

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											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 all income groups.
AL/HA 1	Land forming part of the Hawkhurst Golf Course to the north of the High Street	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	This policy seeks to provide significant housing provision for Hawkhurst as well as a relief road and community centre offering a range of benefits to the community and protected characteristic groups.
AL/HA 2	Land at The White House, Highgate Hill	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.

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AL/HA 3	Land to the east of Heartenook	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.
AL/HA 4	Land at Fowlers Park	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Positive	Positive	The policy seeks to provide new housing development to meet housing needs as well as a range of other local community benefits including a medical centre, community facilities and safeguarded land for a new school expansion. It is considered that the policy would have a positive impact on a number of protected characteristic groups.
AL/HA 5	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.

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AL/HA 6	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 have a neutral impact.
AL/HA 7	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 considered to have a positive impact on a number of characteristic groups and of benefit to the whole community.
AL/HA 8	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 – is considered to have a positive benefit to income and

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											deprivation considerations.
AL/HA 9	Land at SanTERS Yard, Gill's Green Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs as well as local employment generation and is considered to have a generally neutral impact.
AL/HA 10	Site at Limes Grove (March's Field)	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy safeguards land for future employment generating uses should there be the need for additional employment land to meet future needs. It is considered to have a neutral impact.
STR/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 development with services and facilities as well as helping to meet local housing need. Policy will have a positive impact on a number

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											of protected characteristics, including all age groups, those with disabilities and all income groups.
AL/BE 1	Land at Walkhurst 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.
AL/BE 2	Land adjacent to New Pond Road (known as Uphill)	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.
AL/BE3	Feoffee Cottages and land, Walkhurst 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.
AL/BE 4	Land at Benenden Hospital	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.

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STR/BI 1	The Strategy for Bidborough 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.
STR/BM 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

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											disabilities and all income groups.
AL/BM 1	Land between Brenchley Road, Coppers Lane, and 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.
AL/BM 2	Matfield House orchards and land, The Green	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.
AL/BM 3	Ashes Plantation, 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.
AL/BM 4	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.
STR/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

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											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, 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.
STR/GO 1	The Strategy for Goudhurst Parish	Positive	Neutral	Neutral	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. Policy will have a positive

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											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.
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.
STR/HO 1	The Strategy for Horsmonden 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

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											groups, those with disabilities and all income groups.
AL/HO 1	Land adjacent to Furnace Lane and Gibbet 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.
AL/HO 2	Land south of Brenchley Road and west of Fromandez Drive	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.
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.
STR/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

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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.
AL/LA 1	Land to the west of Spray Hill	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs as well as safeguarding land for future education uses and is considered to generally have a neutral impact.
AL/LA 2	Misty Meadow, Furnace 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.
STR/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

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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.
AL/PE 1	Land rear of High Street and west of Chalket 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.
AL/PE 2	Land at Hubbles Farm and south of Hastings 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.
AL/PE 3	Land north of the A21, south and west of Hastings 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.
AL/PE 4	Land at Downingbury Farm, Maidstone Road	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to provide new housing development to meet housing needs as well as land for economic uses and

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											safeguarding land for expansion of the hospice. It is considered to have a positive impact on a number of characteristic groups as well as on income and deprivation.
AL/PE 5	Land at Sturgeons fronting Henwood Green 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.
AL/PE 6	Land at Tunbridge Wells Hospital, Pembury and adjacent to Tonbridge Road	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Positive	Positive	Positive	The policy seeks to provide enhanced and expanded facilities related to the Tunbridge Wells Hospital which could provide a range of benefits to a number of protected groups which would benefit from local hospital and health care services.
AL/PE 7	Woodsgate Corner	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy provides for new car showrooms and associated employment uses

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											and is considered to have positive impacts on income and deprivation through the creation of local employment opportunities.
STR/RU 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.
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 have a neutral impact.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
STR/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.
AL/SA 1	Land on the south side of Sayville, Rye Road and west of Marsh Quarter 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.
AL/SA 2	Land adjacent to Old Orchard and Stream Pit 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.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
STR/SP 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 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 Speldhurst 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.
AL/SP 2	Land north of Langton House	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy safeguards land for future school expansion and a range of community uses and children's play space and is considered to have a

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											positive impact on younger people who would benefit from such uses as well as other members of the community.
AL/SP 3	Land adjacent to Rusthall recreation ground, Southwood Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy allocates land for additional recreation provision and is considered to have a neutral impact.
EN 1	Design and other development management criteria	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.
EN 2	Sustainable design and construction	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on sustainable design and construction - it is considered that it is positive in relation

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											to the needs of some characteristic groups, for example the elderly and disabled.
EN 3	Sustainable design standards	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on sustainable design standards – it is considered to have a neutral impact on protected characteristic groups.
EN 4	Energy reduction in new buildings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on energy reduction in new buildings – it is considered to have a neutral impact on protected characteristic groups.
EN 5	Climate change adaptation	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on climate change adaption and adaptations which should be made in the future to combat the impacts of climate change – this is considered to have a positive impact on

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											some more vulnerable characteristic groups, including the elderly and young.
EN 6	Historic environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the historic environment – it is considered to have a neutral impact on protected characteristic groups.
EN 7	Heritage Assets	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of Heritage Assets – it is considered to have a neutral impact on protected characteristic groups.
EN 8	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.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
EN 9	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.
EN 10	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.
EN 11	Net Gains for Nature: biodiversity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the Councils approach to Net Gains for Nature: biodiversity – it is considered to have a neutral impact on protected characteristic groups.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
EN 12	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 impact on protected characteristic groups.
EN 13	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.
EN 14	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.
EN 15	Ancient Woodland and Veteran Trees	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on Ancient Woodland and

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											Veteran Trees – it is considered to have a neutral impact on protected characteristic groups.
EN 16	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.
EN 17	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 neutral impact on protected characteristic groups.
EN 18	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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											characteristic groups.
EN 19	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.
EN 20	Rural Landscape	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the rural landscape across the borough – it is considered to have a neutral impact on characteristic groups.
EN 21	High Weald Area of Outstanding Natural Beauty (AONB)	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance on the protection of the designated Area of Outstanding Natural Beauty across the borough – it is considered to have a neutral impact on characteristic groups.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
EN 22	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 characteristic groups.
EN 23	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.
EN 24	Air Quality Management Areas (AQMA)	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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											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.
EN 25	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 characteristic groups.
EN 26	Water Quality, Supply, and Treatment	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 in place across the borough – it is considered to have a neutral impact on characteristic groups.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
EN 27	Conservation of water resources	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy seeks to ensure the adequate conservation of water resources and minimising the impact of new development on resources across the borough. It is considered to have a neutral impact on characteristic groups.
EN 28	Flood Risk	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to reduce flood risk and resist unacceptable development in Flood Zone areas – it is considered that this could have a positive impact on certain characteristic groups – particularly vulnerable groups such as the elderly or disabled.
EN 29	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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											neutral impact on characteristic groups.
EN 30	Noise	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy reflects national policy in relation to noise – no impact on any particular characteristics.
EN 31	Land Contamination	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy reflects national policy in relation to land contamination – no impact on any particular characteristics.
EN 32	Minerals and Waste	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy refers to the guidance set out in the Kent Minerals and Waste Local Plan - no impact on any particular characteristics.
H 1	Implementation of planning permission for new residential dwellings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy reflects national policy in terms of the time period for implementing planning permissions – no impact on any particular characteristics.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
H 2	Multi-developer delivery and piecemeal development of larger sites	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy provides guidance to ensure the delivery of larger major and strategic sites – it is considered to have a neutral impact on characteristic groups.
H 3	Housing Mix	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy reflects National Policy in relation to 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.
H 4	Housing Density	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy reflects National Policy in relation to maximising efficient use of land and building at appropriate densities – it is considered to

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											have a neutral impact.
H 5	Affordable Housing	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Promoting affordable housing will contribute towards a mix of housing provision to cater for all groups. The policy will be used to ensure affordable provision is developed to address needs helping to address affordability issues.
H 6	Estate Regeneration	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy aims to resist the loss of affordable housing through estate regeneration and is considered to have a positive impact on income and deprivation through resisting the loss of affordable housing stock.
H 7	Rural Exception Sites	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy allows for providing affordable housing through the use of rural exception sites in the rural areas ensuring

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											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 groups and in particular on income and deprivation.
H 8	Vacant Building Credit	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy seeks to ensure that Vacant Building Credit is only allowed in exceptional circumstances, ensuring that there is no net loss to affordable housing provision in the borough- it is considered to have a positive impact on income and deprivation.
H 9	Housing for Older People	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy provides for housing for older people and is considered to have a positive impact on a number of protected

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											groups, but in particular to older people within the borough.
H 10	Rural Workers' Dwellings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy allows for the erection of rural workers dwellings subject to certain criteria. Policy has a neutral impact on protected groups but provides housing for rural workers where criteria are met.
H 11	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.
H 12	Build to Rent	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to Build to Rent properties and is considered to be beneficial for all community groups – in particular those in lower income groups

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											who may be less able to buy a property. The provision of 20% affordable housing to also be provided.
H 13	Gypsies and Travellers	Neutral	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	This policy is specifically to consider those from the travelling community to ensure that appropriate accommodation is provided within the borough to meet their needs.
H 14	Replacement dwellings outside the Limits to Built Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets control on the principle of replacement dwellings outside the limits to built development. Policy is not considered to have any impact on protected characteristic groups.
H 15	Residential extensions, alterations, outbuildings, and annexes inside the	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets control on extensions to residential curtilages Inside the Limits to Built Development. Policy

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
	Limits to Built Development										could have a positive impact on provision of living accommodation to suit certain groups – including annexes for the elderly/young/less mobile.
H 16	Residential extensions, alterations, outbuildings, and annexes in the Green Belt and outside the Limits to Built Development	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets control on residential extensions in the Green Belt and outside the Limits to Built Development. Policy could have a positive impact on provision of living accommodation to suit certain groups – including annexes for the elderly/young/less mobile.
H 17	Extensions to residential curtilages (domestic gardens) outside the Limits to Built Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets control on extensions to residential curtilages outside the Limits to Built Development. Policy could have a positive impact on provision

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											of living accommodation to suit certain groups – including annexes for the elderly/young/less mobile
ED 1	The Key Employment Areas	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy aims to ensure the protection and future provision of employment opportunities within the borough to all. Could have positive impact on groups accessing local employment opportunities.
ED 2	Retention of existing employment sites and buildings	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy aims to ensure the protection and future provision of employment opportunities within the borough to all. Could have positive impact on groups accessing local employment opportunities in accessible locations.
ED 3	Digital communications	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy has a positive impact to all community groups

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
	and fibre to the premises (FTTP)										through improving the digital communications network in the borough. In particular positive impacts on some characteristic groups, including young and old, those less mobile and lower income groups to ensure technology is available to all.
ED 4	Rural Diversification	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy considered to have a neutral impact on 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 considered to have a neutral impact on protected groups, but could benefit those living in rural areas in accessing local employment as part of farm diversification

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											schemes through the conversion of rural buildings or providing for new housing in the rural areas.
ED 6	Commercial and private recreational (including equestrian) uses in the countryside	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to support appropriate commercial and private recreational uses within the countryside. It is considered it has a neutral impact on protected characteristic groups.
ED 7	Retention of, and promotion of new, tourist accommodation and attractions	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	The policy supports the retention and promotion of 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 this sector is retained.

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
ED 8	Town, Rural Service, Neighbourhood, and Village Centres Hierarchy	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy will ensure that town centre development is focused towards the existing centres as a priority 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.
ED 9	Town and Rural Service Centres	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	This policy promotes a town centre first approach to town centre development and aims to maintain the vitality and viability of the borough's town centres.
ED 10	Sequential Test and Local Impact Test	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy reflects national policy with a local impact test and has a neutral impact on protected characteristics.
ED 11	Primary Shopping Areas and retail frontages	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy seeks to retain Primary retail frontages in retail and other supporting

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											uses and would have a neutral impact on protected characteristics.
ED 12	Retention of local services and facilities within defined Neighbourhood and village centres	Positive	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy seeks to retain local services and facilities having 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
TP 1	Transport Assessments, Travel Plans, and Mitigation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy sets out requirements in relation to transport assessments, travel plans and mitigation and is considered to have a neutral impact on protected characteristic groups.
TP 2	Transport Design and Accessibility	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Positive	Policy ensures that there is adequate sustainable transport

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											provision as part of new developments providing for all groups in the community. It is considered to have positive impacts on some characteristic groups.
TP 3	Parking Standards	Neutral	Neutral	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	The policy states parking standards for new development and in particular makes provision for those with impaired mobility.
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. Could have positive impact on provision of disabled 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

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											on protected characteristics.
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.
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 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 open space and sports provision across the borough for all

Policy Number	Policy Title	Age	Gender	Disability	Race, Ethnicity and Nationality	Religion and Belief	Sexual Orientation	Gender Reassignment	Pregnancy and Maternity	Income Deprivation Impact Assessment	Explanation and Evidence
											users. Policy has particular benefits for some protected groups including younger 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 Draft Local Plan contains 195 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 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 9 (Housing for Older People), which will support the ageing population within the borough, as well as Policy H 3 (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 Draft 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, Strategic Policy STR7 (Place Shaping and Design) ensures that all components of new developments are "accessible, legible, adaptable and inclusive to everyone", while Policy EN 1 (Design and other development management criteria), under design aspect 7 - Inclusivity and access for all, further reinforces this issue and ensures that all new developments are designed to be 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 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 Race protected characteristic group is Policy H 13 (Gypsies and Travellers). It provides a criteria-based policy which directs appropriate development should additional gypsy and traveller sites be required during the Plan period.

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 Plan is inclusive to all members of the community and does not discriminate against any religion.

Gender

- 4.9 The policies within the Draft 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 gender.

Sexual orientation

- 4.10 The policies within the Draft 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 sexual orientation.

Pregnancy and Maternity

- 4.11 The policies within the Draft 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 where new health provision is required or land is allocated for new provision. For example, Strategic Policy STR 5 (Essential Infrastructure and Connectivity), ensures that essential healthcare infrastructure is provided as part of new development and Policy AL/RTW 28 (Land at Rowan Tree Road, Royal Tunbridge Wells), which is allocated for a mixed use development to include an improved and enhanced medical centre.

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 Draft Local Plan ensure that the development of housing provision across the borough provides for the needs of all. Policy H 5

(Affordable Housing) aims to ensure that this includes appropriate levels of affordable housing across the borough and Policy H 7 (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 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 within defined Neighbourhood and Village Centres) 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 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 12 (Land adjacent to Longfield Road, Royal Tunbridge Wells), which is allocated for approximately 80,000sqm of new employment space. Other policies in the 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.

**If you require this document in another format,
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