

Wealden
District Council

Draft Equalities and Fairness Impact Assessment

Wealden Local Plan (Regulation 19)
September 2026

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Section 1

What is your proposal and what will change as a result? Please give an overview of your proposal. What decisions are you seeking?

This Equalities and Fairness Impact Assessment (EFIA) assesses the **Wealden Proposed Submission Local Plan** prior to its publication for representations under Regulation 19 of the Town and Country Planning (Local Planning) (England) Regulations 2012, as saved. The purpose of the publication of the Regulation 19 Plan is to enable interested parties to make representations on the legal compliance and soundness of the Local Plan before it is submitted to the Secretary of State for independent examination.

The Wealden Local Plan will be the key planning document for Wealden District, excluding the area administered by the South Downs National Park Authority (SDNPA), which is responsible for planning within the National Park. The Local Plan provides the planning framework for the district to 2042 and sets out the vision, spatial strategy, development requirements, site allocations and planning policies that will guide the future growth and development of the district.
The Proposed Submission Local Plan has been informed by extensive evidence gathering, Sustainability Appraisal, consultation and engagement undertaken throughout the plan-making process, including consultation on the draft Local Plan (Regulation 18) between March and May 2024 and the Focused Regulation 18 consultation undertaken in early 2026. Amendments have been made in response to consultation feedback, updates to the evidence base, and changes in national planning policy.

The Proposed Submission Local Plan seeks to meet identified development needs across the district whilst protecting and enhancing the natural, built and historic environment. It seeks to ensure that future growth is supported by the timely provision of infrastructure, contributes to climate change mitigation and adaptation objectives, supports economic prosperity and delivers sustainable and healthy communities.

Once adopted, the Local Plan will form part of the statutory Development Plan for Wealden District and will replace existing local plan policies. It will be used to determine planning applications and inform future infrastructure investment and service provision across the district.

As part of the plan-making process, the Council has undertaken a Sustainability Appraisal (SA) and Habitats Regulations Assessment (HRA). The Sustainability Appraisal evaluates the likely environmental, social and economic effects of the

Local Plan and has informed the development of policies and site allocations throughout the preparation of the Plan. The Habitats Regulations Assessment has assessed the potential effects of the Local Plan on internationally important nature conservation sites and has informed the development of avoidance and mitigation measures where necessary.

The Council is also required to have due regard to the Public Sector Equality Duty contained within Section 149 of the Equality Act 2010. This Equalities and Fairness Impact Assessment therefore considers the likely effects of the Proposed Submission Local Plan on individuals and groups with protected characteristics and other groups that may be vulnerable or experience disadvantage. The purpose of the assessment is to identify any potential adverse impacts, ensure these are avoided or minimised where possible, and maximise opportunities to advance equality of opportunity and foster good relations between different groups in the community.

Paragraph 96 of the National Planning Policy Framework (2024) also requires planning policies and decisions to support healthy and safe communities, promote good health and wellbeing, and reduce health inequalities. Health considerations have therefore been integrated into the Sustainability Appraisal process and have informed the preparation of Local Plan policies.

Given the breadth of the Proposed Submission Local Plan and the range of policies it contains, this assessment focuses on those policies which are considered likely to have positive or negative equality impacts. Policies considered to have a neutral effect are not examined in detail. For each relevant protected characteristic and identified community group, the assessment considers the potential impacts of the Local Plan, the available evidence supporting those conclusions, and any mitigation measures considered necessary.

This EFIA accompanies the Proposed Submission Local Plan and will form part of the evidence submitted alongside the Local Plan for independent examination by the Planning Inspectorate.

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Section 2

Consider what impact this proposal will have on different communities by assessing each characteristic. You will need to indicate what impact you anticipate for each group and explain why.

Age

The impact on people of a certain age or people within a certain age group (i.e., children or older persons).

- Positive
- Negative
- Neutral

Why?

Overall summary – Positive impact. *The Local Plan is expected to benefit children, younger people and older people through better housing choice, accessible neighbourhoods, safer travel, improved services and facilities, green infrastructure and climate resilience. No significant adverse age-related effects are identified.*

Climate Change Policies (Positive Impact) - Older people and young children are among the groups most vulnerable to extreme temperatures, poor housing conditions and flooding. Policies CC1, CC2 and CC3 require higher standards of energy efficiency, overheating mitigation and building performance, whilst Policies CC7 and CC8 seek to reduce flood risk and improve climate resilience. These measures are likely to improve comfort, safety, health outcomes and resilience for older residents and younger age groups.

Design Policies (Positive Impact) - Policies DE1 and DE3 require development to provide safe, inclusive and accessible environments, prioritise walking, wheeling and cycling, promote health and wellbeing, and create attractive public spaces that support recreation and social interaction. These measures are likely to benefit children, young people and older people by improving accessibility, safety and opportunities for physical activity and social interaction. Policy DE3 specifically requires public spaces to be inclusive, accessible and easy to navigate and recognises the needs of older people and people with mobility difficulties.

Economy Policies (Positive Impact) - Policies EC1, EC2, EC3 and EC4 support business growth, investment, skills development and employment opportunities. Policy EC1 specifically seeks to support local employment, skills and education and respond to changing technology. These measures may benefit younger people entering employment and older workers seeking opportunities to remain economically active.

Heritage Policies (Positive Impact) - The chapter seeks to preserve and enhance heritage assets for existing and future generations and recognises their contribution to quality of life, identity and understanding of local history. Heritage assets, conservation areas, parks and gardens can support education, recreation and

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intergenerational learning. Policies HE1, HE2, HE4 and HE5 therefore have positive effects for both younger and older people.

Housing (Strong Positive Impact) - The chapter explicitly provides housing for younger households, families and older people. Policy HO1 promotes smaller homes to meet the needs of younger households and downsizers. Policy HO11 supports specialist accommodation for older people. Policy HO12 requires accessible and adaptable homes.

Infrastructure (Strong Positive Impact) Older people and younger people are likely to benefit significantly from improved transport, healthcare, education, open space, community facilities and digital infrastructure. Policy INF2 requires safe and inclusive walking, wheeling, cycling and public transport networks. Policy INF7 protects community facilities and Policy INF8 requires accessible open space, sport and recreation provision. The supporting text specifically recognises that community facilities are particularly important to older and younger people

Natural Environment (Strong Positive Impact) - Older people and younger people are likely to benefit significantly from the protection of accessible green spaces, improved air quality, reduced noise pollution, climate resilience, biodiversity enhancement and opportunities for recreation and outdoor activity. The chapter explicitly recognises that the natural environment contributes to health, wellbeing, recreation and quality of life. Policies NE1, NE3, NE6, NE10, NE11, NE12 and NE13 all contribute to healthier environments and accessible natural assets.

Spatial Strategy (Strong Positive Impact) - The strategy focuses growth in locations with good access to services, healthcare, employment, public transport, community facilities and green infrastructure. The 20-minute neighbourhood approach supports access to day-to-day services by walking, wheeling, cycling and public transport. Policy SS9 specifically requires development to support healthy living for people of all ages and abilities. The housing strategy also responds to identified needs for older persons accommodation and care provision.

Town Centre Policies (Strong Positive Impact) - Town centres provide access to essential shops, services, healthcare, leisure opportunities, community facilities and public transport. Older people and younger people are often more reliant on local services and accessible centres than other groups. Policy TC1 supports maintaining and enhancing a diverse mix of uses, community facilities and accessible environments within centres. Improvements to walking, cycling and public transport connections are also likely to benefit these groups.

Site Allocations (Strong Positive Impact) - The allocations collectively help deliver homes for younger households, families and older people and are supported by wider Local Plan policies on housing mix, specialist accommodation, infrastructure provision, health and wellbeing, green infrastructure and sustainable transport. Site allocations frequently require pedestrian links, access to public transport and connections to services.

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Disability

The impact on people with a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

- Positive
- Negative
- Neutral

Why?

Overall summary – Strong positive impact, with minor potential risks. *The Local Plan should improve accessible and adaptable housing, inclusive design, transport, services, community facilities, digital connectivity and healthy environments. Limited risks may arise where accessibility requirements interact with retrofit, heritage or design considerations, or where rural employment locations are less accessible; these can be addressed through inclusive design and implementation*.

Climate Change Policies (Positive with potential minor negative risks) - - Disabled people can be disproportionately affected by poor housing conditions, fuel poverty, overheating and flood events. Policies CC1, CC2, CC3, CC7 and CC8 should improve energy efficiency, thermal comfort and climate resilience. A potential indirect negative impact could arise where some retrofit or energy-efficiency measures conflict with specialist accessibility adaptations or increase development costs associated with specialist accommodation.

Design Policies (Strong Positive Impacts) - Policy DE1 requires development to provide safe, inclusive and accessible environments; accessible places that are easy to understand and navigate; and access to services, facilities and public transport. Policy DE3 requires public spaces to be attractive, inclusive and accessible and designed to support health and wellbeing. Supporting text specifically states that public spaces should be accessible to disabled people and those with particular mobility needs. Potential minor negative impacts could occur where design codes or locally distinctive design requirements unintentionally conflict with accessibility requirements; however this risk is low because the policies explicitly prioritise accessibility and inclusion

Economy Policies (Positive Impact) - Policy EC1 supports the creation of safe, attractive, accessible and high-quality environments, including improvements to walking, wheeling and cycling connectivity. Improved accessibility to employment sites, services and business areas may benefit disabled people seeking access to jobs and training opportunities. Potential adverse impacts are limited but could arise where some rural employment opportunities are located in less accessible locations. Policy EC4 mitigates this by requiring rural developments to demonstrate accessibility or secure improvements to sustainable access where appropriate

Heritage Policies (Positive with minor potential negative impacts) - The historic environment contributes to wellbeing, local identity and quality of place. Policies HE1, HE2 and HE4 seek to conserve and enhance public realm, historic parks, gardens and public spaces that can support wellbeing and community participation.

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However, conservation requirements may occasionally create tension with accessibility improvements to historic buildings or spaces. Policy HE6 provides flexibility by supporting climate adaptation and improvement works where informed by significance and less harmful alternatives have been considered. Similar balancing exercises frequently apply to accessibility measures.

Housing (Strong Positive Impact) - The chapter contains explicit provisions for disabled people through specialist housing, wheelchair-accessible housing and adaptable homes. Policy HO11 supports accommodation for people with disabilities, learning disabilities, autism and mental health needs. Policy HO12 requires all homes to meet M4(2) standards, with a proportion meeting wheelchair standards.

Infrastructure (Strong Positive Impact) Policy INF1 states infrastructure should be designed to ensure accessibility for all users. Policy INF2 requires inclusive walking, wheeling, cycling and public transport infrastructure. Policy INF7 requires facilities to be flexible, inclusive and accessible. Policy INF8 requires open spaces and recreation facilities to be inclusive, accessible and safe. Digital infrastructure improvements under INF6 may also benefit disabled people through better access to services, remote working and online healthcare

Natural Environment (Strong Positive Impact) - Disabled people can be disproportionately affected by poor environmental quality, pollution and climate impacts. The chapter supports improvements in air quality, water quality, tranquility, biodiversity and environmental protection which can improve health outcomes. Policies NE11 and NE12 specifically seek to protect health from noise and air pollution. Natural environments and green infrastructure can also support mental health and wellbeing. Policy NE1 specifically references health and wellbeing benefits arising from biodiversity and ecological networks

Spatial Strategy (Strong Positive Impact) - The strategy prioritises accessible settlements, infrastructure, public transport, active travel, healthcare and green infrastructure. Policy SS9 requires high-quality, inclusive and accessible places and neighbourhoods with good access to services and infrastructure. Policy SS10 requires accessible green infrastructure for people of all ages and abilities

Town Centre Policies (Positive Impact) - Town centres often provide concentrated access to services, employment, retail and community facilities. Policy TC1 requires development to support safe, attractive, accessible and high-quality environments and improve sustainable travel connectivity. The chapter also encourages improvements to public realm, active travel routes and public transport integration.

Site Allocations (Positive Impact) - Some allocations are located in areas where service accessibility may be more limited, however the wider Local Plan contains policies requiring accessible housing; active travel infrastructure; public transport improvements; community infrastructure; inclusive design; and health and wellbeing considerations. The site allocations themselves require safe pedestrian, cycle and public transport connectivity.

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Gender reassignment

The impact on "a person who is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex." It's important to note, the Equality Act 2010 protects those who are transgender (a person who identifies with the opposite sex to what they were assigned at birth) and non-binary (a person who doesn't identify with the sex they were assigned at birth nor the opposite sex, or identifies with both genders) and does not require them to have undergone medical transitioning.

- Positive
- Negative
- Neutral

Why?

Overall summary – Neutral impact. *The Local Plan applies equally regardless of gender reassignment, and no differential positive or negative effects have been identified across the policy areas assessed*.

Climate Change Policies (Neutral Impact) - The policies relate to environmental sustainability and development standards and are not expected to impact differently on people who have undergone, are undergoing or are proposing to undergo gender reassignment.

Design Policies (Neutral Impact) - The chapter relates to design quality, accessibility, public realm and character. No differential impacts have been identified for transgender or non-binary individuals.

Economy Policies (Neutral Impact) - The chapter focuses on economic growth, employment land, tourism and business investment. No differential impacts have been identified for people undergoing or proposing to undergo gender reassignment.

Heritage Policies (Neutral Impact) - The chapter is concerned with the conservation and management of heritage assets and does not contain provisions that would affect people differently because of gender reassignment.

Housing (Neutral Impact) - No policies distinguish between residents on the basis of gender identity.

Infrastructure (Neutral Impact) - The infrastructure policies apply equally to all users and do not contain provisions which would affect individuals differently on the basis of gender reassignment.

Natural Environment (Neutral Impact) - No policy within the chapter creates differential effects based on gender reassignment. Policies apply equally to all residents

Spatial Strategy (Neutral Impact) - No policies within the Spatial Strategy are expected to affect people differently on the basis of gender reassignment.

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Town Centre Policies (Neutral Impact) - No differential impacts have been identified. The policies relate to the location and management of town centre uses and apply equally to all users.

Site Allocations (Neutral Impact) - The allocations neither advantage nor disadvantage people sharing this protected characteristic.

Marriage and civil partnership

The impact on anyone who is married or in a civil partnership. It is important to note that same-sex and opposite-sex couples can both be married or have a civil partnership.

- Positive
- Negative
- Neutral

Why?

Overall summary – Neutral impact. *The Local Plan does not differentiate between people according to marriage or civil partnership status, and no disproportionate effects have been identified.*

Climate Change Policies (Neutral Impact) - The climate change policies apply equally regardless of marital or partnership status. No differential impacts have been identified.

Design Policies (Neutral Impact) -The policies apply equally irrespective of marital or partnership status. No disproportionate impacts have been identified.

Economy Policies (Neutral Impact) -The policies apply equally regardless of marital or civil partnership status. No differential impacts have been identified.

Heritage Policies (Neutral Impact) - The policies apply equally regardless of marital or civil partnership status. No differential impacts have been identified

Housing (Neutral Impact) - Housing policies apply irrespective of marital or partnership status.

Infrastructure (Neutral Impact) - The policies relate to infrastructure provision and service delivery and do not distinguish between household relationship types.

Natural Environment (Neutral Impact) - No differential impacts identified. Environmental protections apply equally regardless of marital status

Spatial Strategy (Neutral Impact) - No specific impacts identified. The strategy applies equally regardless of marital or partnership status.

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Town Centre Policies (Neutral Impact) - The chapter contains no provisions that differentiate between individuals based on marital or partnership status.

Site Allocations (Neutral Impact) - No differential impact identified.

Pregnancy and maternity

The impact on those that are pregnant or expecting a baby, including the maternity period (the period after the birth, up to 52 weeks but may be earlier as the protected period ends when the person returns to work). This also includes the impact on those that are breastfeeding.

- Positive
- Negative
- Neutral

Why?

Overall summary – Positive impact. *The Local Plan should benefit pregnant people, those on maternity leave and families with young children through healthier and adaptable homes, accessible services, safe travel, local employment, healthcare, recreation and climate resilience. A minor indirect affordability risk may arise from increased development costs.*

Climate Change Policies (Positive Impact) - Pregnant women and families with young children can be more vulnerable to overheating, poor housing quality and flood events. Policies CC1, CC3, CC7 and CC8 promote healthier internal environments and greater resilience to climate impacts. There may be minor indirect impacts if development costs affect housing affordability.

Design Policies (Positive Impact) - Policies DE1 and DE3 promote safe, accessible environments, high quality public spaces, access to services, walking and wheeling, seating opportunities, recreation and healthy lifestyles. These measures are likely to benefit pregnant women, parents with pushchairs and families with young children.

Economy Policies (Positive Impact) - Policies supporting local employment growth, homeworking, improved connectivity and diversified employment opportunities may improve access to flexible employment opportunities for pregnant women and parents returning to work. Policy EC1 specifically supports homeworking and modern ways of working

Heritage Policies (Positive Impact) - The protection of high-quality historic environments, conservation areas, parks, gardens and public spaces can contribute positively to wellbeing, recreation and access to attractive environments for families, pregnant women and parents of young children. Policies HE2 and HE4 support the conservation and enhancement of public realm and historic landscapes

Housing (Positive Impact) - Policies supporting affordable housing, accessibility standards, family-sized homes and specialist accommodation are likely to benefit

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pregnant women and families with young children. HO1 requires a mix of housing sizes while HO12 promotes adaptable homes.

Infrastructure (Positive Impact) - Accessible transport, healthcare facilities, community services, recreation provision and safe pedestrian routes are likely to benefit pregnant women and households with young children. Policy INF2 requires safe access to schools, services and public transport. Policy INF7 supports community services and facilities. Policy INF8 provides accessible recreation and play opportunities.

Natural Environment (Positive Impact) - Pregnant women and families with young children benefit from cleaner air, reduced pollution, protected open spaces, recreational opportunities and healthier living environments. Policies NE11, NE12 and NE13 seek improved environmental quality and protection of health. The chapter recognises that environmental quality contributes directly to health and wellbeing.

Spatial Strategy (Strong Impact) - The concentration of development around services, healthcare, transport and community facilities can improve accessibility for pregnant women and families with young children. Policy SS9 promotes healthy and accessible communities and improved access to services and green infrastructure.

Town Centre Policies (Positive Impact) - Accessible town centres, local services, community facilities, public transport and shops are particularly important for pregnant women and families with young children.

The focus on maintaining local service provision and improving accessibility is likely to reduce the need to travel longer distances.

Site Allocations (Positive Impact) - The Plan delivers additional housing growth in locations linked to services, public transport, education and green infrastructure. Many site allocations require direct integration with walking routes and local facilities.

Race

The impact on "people from different racial groups, people with different nationalities and people from different ethnic/national origins". Particularly, those who are marginalised in our society through institutional and social barriers.

- Positive
- Negative
- Neutral

Why?

Overall summary – Positive impact, with minor potential consultation barriers. *The Local Plan should improve access to housing, employment, services, infrastructure and healthy environments for all ethnic groups, with direct provision for Gypsies, Travellers and Travelling Showpeople. Technical language and complex evidence may create barriers to engagement unless accessible information and support are provided.*

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Climate Change Policies (Positive with minor potential negative impacts) - Improved housing quality, reduced fuel costs and greater climate resilience may benefit all communities, including minority ethnic groups who are disproportionately affected by poor housing and fuel poverty nationally. Policies CC1, CC2, CC3, CC7 and CC8 may therefore have positive effects. A potential negative impact is that the technical nature of climate change policies and supporting evidence may create engagement barriers for some groups.

Design Policies (Positive with minor potential negative impacts) - Well-designed public spaces, inclusive environments and community engagement requirements have the potential to support all communities regardless of ethnicity, nationality or race. Policies DE1, DE2 and DE3 require inclusive places and encourage community engagement throughout the design process. A potential negative impact is that design codes, masterplans and consultation documents may contain technical planning and design terminology which could create barriers to participation for some communities.

Economy Policies (Positive with minor potential negative impacts) - The chapter promotes economic opportunity, employment growth and skills development which may benefit all communities, including minority ethnic groups. Policies EC1, EC2 and EC3 support job creation and business growth across the district. Potential minor negative impacts could arise because employment, viability and marketing evidence requirements may be complex and difficult to engage with for some groups.

Heritage Policies (Positive with minor potential negative impacts) - The chapter recognises the importance of cultural and historical diversity and the role heritage plays in explaining differences in cultural and historical development. Heritage conservation can strengthen community identity and understanding of local history. There is potential for minor negative impacts where heritage statements, archaeological assessments and technical documentation are difficult to understand for some communities.

Housing (Positive with minor potential negative impacts) - Affordable housing, smaller homes and specialist accommodation support access to housing for all communities. A minor negative impact could arise from the complexity of housing allocation processes, viability assessments and planning documentation. Policies HO9 and HO10 directly address the accommodation needs of Gypsies, Travellers and Travelling Showpeople and safeguard existing sites

Infrastructure (Positive with minor potential negative impacts) - Improved access to infrastructure, transport, education, healthcare and digital connectivity benefits all communities. Policy INF6 specifically seeks to reduce inequalities in digital access and address digital exclusion. Potential minor negative impacts arise because infrastructure delivery plans, transport assessments and technical planning evidence can be difficult for some groups to engage with.

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Natural Environment (Positive with minor potential negative impacts) - All communities benefit from environmental improvements, biodiversity recovery, cleaner air, improved recreational environments and climate resilience. However, the highly technical nature of ecological, air quality, biodiversity net gain and habitat regulations requirements may create engagement barriers for some ethnic minority communities.

Spatial Strategy (Positive with minor potential negative impacts) - The strategy seeks to improve access to housing, employment, services, transport, health facilities and green infrastructure for all communities. Policies SS1, SS2, SS5 and SS9 support access to housing, jobs and services. Potential negative impacts may arise because the spatial strategy, settlement hierarchy, housing evidence and technical assessments are complex and may be difficult to understand for some groups. Policy SS3 explicitly provides for identified accommodation needs by making provision for 45 Gypsy and Traveller pitches and 3 Travelling Showpeople plots through allocations and windfall development. This directly supports equality of opportunity for a protected ethnic group.

Town Centre Policies – (Positive with minor negative impacts) - Town centres provide employment, services, cultural facilities and opportunities for social interaction that can benefit all communities. However, the chapter contains technical planning concepts such as sequential tests, local impact assessments, centre hierarchies and primary shopping area designations which may create engagement barriers during consultations.

Site Allocations (Positive Impact) - The previous assessment identified possible consultation barriers due to technical language. However, this is a consultation-process issue rather than a land-use impact. When considering the Local Plan as a whole - improved housing supply; access to services; access to employment; improved transport infrastructure; access to community facilities, all create positive outcomes for minority ethnic communities. Unlike most protected groups, there is a direct and explicit positive intervention for Gypsies, Travellers and Travelling Showpeople through Policy SA2 which allocates sites specifically to meet identified accommodation needs. This directly advances equality of opportunity for a group that historically experiences housing disadvantage.

Religion or belief

The impact on anyone with a particular religion or belief system (including philosophical beliefs), as well as those without a religion or belief system. Particularly, those who are marginalised in our society through institutional and social barriers.

- Positive
- Negative
- Neutral

Why?

Overall summary – Neutral to positive impact. *Most policies apply equally regardless of religion or belief. Positive effects may arise through the protection of religious*

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heritage, places of worship and community facilities, and no adverse impacts have been identified.

Climate Change Policies (Neutral Impact) - No elements of the climate change chapter are expected to differentially affect individuals based upon religion, faith or belief.

Design Policies (Neutral Impact) - No elements of the chapter are expected to affect individuals differently because of religion or belief. Policies apply equally to all communities

Economy Policies (Positive Impact) - No elements of the Economy Chapter are expected to have differential impacts on people because of religion or belief.

Heritage Policies (Positive/Neutral Impact) - The chapter protects ecclesiastical buildings, church settings and wider heritage assets of cultural and religious importance. Conservation of heritage assets may indirectly support the continued use and appreciation of places associated with religious practice and belief.

Housing (Neutral Impact) - No differential impacts arise from religion or belief.

Infrastructure (Positive/Neutral Impact) - Community facilities include places of worship and wider community infrastructure. Policy INF7 supports the retention and enhancement of such facilities.

Natural Environment (Neutral Impact) - No impacts specific to religion or belief have been identified.

Spatial Strategy (Neutral Impact) - No elements of the strategy are expected to differentially affect people because of religion or belief.

Town Centre Policies (Positive/Neutral Impact) - Policies support community facilities, accessible centres and social interaction. These may indirectly benefit faith communities through easier access to services and community meeting spaces. No specific adverse impacts have been identified.

Site Allocations (Positive/Neutral Impact) - The Plan supports sustainable communities, community facilities and accessible settlements. No adverse effects identified.

Sex

The impact on men and women, boys and girls.

- Positive
- Negative
- Neutral

Why?

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Overall summary – Positive impact. *Although several policy areas are neutral, the Local Plan should support women, men, girls and boys through safer and more accessible public spaces, local employment, housing, infrastructure, healthy environments and services. Safety measures in public spaces may particularly benefit women and girls.*

Climate Change Policies (Neutral Impact) - The policies apply equally regardless of sex and no disproportionate impacts have been identified for men, women, boys or girls.

Design Policies (Positive Impact) - Policy DE3 requires public spaces to be safe, inclusive and designed to reduce opportunities for crime and anti-social behaviour through natural surveillance, appropriate lighting and clear sightlines. These measures may particularly benefit women and girls who can be disproportionately affected by perceptions of safety within public spaces.

Economy Policies (Positive Impact) - Policies supporting local employment, skills, business growth, homeworking and tourism employment opportunities may benefit both men and women. The support for homeworking and flexible business models in Policy EC1 may particularly assist those balancing work and family responsibilities

Heritage Policies (Neutral Impact) - No evidence suggests the policies would affect individuals differently because of sex. The policies relate to places, buildings, archaeology and landscapes rather than particular demographic groups

Housing (Positive Impact) - Affordable housing, specialist accommodation and accessible housing are likely to support equality of housing outcomes for both men and women. Flexible housing options and community-led housing may particularly benefit households facing housing affordability barriers

Infrastructure (Positive Impact) - INF8 explicitly references "Safer Parks for Women and Girls" and requires open spaces and recreational facilities to be safe, inclusive and welcoming. Improved lighting, accessibility, surveillance and community facilities may particularly benefit women and girls.

Natural Environment (Positive Impact) - Safer, healthier and higher-quality natural environments can benefit everyone. Women often make greater use of local green spaces for caregiving, recreation and walking and may particularly benefit from improved environmental quality, lower pollution and well-managed public environments. Policies on air quality, noise pollution, landscape and environmental quality contribute positively.

Spatial Strategy (Positive Impact) - Policies promoting accessibility, local services, employment opportunities, safe communities, public transport, active travel and health infrastructure can benefit both men and women.

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Policy SS9 requires safe, attractive and accessible public spaces that support social interaction and recreation.

Town Centre Policies (Positive Impact) - The creation of attractive, safe and accessible town centres with active frontages, increased footfall and improved public realm may help improve perceptions of safety and encourage greater use of town centres. Policy TC1 specifically supports safe, attractive and accessible environments.

Site Allocations (Positive Impact) - Well-connected neighbourhoods, active travel routes, improved public realm, access to services and community infrastructure are likely to benefit all residents and support safety and accessibility objectives.

Sexual orientation

The impact on all sexual orientations, including heterosexuality (attraction to the opposite sex) and non-heterosexual orientations which are typically grouped under the LGBTQ+ (Lesbian, Gay, Bisexual, Trans, Questioning/Queer) umbrella.

- Positive
- Negative
- Neutral

Why?

Overall summary – Neutral impact. *The Local Plan applies equally regardless of sexual orientation and no differential impacts have been identified across the policy areas assessed.*

Climate Change Policies (Neutral Impact) - The climate change policies are not expected to affect individuals differently based upon sexual orientation.

Design Policies (Neutral Impact) - No differential impacts have been identified based on sexual orientation. Policies focus on accessibility, quality design and public realm improvements.

Economy Policies (Neutral Impact) - No differential impacts have been identified based on sexual orientation. The policies relate to employment land, business growth and tourism development

Heritage Policies (Neutral Impact) - The chapter applies equally to all residents and users of the historic environment regardless of sexual orientation.

Housing (Neutral Impact) - The policies apply equally regardless of sexual orientation.

Infrastructure (Neutral Impact) - Infrastructure policies apply equally regardless of sexual orientation.

Natural Environment (Neutral Impact) - No evidence of differential impacts.

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Spatial Strategy (Neutral Impact) - The policies apply equally irrespective of sexual orientation.

Town Centre Policies (Neutral Impact) - There is no evidence that the policies would affect individuals differently because of sexual orientation.

Site Allocations (Neutral Impact) - No differential impacts identified.

Caring responsibilities

The impact on people who have caring responsibilities (they look after another person or persons who wouldn't be able to cope without their help, typically due to the cared-for person's ill health, mental health condition, disability or addiction).

- Positive
- Negative
- Neutral

Why?

Overall summary – Strong positive impact. *Carers and those they care for should benefit from adaptable housing, local employment and homeworking, accessible transport, healthcare, community facilities, digital connectivity, green space and services located close to homes. No significant adverse impacts have been identified.*

Climate Change Policies (Positive Impact) - People with caring responsibilities often experience increased household expenses and spend considerable periods within the home. Policies CC1, CC2, CC6, CC7 and CC8 may reduce energy and water costs whilst improving resilience to climate-related disruption, benefiting carers and those they care for.

Design Policies (Positive Impact) - People with caring responsibilities often rely upon accessible, safe and easy-to-navigate environments. Policies DE1 and DE3 support inclusive design, access to facilities, walking and wheeling, and improved public realm which may benefit carers and those they care for.

Economy Policies (Positive Impact) - Policies supporting local employment opportunities, homeworking, reduced out-commuting and access to employment within local communities may benefit carers who often require flexible working arrangements and shorter travel distances. Policy EC1 specifically supports homeworking and local employment opportunities

Heritage Policies (Positive Impact) - Historic parks, public spaces, conservation areas and heritage attractions can provide opportunities for recreation, education, leisure and community interaction. Carers and those they care for may benefit from access to attractive and well-managed environments

Housing (Strong Positive Impact) - Policies supporting accessible housing, adaptable homes, annexes, specialist housing and affordable housing are likely to benefit

carers and households with caring responsibilities. Policy HO18 specifically supports annexes and multi-generational living arrangements.

Infrastructure (Strong Positive Impact) - Carers rely heavily on accessible transport, healthcare, community facilities, digital connectivity and open space provision. INF2 improves access to services and facilities. INF6 enhances digital access. INF7 protects community facilities and INF8 supports recreation and wellbeing.

Natural Environment (Strong Positive Impact) - Carers often rely on local accessible green spaces and healthy local environments for recreation, exercise and wellbeing. The chapter promotes healthier places through biodiversity enhancement, recreational spaces, protection of landscapes, air quality improvements and water quality improvements.

Spatial Strategy (Strong Positive Impact) - Carers benefit from accessible communities with healthcare, community facilities, employment, transport links and green infrastructure. The spatial strategy directs growth towards locations where services and facilities are available and supports healthy communities

Town Centre Policies (Positive Impact) - Carers often rely heavily upon local shops, services, pharmacies, healthcare facilities, public transport and community facilities. Maintaining vibrant and accessible centres reduces travel distances and improves access to everyday needs

Site Allocations (Strong Positive Impact) - The allocations increase opportunities for residents to live near schools; community services; healthcare; public transport; open space. The wider Local Plan infrastructure and community policies further strengthen these benefits.

Language

The impact on people who don't speak English as their first language and those with lower literacy skills.

- Positive
- Negative
- Neutral

Why?

Overall summary – Potential minor negative impact during consultation. *The Local Plan's technical terminology and evidence requirements may create barriers for people who do not speak English as a first language or have lower literacy. The land-use outcomes are generally neutral or positive, but accessible summaries, translations and alternative formats are needed to support effective participation.*

Climate Change Policies (Potential Minor Negative Impact) - The chapter contains highly technical information relating to climate modelling, energy-use intensity, overheating assessments, flood risk assessments, renewable energy and drainage

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requirements. This could make consultation material more difficult to understand for people who do not speak English as a first language.

Design Policies (Potential Minor Negative Impact) - Design codes, masterplans, Design and Access Statements and planning consultations may involve technical planning and urban design terminology, potentially creating barriers for people whose first language is not English

Economy Policies (Potential Minor Negative Impact) - Employment studies, viability evidence, business plans, marketing evidence and economic assessments can be highly technical. This may create barriers for people whose first language is not English. Policies EC2, EC3, EC6, EC7 and EC8 require technical evidence and business case submissions

Heritage Policies (Potential Minor Negative Impact) - The Historic Environment chapter contains highly technical terminology relating to archaeology, significance, conservation deficits, heritage statements, designated and non-designated assets, Written Schemes of Investigation and conservation management plans. This could create barriers to understanding and engagement

Housing (Potential Minor Negative Impact) - Housing policy, allocation systems, viability evidence, accessibility standards and planning requirements can be complex and technically worded.

Infrastructure (Minor Negative Impact) - The chapter contains technical terminology relating to infrastructure delivery, transport modelling, active travel assessments, utility strategies and digital infrastructure statements. This may create barriers to engagement and understanding.

Natural Environment (Potential Minor Negative Impact) - The chapter is highly technical and references ecological networks, biodiversity net gain, habitat regulations assessments, landscape assessments, source protection zones, river basin management plans and other specialist environmental requirements. This complexity may create barriers to participation and understanding.

Spatial Strategy (Potential Minor Negative Impact) - The chapter contains extensive technical information relating to housing need; settlement hierarchy; infrastructure capacity; sustainability appraisal; environmental constraints; employment studies; and strategic planning. This complexity may create barriers to participation.

Town Centre Policies (Potential Minor Negative Impact) - The chapter relies upon technical retail planning terminology, impact assessments, sequential testing and planning policy concepts which may be difficult for some residents to understand.

Site Allocations (Positive/Neutral Impact) - The allocation of housing sites is unlikely to disadvantage someone because English is not their first language once the Plan is adopted.

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Socio-economic status

The impact on people based on their class, financial circumstances and living situations, including those experiencing homelessness.

- Positive
- Negative
- Neutral

Why?

Overall summary – Strong positive impact, with some potential cost-related risks.
The Local Plan should improve access to affordable and suitable housing, employment, transport, services, digital connectivity, community facilities and healthy environments, particularly benefiting lower-income households. Higher development, climate and conservation costs could affect viability or affordability if not monitored and managed.

Climate Change Policies (Mixed Impact) - Positive impacts include lower household energy consumption, reduced utility costs, improved resilience to flooding and climate change, and improved housing quality through Policies CC1, CC2, CC3, CC6, CC7 and CC8. Potential adverse impacts relate to increased development costs associated with net zero standards, renewable energy requirements, sustainability accreditation and climate-resilience measures. These may impact viability and, indirectly, housing affordability if not appropriately managed. Policy CC1 acknowledges viability considerations and allows flexibility where justified.

Design Policies (Positive Impact) - Policies DE1, DE2 and DE3 promote high-quality environments, access to services, active travel, public transport, healthy lifestyles, public realm improvements and safer communities. These measures can disproportionately benefit lower-income communities that are more dependent upon walking, cycling, public transport and public spaces. No significant negative impacts have been identified. Although higher design standards may increase development costs, the policies primarily influence the quality and functionality of development rather than impose substantial additional burdens on residents.

Economy Policies (Strong Positive Impact) - This chapter is principally intended to deliver economic benefits through new employment opportunities; skills development; tourism growth; safeguarding employment land; supporting business investment; retaining local jobs; and supporting rural enterprise. These measures are likely to have particularly positive impacts for lower-income households, unemployed persons and communities experiencing economic disadvantage. The protection of strategic and non-strategic employment sites under Policies EC2 and EC3, together with tourism and visitor accommodation policies, seeks to maintain employment opportunities across the district.

Heritage Policies (Positive with minor potential negative impacts) - The chapter explicitly recognises that heritage contributes to tourism, the local economy, inward investment, local character, identity and sustainable development. Heritage-led regeneration and conservation can therefore support economic opportunities and community wellbeing. Potential minor adverse impacts may arise where

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conservation requirements increase development or alteration costs for owners of heritage assets.

Housing (Strong Positive Impact) - This chapter is expected to have the most significant positive impact on lower-income households.

Infrastructure (Strong Positive Impact) - The chapter contains several measures likely to benefit lower-income households including: improved public transport; active travel infrastructure; affordable access to community facilities; improved digital connectivity; enhanced recreation opportunities; and reduced digital exclusion. Policy INF6 explicitly seeks to reduce digital inequalities and digital poverty.

Natural Environment (Strong Positive Impact) - Lower-income households are often disproportionately affected by environmental inequality, poor air quality, noise, flooding and lack of access to quality open space. The chapter supports improved air quality; improved environmental quality; access to recreation; better landscape protection; healthier communities; climate resilience; and cleaner water resources. These benefits may help reduce environmental inequalities.

Spatial Strategy (Strong Positive Impact) - The spatial strategy seeks to deliver housing growth; employment growth; new infrastructure; community facilities; improved accessibility; local services; and healthier communities. These benefits particularly support lower-income households by improving access to housing, employment and services. The strategy includes provision for affordable and specialist housing needs and supports economic development and local employment.

Town Centre Policies (Strong Positive Impact) - Lower-income households can disproportionately rely on local services, employment opportunities, public transport and accessible retail facilities. The chapter seeks to protect local services; retain employment opportunities; improve access to shops and services; support town centre investment; improve active travel connections; and strengthen community facilities. Maintaining viable town centres may reduce transport costs and improve access to everyday goods and services.

Site Allocations (Strong Positive Impact) - The allocations deliver significant housing growth; affordable housing through wider housing policies; employment opportunities; infrastructure improvements; education provision; community facilities; and sustainable transport. Infrastructure constraints are already recognised and mitigated by site-specific policy requirements, infrastructure policies and phasing provisions.

UK Armed Forces

The impact on people who are currently serving or have served in the UK Armed Forces. This includes reservists or part-time service i.e., Territorial Army, and people within the immediate family or same household, including bereaved families.

- Positive

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- Negative
- Neutral

Why?

Overall summary – Positive impact. *Serving personnel, reservists, veterans and Armed Forces families should benefit from additional housing, employment, accessible services, healthcare, infrastructure, community facilities and healthy environments. No specific adverse impacts have been identified.*

Climate Change Policies (Positive/Neutral Impact) - Armed Forces personnel, veterans and their families are likely to benefit from improved housing quality, lower energy costs and greater resilience to climate change in the same way as the wider population. No specific adverse impacts have been identified.

Design Policies (Positive/Neutral Impact) - Veterans, serving personnel and military families are likely to benefit from improved accessibility, safer public spaces, stronger community facilities and healthier environments in the same way as the wider population. No specific adverse impacts have been identified

Economy Policies (Positive Impact) - Serving personnel, reservists, veterans and military families may benefit from increased employment opportunities, skills development, business growth and a stronger local economy. The support for local jobs and economic resilience may particularly assist Armed Forces families transitioning to civilian employment

Heritage Policies (Positive/Neutral Impact) - The chapter recognises the significance of military heritage, including Second World War pillboxes and other archaeological and historic assets. Conserving and interpreting military heritage may positively contribute to the understanding and appreciation of Armed Forces history and heritage.

Housing (Positive Impact) - The housing chapter specifically references military affordable housing and supports delivery of a diverse housing stock. Access to affordable housing and specialist accommodation may benefit serving personnel, veterans and military families.

Infrastructure (Positive Impact) - Veterans, reservists and armed forces families benefit from improved accessibility to housing, healthcare, education, digital infrastructure, transport and community facilities. Improved digital infrastructure and community services may particularly support serving personnel and veteran households in rural locations.

Natural Environment (Positive Impact) - Serving personnel, reservists, veterans and military families benefit equally from improved natural environments, recreation opportunities, healthier communities and environmental quality. The protection of landscapes, recreation resources and community wellbeing is likely to support household wellbeing and resilience.

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Spatial Strategy (Positive Impact) - The strategy supports housing provision, employment opportunities, community facilities, healthcare access and economic prosperity which benefit serving personnel, veterans and military families. Improved transport, healthcare and local employment opportunities can particularly assist Armed Forces households transitioning into civilian life.

Town Centre Policies (Positive Impact) - Armed Forces personnel, veterans and military families benefit from local services, employment, community facilities and accessible town centres in the same way as the wider population. The chapter supports local employment opportunities and community cohesion through viable centres.

Site Allocations (Positive Impact) - The increased supply of housing and improved access to services, employment and infrastructure is likely to support serving personnel, reservists, veterans and Armed Forces families.

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Section 3

Which parts of the Public Sector Equality Duty are most relevant to the proposal?

1. *Eliminate discrimination, harassment and victimisation.*
    - Yes
    - No

    Why?

    Overall summary – Yes. *The Local Plan supports the elimination of discrimination, harassment and victimisation by applying policies consistently, promoting inclusive and accessible environments, and providing for the housing, infrastructure and service needs of protected and disadvantaged groups. No policy is identified as directly discriminatory, although accessible consultation and implementation remain important to avoid indirect barriers.*

Climate Change Policies - The policies apply equally to all residents and development proposals and do not discriminate against any protected group. The chapter promotes safe, healthy and resilient communities through improved building standards, flood protection and sustainable development. Design Policies - The chapter explicitly seeks to create inclusive, accessible and safe environments for all users and contains numerous provisions supporting accessibility and inclusion. Economy Policies - The policies apply consistently across the district and are intended to increase access to employment, skills and economic opportunities regardless of protected characteristics. Heritage Policies - The policies apply consistently to all users, owners and occupiers of heritage assets and seek to protect cultural assets for the benefit of present and future generations. Housing - The chapter promotes access to housing for diverse groups, including disabled people, older people, Gypsies and Travellers, military families and lower-income households. Infrastructure Policies - The chapter consistently promotes equitable access to infrastructure, services, transport and facilities and specifically requires accessibility and inclusion to be embedded in infrastructure design Natural Environment - The chapter provides environmental protections and benefits equally across communities and protects public health through environmental management. Spatial Strategy - The strategy seeks to provide housing, employment, infrastructure, services and green infrastructure to meet the needs of different

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groups within the community and explicitly references consideration of community needs during strategy preparation.

Town Centre Policies – The policies provide equitable access to services, employment, shops, facilities and public spaces and seek to support safe and accessible environments.

2. *Advance equality of opportunity*
    - Yes
    - No

Why?

Overall summary – Yes. *The Local Plan advances equality of opportunity by improving access to suitable and affordable housing, employment, skills, transport, digital connectivity, community facilities, healthy environments and inclusive public spaces. These measures are particularly relevant to disabled and older people, carers, Gypsies and Travellers, lower-income households and groups experiencing health or access inequalities.*

Climate Change Policies - The chapter is likely to advance equality of opportunity by reducing fuel poverty, improving housing quality, promoting healthier internal environments and increasing resilience to climate risks. These benefits may be particularly important for older people, disabled people, carers and lower-income households

Design Policies - Policies DE1, DE2 and DE3 aim to improve accessibility, health, wellbeing, safety and access to services and facilities, helping remove barriers faced by disabled people, older people, carers and lower-income communities.

Economy Policies - The chapter seeks to improve employment opportunities, education, skills, business growth and local economic resilience. These outcomes are likely to particularly benefit people facing economic disadvantage

Heritage Policies - The chapter supports public understanding of history, cultural diversity, local identity and increased access to heritage assets, parks and archaeological interpretation where appropriate.

Housing - Housing affordability, accessibility standards and specialist accommodation policies positively advance equality of opportunity across multiple protected characteristics

Infrastructure Policies - Policies INF2, INF6, INF7 and INF8 particularly advance equality of opportunity through improved accessibility, digital inclusion, active travel opportunities, recreation provision and community services.

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Natural Environment - The chapter promotes access to healthy environments, biodiversity, recreation, cleaner air and improved environmental quality which particularly benefit groups vulnerable to health inequalities.

Spatial Strategy - Policies SS1, SS3, SS8, SS9 and SS10 support housing, accommodation, accessibility, health, wellbeing, green infrastructure and community facilities, helping reduce inequalities.

Town Centre Policies – Policies TC1-TC4 support access to employment, retail, services, community facilities and sustainable transport, helping to reduce barriers for many groups.

3. *Foster good relations*
    - Yes
    - No

Why?

Overall summary – Yes. *The Local Plan fosters good relations by supporting inclusive neighbourhoods, mixed and balanced communities, shared public spaces, community facilities, green infrastructure, local employment and cultural and heritage assets. These measures create opportunities for social interaction, participation, shared activity and stronger community cohesion across different groups.*

Climate Change Policies - Policies supporting community energy schemes, environmental improvement and climate resilience provide district-wide benefits and promote shared outcomes across communities. Policy CC5 specifically supports community-led renewable energy schemes where there is demonstrable local support and appropriate governance arrangements.

Design Policies - The policies promote inclusive public spaces, community engagement, social interaction and high-quality places that can benefit all sections of the community

Economy Policies - Economic prosperity, local employment opportunities, tourism growth and community investment support thriving and sustainable communities across the district

Heritage Policies - The historic environment contributes to identity, belonging, cultural understanding and appreciation of different historic and cultural influences throughout the district.

Housing - The policies support inclusive, balanced and sustainable communities through mixed housing provision, integrated affordable housing and specialist accommodation.

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Infrastructure Policies - The provision of community facilities, public spaces, recreation opportunities and active travel routes encourages social interaction, community cohesion and integration.

Natural Environment - Natural environments, green infrastructure and recreational spaces support community interaction, wellbeing and quality of life

Spatial Strategy - The strategy promotes inclusive neighbourhoods, access to services, community facilities, public spaces and green infrastructure that support social interaction and community cohesion.

Town Centre Policies – Town centres provide important places for community interaction, social activity, leisure and cultural exchange and help support community cohesion.

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Section 4

1. *What mitigations have you identified for each negatively impacted group in section 2? If you cannot identify any, please explain. For example, a replacement service does not exist or there is no resource.*
2.

The Equality Impact Assessment has considered the Local Plan as a whole, including the Spatial Strategy, Housing, Infrastructure, Health and Wellbeing, Design, Natural Environment, Transport, Town Centre and Site Allocation policies. Whilst some potential adverse effects have been identified, the majority are mitigated through the integrated policy framework and site-specific requirements. Consequently, no significant residual adverse equality impacts have been identified. We have addressed some negative impacts in the Action Plan which can be found below.

2. *What information have you used to assess the above anticipated impacts on different groups? Have you conducted any consultation or carried out any research? Use this space to explain any data (internal and external), academic research, theories, models you have taken into account.*

This assessment has been informed by the preparation of the Local Plan as a whole and by the evidence gathered during plan-making.

The principal sources of evidence include:

Local Plan Evidence Base

Supporting Technical Evidence

- Strategic Housing and Economic Land Availability Assessment (SHELAA).
- Sustainability Appraisal (SA).
- Habitat Regulations Assessment (HRA).
- Strategic Flood Risk Assessment (SFRA).
- Infrastructure Delivery Plan (IDP).
- Local Housing Needs Assessment.
- Gypsy and Traveller Accommodation Assessment (GTAA).
- Transport Assessments and modelling.
- Biodiversity and Green Infrastructure evidence.
- Heritage evidence and assessments.
- Town Centre Study.

Consultation and Equality Evidence

The assessment has also taken account of:

- Regulation 18 consultation responses.
- Ongoing stakeholder engagement undertaken during preparation of the Local Plan.

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- Responses from statutory consultees.
- Neighbourhood Plans identified within the Local Plan.
- Office for National Statistics population data.
- East Sussex Joint Strategic Needs Assessment.
- Public Health evidence relating to housing, health inequalities, active travel and access to green space.
- Equality Act 2010 and Public Sector Equality Duty requirements.

The assessment has considered both direct and indirect impacts and has assessed cumulative impacts arising from the operation of all Local Plan policies together rather than individual policies in isolation.

3. *If you believe there are any additional groups who may be positively or negatively impacted, please record this here. Outline what you anticipate the impacts to be for these groups and any mitigations you have identified*.

In addition to the protected characteristics identified by the Equality Act 2010 and the additional groups assessed through the Council's EFIA process, the following groups may experience notable impacts:

Additional Group	**Anticipated Impact**
People experiencing housing need or homelessness	Strong positive impact through the delivery of housing, affordable housing and specialist accommodation across the district.
Rural communities	Positive impact through improved service sustainability, housing provision and infrastructure investment across rural settlements. Site-specific policies seek to ensure access and connectivity are improved.
Children and young people	Strong positive impact through delivery of new homes, schools, green infrastructure, community facilities, recreation space and active travel routes. Strategic allocations include provision for education and community infrastructure.
People experiencing poor physical or mental health	Positive impact through improved housing quality, access to nature, green infrastructure, active travel opportunities, pollution reduction measures and access to services. These benefits arise from several chapters of the Local Plan working together.

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Existing residents living close to development sites	Some short-term impacts may arise during construction, including noise, traffic and disturbance. These effects are temporary and mitigated through planning conditions, environmental health controls, construction management plans and development management processes.

Overall Conclusion

When assessed across the entire Local Plan, the dominant effect is strongly positive. The Plan seeks to increase housing choice, improve affordability, deliver infrastructure, support health and wellbeing, enhance accessibility, protect and improve the natural environment, strengthen town centres and provide accommodation for Gypsies, Travellers and Travelling Showpeople. The assessment has identified no significant residual adverse equality impacts that cannot be mitigated through the policies and implementation mechanisms already contained within the Local Plan.

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Section 5: Action Plan

The action plan sets out how the Council will monitor and address potential equality risks during implementation of the Local Plan, supporting its Public Sector Equality Duty responsibilities under section 149 of the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations. It assigns responsibilities and measures success across accessible housing and development, infrastructure delivery, housing affordability, Gypsy and Traveller accommodation, health inequalities, green infrastructure, cumulative growth impacts and socio-economic inequality. Progress will be reviewed mainly through annual monitoring, with longer-term equality impacts considered as part of the five-year Plan review.

Issue Identified	**Action**	**Team(s)**	**Required Resources**	**Target Date**	**Measure of Success**
Ensuring accessibility of new development for disabled people and older people	Monitor delivery of accessible and adaptable homes, inclusive design measures, pedestrian infrastructure and public transport improvements through planning applications and annual monitoring.	WDC Planning Policy & Development Management Teams.	Officer time, monitoring framework, planning obligations data	Ongoing throughout Plan period	Increase in accessible housing delivery and completion of required walking, cycling and accessibility infrastructure.
Risk of infrastructure delivery not keeping pace with development	Monitor implementation of infrastructure requirements, phasing conditions and developer	WDC Planning Policy & Development Management Teams,	Infrastructure Delivery Plan, monitoring systems, liaison meetings	Annual review	Infrastructure projects delivered in accordance with phasing requirements and no significant

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Issue Identified	Action	Team(s)	Required Resources	Target Date	Measure of Success
	contributions through the Infrastructure Delivery Plan and Authority Monitoring Report.	Infrastructure Providers			infrastructure deficits arising from development.
Housing affordability and access to housing	Monitor delivery of affordable housing, specialist housing and housing completions against Local Plan targets.	WDC Planning Policy, Development Management & Housing Teams.	Housing monitoring data, developer contribution records	Annual review	Affordable housing completions meet policy targets and housing trajectory remains on track.
Gypsy, Traveller and Travelling Showpeople accommodation needs	Monitor implementation and occupancy of allocated pitches and plots and review accommodation needs through future evidence updates.	WDC Planning Policy & Development Management Teams.	GTAA updates, monitoring data	Annual review	Delivery of allocated pitches and plots in accordance with Policy SA2 and identified accommodation need.
Potential consultation barriers for people whose first	Provide translation and alternative formats on request.	Planning Policy, Communications Team	Consultation budget, translation services[1], digital engagement tools	At each participation stage	Requests successfully accommodated

[1] Using East Sussex County Council's Translation & Interpreting Framework 2026-2029.

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Issue Identified	Action	Team(s)	Required Resources	Target Date	Measure of Success
language is not English	Website translation tools.				
Community awareness and engagement in planning decisions	Maintain inclusive engagement methods, including online consultation tools, community events and targeted engagement with seldom-heard groups.	Planning Policy, Communications Team, Community Development	Consultation platforms, venue costs, officer time	Ongoing	Broad range of consultation responses received across different communities and demographic groups.
Health inequalities and access to services	Monitor delivery of health, wellbeing, green infrastructure and active travel policies through planning applications and strategic site delivery.	WDC Planning Policy & Development Management Teams.	Monitoring framework, GIS mapping, developer contributions	Annual review	Delivery of green infrastructure, active travel routes and access to community facilities secured through planning permissions.
Access to nature and green infrastructure	Monitor delivery of biodiversity net gain, green infrastructure, open space and public rights of way improvements secured through	WDC Planning Policy & Development Management Teams.	Biodiversity monitoring, GIS mapping, site inspections	Annual review	Biodiversity net gain targets achieved and public access to green infrastructure improved.

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Issue Identified	Action	Team(s)	Required Resources	Target Date	Measure of Success
	site allocations and development management.				
Potential cumulative impacts of strategic growth	Review equality impacts through future Local Plan monitoring and consider emerging evidence on demographics, housing need, access to services and inequalities.	WDC Planning Policy & Development Management Teams and the Equalities Lead.	Monitoring reports, census and ONS data, JSNA updates	Every 5 years or as part of plan review	No significant unforeseen adverse equality impacts identified through monitoring.
Socio-economic inequalities	Monitor housing delivery, employment growth, access to town centres, infrastructure improvements and sustainable transport provision to ensure benefits are realised across all communities.	WDC Planning Policy & Development Management Teams.	Monitoring framework, employment and housing data	Annual review	Positive trends in housing delivery, employment opportunities and access to services across the district.

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