

THE CASTLE POINT PLAN



Your community. Your views.

Equality Impact Assessment
July 2025



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1. Introduction

1.1 This Equality Impact Assessment (EQIA) has been undertaken to assess the potential positive and negative impacts of the proposed Castle Point Plan on people with protected characteristics and to ensure adequate steps are taken to meet the needs of people whose needs are different from other people and to encourage different groups of people to participate in public life.

1.2 The EQIA aims to identify any potential discriminatory impacts and to propose mitigating actions to minimize or eliminate them. This will ensure that the Castle Point Plan complies with the Equality Act 2010 and promotes equality and fairness for all.

1.3 The Public Sector Equality Duty (PSED), as detailed within sections 149 to 157 of the Equality Act 2010, requires local authorities to have due regard to certain equality considerations when exercising their statutory decision-making functions. The PSED ensures that public organisations consider how their functions will affect people with different protected characteristics. These functions are not limited to policies, programmes and services. This supports good decision making by helping those decision makers understand how their activities affect different people and requires public bodies to monitor the actual impact of the things they do.

1.4 As a public sector organisation, the Council has a duty under the Equality Act 2010 and associated PSED to ensure that the objectives and policies within the Castle Point Plan provide the following:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the 2010 Act;
- Advance equality of opportunity between people 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, including tackling prejudice and promoting understanding.

1.5 As defined by the Equalities Act (2010) the protected characteristics covered in this EQIA are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and Maternity
- Race

- Religion or belief
- Sex
- Sexual orientation and relationships

1.6 Income and deprivation are not included as a protected characteristic within the Act, however, can cause inequalities within communities and therefore this has been included within this assessment.

1.7 This EQIA will consider how the Castle Point Plan might affect individuals with these characteristics, both directly and indirectly. It will also examine the potential impacts on different groups within these categories, such as older people, people with specific disabilities, or people from minority ethnic groups.

1.8 By undertaking this, we aim to ensure that the Castle Point Plan is inclusive, fair, and promotes equality of opportunity for all.

1.9 An analysis for each characteristic has been carried out below. Each section provides the existing profile within the Castle Point borough, based on the latest datasets. It also draws out the key existing issues for each characteristic based on the best available information, this is drawn from national and local evidence, where possible.

1.10 Alongside the Regulation 18 public consultation, the Council also consulted on the scoping report for the EQIA between July and September 2024. The feedback from this consultation has been included within the recommendations section of this report.

2. Scoping Assessment

2.1 The scoping tables below consider the relevant protected characteristics and set out the issues that need to be considered through the Castle Point Plan.

Protected characteristic	
Age	
Scope	
This includes all ages, including older people, children, and young people.	
Castle Point Borough baseline	
<p>The 2021 Census population figure for Castle Point borough is 89,587 persons in 37,389 households.</p> <p>The Census shows that 16.9% of people are aged 15 years or younger, 57.8% of people are aged 16 to 64 years and 25.4% of people are aged over 65.</p> <p>The median age of the borough's population is 46 years old.</p>	
Existing issues	
Research	Key findings
Cities Alive: Designing for Ageing Communities - ARUP 2019	<p>This piece of evidence highlights four main needs that places should consider in regard to planning for older people, these are autonomy and independence, health and wellbeing, social connectedness and security and resilience.</p> <p>The report sets out strategies and actions that can be undertaken to achieve these needs, including frameworks to create more age friendly places. Planning is paramount to enabling these four needs to be achieved. This can be through multiple ways, such as providing suitable and adaptable homes for an ageing population in the right places to make services accessible, allowing for social integration.</p>
Cities Alive: Designing for Urban Childhoods - ARUP 2017	<p>This work proposes a child friendly approach to planning. It outlines the benefits and challenges of doing so and key actions that can help achieve best planning to be inclusive of children.</p> <p>The five core challenges of urban childhood are defined as traffic and pollution; high-rise living and urban sprawl; crime, social fears, and risk aversion; isolation and intolerance; and inadequate and unequal access to the urban area.</p> <p>There are two key concepts for child-friendly urban areas. The first is everyday freedom, which gives children independent mobility. The second is children's infrastructure, which provides spaces, streets, nature, and interventions to suit children's needs. By incorporating that into placemaking, not only do children benefit but the positive impact can be seen among many other groups creating inclusive areas. Other benefits include health and wellbeing, local economy, safety, stronger communities, nature and sustainability, resilience and a catalyst for improving areas.</p>

	<p>The report provides several interventions that can help achieve inclusive areas for children, examples include traffic measures, play streets, community gardens and playful encounters (such as public art). It also suggests actions and opportunities for different stakeholders.</p>
<p>Local Housing Needs Assessment 2023</p>	<p>Regarding housing the Local Housing Needs Assessment 2023 found that between 2023 to 2043 the older population of Castle Point is projected to grow by 3,527 persons aged 75 years or more. As of 2023, there were around 46 units of older person housing for every 1,000 older persons in Castle Point aged over 75 years, almost all being sheltered housing. The assessment found that this provision was lower than the national average and suggested that providing new sheltered housing at the national rate (120 homes per 1,000 additional population) would be a realistic target for meeting the needs of older people and creates a need for 423 units of older persons accommodation.</p> <p>The assessment also considered the needs of those who cannot afford to buy their own homes, in most cases these are first time buyers and usually therefore younger generations. It found that the need of households aspiring to home ownership was 1,579 households in Castle Point. The cause for being unable to afford home ownership is normally due to the cost of homes in the area and saving for a deposit. Affordable housing products such as shared ownership and First Homes can, in some cases, help to get households into home ownership.</p>
<p>Children, Young People and the Built Environment – TCPA submission to the Levelling Up, Housing and Communities Committee Inquiry December 2023</p>	<p>This report concludes that a holistic cross-practice approach is more likely to realise transformational benefits for children, young people and ultimately society. Five aspects of the built and natural environment are identified;</p> <ul style="list-style-type: none"> • Neighbourhood design • Healthy homes • Healthier food and the food environment • Natural and sustainable environment • Transport, including active travel infrastructure and public transport <p>Each five aspects can be looked at individually, but they also intersect. Benefits from one aspect often accrue benefits in the others as well. For example, for young people neighbourhood design impacts their ability to travel independently and access public transport, which can lead to benefits or negative impacts on their everyday activity levels, access to education and employment and ability to socialise with their peers and support their mental health and wellbeing.</p> <p>The report provides several good practice policy examples that can be learnt from.</p>
<p>Recommendations for the Castle Point Plan</p>	
<p>The Castle Point Plan should address the four main needs of older people identified in the Ageing Communities ARUP work (autonomy and independence, health and wellbeing, social connectedness, and security and resilience), ensuring that policies assess whether there are</p>	

further opportunities to incorporate their needs to improve policies. This could include linking to the strategies and actions set out within this evidence.

Policies should consider from the outset how they can accommodate and plan for children, by strategies set out in the ARUP work. This includes providing everyday freedom, such as child friendly activities/services within walking distances, along safe routes, this can be achieved by interventions such as suitable road crossings. Additionally, policies should seek to provide children's infrastructure such as multi-functional, playable space outside the playground in the public realm and create multi-generational facilities that open later such as community facilities and allotments.

The Plan must be designed to meet the housing needs for all including older persons, younger generations and affordable housing as far as practically possible in Castle Point

Consultation Recommendations

Essex County Council (ECC) recommend Castle Point Borough Council (CPBC) consider including the following document as part of research and key findings across the protected characteristics - Children, young people and the built environment: A submission by the TCPA to the Levelling Up, Housing and Communities Committee Inquiry (Dec 2023)

Protected characteristic	
Disability	
Scope	
A person has a disability if they have 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, e.g., physical, sensory, mental, or learning impairment.	
Castle Point Borough baseline	
<p>The 2021 Census identifies that 17.7% (15,884 people) of people in Castle Point identified as being disabled. This is broken down by:</p> <ul style="list-style-type: none"> • Day-to-day activities limited a lot 7.5% (6,734) • Day-to-day activities limited a little 10.2% (9,150) <p>In terms of employment, the Census also shows that 3.3% (1,774 people) of the population in Castle Point are economically inactive due to being long term sick or disabled.</p>	
Existing issues	
Research	Key findings
Dementia and Town Planning - RTPI 2020	<p>This piece of work found that the built environment can have a substantial impact on those living with dementia. Well planned spaces can significantly improve quality of life for those living with dementia in interacting with their community and can lead to them living for longer.</p> <p>The number of people with dementia is growing in the UK and the number of people living within their own home or alone is increasing. Planning for dementia-friendly areas can help keep people in their homes for longer and enable them to live well and safely. Additionally, providing suitable housing in accessible locations can also help promote autonomy for those living with dementia.</p> <p>The built environment can positively affect social interaction. Those with dementia who stay active, physically, mentally and socially can help maintain confidence, ultimately helping to maintain health. The built environment can also provide access to local services, allowing those with dementia to live independently. Design of buildings can play a huge part in those living with dementia in helping with wayfinding and not getting lost, buildings should be clearly defined with clear lines of sight through developments. Additionally, the internal layouts of homes can positively impact dementia sufferers. For those living with dementia, green spaces are a valuable asset in providing spaces to allow for fitness and social interaction, positively impacting wellbeing.</p> <p>The report set out several ways that planning can help improve places for those living with dementia including dementia related design principles, integrated health guidance and appropriate local plan policies. It also sets out that planning for dementia friendly places can have benefits to the wider society, including other protected groups.</p>

<p>'The shops were only made for people who could walk': impairment, barriers and autonomy in the mobility of adults with Cerebral Palsy in urban England – Bonehill, J, Benzon.N and Shaw.J 2020</p>	<p>This research explored the experience of those with Cerebral Palsy in their urban environments within England and impairments that they faced. It found that the experience of those with a disability was profoundly different to those without a disability in using services. Although mobility is possible, the difference to the non-disabled user can be uncomfortable and at times unsafe, which may lead to implications to a person's autonomy.</p> <p>In some cases, physical barriers to access included pavement blocking, including by cars parking inappropriately, street advertisement, street signs in narrow spaces, bus stops, uneven surfaces and a lack of dropped kerbs.</p> <p>The research found that barriers to accessible spaces to those with disabilities had negative impacts to their emotional wellbeing, independence and impacts to social interactions. It also created safety concerns. The shortcomings in this environment is a consequence of design failures, social stigmatisation and careless behaviour of others that caused barriers to normal use compared to those without disabilities.</p>
<p>Local Housing Needs Assessment 2023</p>	<p>This assessment found that from 2023 to 2043, the need for adapted housing for those with disabilities is expected to be between 1,437- 4,018 homes. The broad range is a consequence of uncertainty, this is based on how many will move to existing homes that have been adapted rather than new homes, there is also a cross over with the needs of older people who may seek housing specifically for older people's needs. However, the evidence indicates that planning for a minimum of 29% of housing to be M4(2) category (adaptable homes) or M4(3) category (wheelchair adapted homes) would be appropriate in Castle Point. That equates to 1,437 new homes over the plan period.</p>
<p>Recommendations for the Castle Point Plan</p>	
<p>Consider how plan-making and policies can impact those with dementia and how it can positively plan to integrate their needs into planning.</p> <p>Dementia friendly spaces can be achieved through positively prepared design criteria, these should be included within the Plan and Design Code.</p> <p>Policies seeking to provide access to key services, provide appropriate housing and access to green spaces and social spaces can help maintain confidence with those with dementia and should be prioritised, this also has mutual benefits for needs of other groups.</p> <p>Consider the needs of those with disabilities from the creation of policies and through urban design work. This could include gathering information on various needs of different disabilities e.g. physical and mental disabilities. That will enable urban design to consider different disability needs at an early stage, overcoming potential conflicts.</p>	

Policies should seek to provide accessible travel routes to create autonomy for those with disabilities in all aspects of design to ensure inclusivity and reducing barriers. Understand the disabilities that are affecting those from working within the borough and whether planning could help make employment opportunities more accessible.

Engage with the community to understand barriers that disabled people within the borough are currently facing and how planning can help overcome these issues.

Meet the identified needs of homes suitable for disabled people. With a minimum of 1,437 homes being provided as M4(2) category (adaptable homes) or M4(3) category (wheelchair adapted homes).

Protected characteristic	
Race	
Scope	
Race includes colour, nationality, ethnic or national origins. The fact that a racial group comprises two or more distinct racial groups does not prevent it from constituting a particular racial group.	
Castle Point Borough baseline	
<p>Castle Point has a low proportion of people from black and ethnic minority groups. The Census figures show that 3.5% of people in the borough are from a Black, Asian or Minority Ethnic (BAME), or Other ethnic group. Within the borough there is a small Gypsy/Traveller community.</p> <p>In terms of national identity the majority of the Castle Point population identify as one of the UK identities. 2% (1,796 people) do not identify as a UK identity and 0.6% (513 people) identify as a mix of UK and non-UK identity.</p> <p>In terms of household language 0.2% (83 households) have a child (aged 3-15) who speaks English as a main language, but no adults do. Additionally, 266 households (0.7%) do not have anyone which has English as a main language.</p>	
Existing issues	
Research	Key findings
Race Equality and Planning: A Changing Agenda – Thomas.H 2008	<p>This research sought to identify how planning should be contributing to racial equality. This work is superseded by the Equality Act 2010, which seeks to create equality for race which is considered a protected characteristic. However, there are some aspects of this work which appear to be relevant still in how planning can help create racial equality.</p> <p>For example, it highlights the historic discrimination against the needs of the Gypsy and Traveller ethnic groups, highlighting that the housing needs of Gypsies and Travellers haven't always been met.</p> <p>Another example of how places can help promote equality, is the inclusion of different cultures within urban spaces. This allows people to understand the potential cultural differences between races and differences through shared spaces. Allowing different cultures to work cohesively within the same area, such as through cultural events or the use or implementation of different religious buildings, promotes understanding.</p>
Recommendations for the Castle Point Plan	
<p>Provision of shared spaces to allow education of cultural differences to help create cohesive environments.</p> <p>Ensure the housing needs of Gypsy and Travellers are met within the Castle Point Plan.</p> <p>Monitor policies and proposals on race equality through the plan making process to improve equality.</p>	

Protected characteristic	
Religion or belief	
Scope	
Religion means any religion, this includes a lack of religion. Belief means any religious or philosophical belief, a belief also includes a reference to a lack of any specific belief structure.	
Castle Point Borough baseline	
The 2021 Census shows that 48.6% of the borough's population is Christian, 43.5% identified as having no religion. Small proportions of the remainder of the population are Muslim (0.8%), Jewish (0.7%), Hindu (0.5%), Buddhist (0.3%) and Sikh (0.1%). 5.1% of the population did not answer and 0.4% identified with other religions.	
Existing issues	
Research	Key findings
Local Housing Needs Assessment – ORS 2023	<p>Since 2016 Canvey Island has seen a growth of a community of Haredi Jews, who have moved out of London. This evidence document identified specific housing and infrastructure needs amongst the Canvey Island Haredi community to produce higher quality of life, and management of the development of the community. Traditionally Haredi Jews tend to live in close communities because of the need for infrastructure to enable an orthodox religious way of life. They usually have large families and therefore seek larger homes. Certain religious events also require certain design characteristic of homes, most notably additional plumbing for sinks to help with food preparation, in some instances this can include two kitchens. Traditionally and culturally, most Haredi women do not drive, and many men do not drive. Consequently, there is a lower level of car ownership and use in the Haredi community, and a lower need for car spaces.</p> <p>Based on a number of assumptions in the document, it is expected that during the plan period the number of families in the Haredi community could increase by between 250 - 325 families. Based on the 2021 Census data, there were approximately 110 Jewish families (around 600 people) in the borough. There is also potential for more inward migration from elsewhere to increase the Haredi population on Canvey Island.</p> <p>The growth in the Haredi community to 2043 means an increase requirement for larger size housing of all tenures as well as synagogues, schools and maternity services.</p>
Faith Groups and the Planning System – AHRC Faith and Place Network 2015	<p>This document outlines a series of recommendations resulting from discussions with the Faith and Place Network (FPN). This report looked at ways to help different faith groups work together and work with the planning system. Relevant comments include the potential for shared faith spaces, and participation in the planning system from different groups, to understand community needs, and proactive engagement from the local authority can help involve more groups into plan making.</p>

Recommendations for the Castle Point Plan

Seek opportunities to provide a mix of housing types and community facilities to meet the needs of the Haredi community. This can include larger homes with internal variations to traditional housing, such as two kitchens.

Population levels of the Haredi community should be monitored through the plan period in 5-year periods, as current population projections are estimates.

Assess the needs of the Haredi community throughout the formation and implementation of policies. Further engagement with the Haredi community should be sought to understand needs further.

Engage with different religious groups to understand their needs in terms of spaces and how they can integrate further with the community, with opportunities to use shared spaces where possible.

Protected characteristics
<p>Gender, which includes:</p> <p>Sex</p> <p>Gender reassignment</p> <p>Pregnancy and maternity</p>
Scope
<p><i>Sex</i></p> <p>This is someone being either male or female.</p> <p><i>Gender reassignment</i></p> <p>A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex. A reference to a transsexual person is a reference to a person who has the protected characteristic of gender reassignment.</p> <p><i>Pregnancy and maternity</i></p> <p>This includes those who are pregnant, breastfeeding or have recently given birth.</p>
Castle Point Borough baseline
<p><i>Sex</i></p> <p>The 2021 Census identifies that within the borough 51.6% of the population is female and 48.4% of the population is male. In 2022, it was found that the gross weekly pay of women working in Castle Point was £434.40 per week, compared to men which was £716.70 per week. This highlights a large difference between earnings between genders. Women's weekly pay in Castle Point was also lower than the regional average (£569.40 per week) and the national average (£587.70). (Labour Market Profile - Nomis - Official Census and Labour Market Statistics (nomisweb.co.uk))</p> <p><i>Gender reassignment</i></p> <p>The 2021 Census asked specifically about gender identity. In response to this, 197 people (0.26% of residents) aged 16 and over selected their gender identity as one of the following categories:</p> <p>Gender identity different from the sex registered at birth but no specific identity given</p> <p>Trans woman</p> <p>Trans man</p> <p>Non-binary</p> <p>All other gender identities</p> <p>4.7% of people did not answer this question.</p> <p><i>Pregnancy and maternity</i></p> <p>In 2021 there were 9.6 births per 1,000 of the borough's population.</p>

Existing issues	
Research	Key findings
Cities Alive: Designing Cities that work for Women – ARUP 2022	<p>This research found four key thematic areas that can be used to influence how urban areas can be planned and designed which would make them more inclusive of and welcoming for women. These include safety and security; justice and equity; health and wellbeing; and enrichment and fulfilment. The report provides a variety of strategies and actions that can be utilised to achieve more inclusive places for women, many of these have additional benefits to other groups. In terms of safety and security, unsafe streets or the perception of unsafe streets can reduce mobility of women, especially during certain times of the day and may cause them to use alternative routes or not travel at all, which can impact their economic and educational opportunities through lack of appropriate safe travel routes. Strategies to improve this through planning could include creating safe streets and public spaces through design, provide safer mobility experiences and increase awareness of violence, this could be through street art and events.</p> <p>The built environment affects women's experiences of justice and equality in several ways, this report identified that limited gender equality in legislation and urban governance, limited voices in decision making and leadership, gender-blind data and urban planning and unequal access to land tenure all contributed to women's experiences. Strategies to improve the justice and equity of women in urban areas could include mainstreaming gender responsive planning in policies, supporting women participating in urban governance at all levels, support the collection of gender disaggregated data and protecting women's right to land and property.</p> <p>Regarding health and wellbeing the impacts to women vary from place to place but research found the following main issues that impede women's health and wellbeing. These include inadequate public spaces, green areas, and active mobility; inadequate healthcare facilities and services; inadequate water, hygiene and sanitation facilities; and inadequate accommodation and care homes.</p> <p>The research also found that green spaces often lack toilet and changing facilities. As well as a lack of privacy and stigma and cultural concerns around breast or chest-feeding can cause many women, non-binary people and transgender men to feel embarrassed when breast or chest-feeding in public, or even to be asked to stop or relocate. In the UK, more than one in three parents avoid breast or chest-feeding in public, and six out of ten attempt to hide the activity where they can. This can lead to isolation, feelings of shame, and a reduction in breast or chest-feeding rates amongst parents.</p> <p>Strategies for improving health and wellbeing for women in urban areas could include creating inclusive, active and restorative public spaces, increase access to physical and mental healthcare, enhance access to hygiene and sanitation facilities and provide adequate accommodation and housing models. Lastly, the built environment can hinder a women's enrichment and fulfilment in many ways, the key issues are prejudice and obstacles to education, employment and technology; lack of diverse and</p>

	flexible uses of public space; inadequate leisure, social and cultural facilities; and poor sense of belonging, identity and freedom. Strategies to help overcome this are recommended as provide accessible and inclusive workplaces and schools, design for diverse and flexible use of public spaces, provide safe and inclusive leisure and cultural spaces and use the built environment to uplift women and recognise their history.
Local Housing Needs Assessment – ORS 2023	In relation to the Haredi community on Canvey Island, engagement was undertaken with the community. This assessment found that due to the high number of births within the community and traditionally the mother staying with their newborn child for a week or two after the birth that improved maternity or a mother and baby unit within the area supporting this would be beneficial. Currently Southend Hospital is the closest maternity unit.
Recommendations for the Castle Point Plan	
<p>Seek to find the views of all genders within the preparation of the Plan to influence policies.</p> <p>Policies should be prepared and adapted through the plan making process with the aim of delivering on the four thematic areas identified within the ARUP designing cities that work for women (safety and security; justice and equity; health and wellbeing; and enrichment and fulfilment) work by incorporating the strategies set out within the report where relevant.</p> <p>Further evidence related to pregnancy and maternity and gender reassignment should be included within further assessments, where they become available.</p> <p>Opportunities should be sought to understand the variation in pay between genders within Castle Point and seek to equalise pay where possible, through improving employment opportunities for women.</p> <p>Potential for improvements to maternity health in the area would be beneficial, particularly in relation to the Haredi community.</p>	
Consultation Recommendations	
Essex County Council (ECC) recommend Castle Point Borough Council (CPBC) consider including the following document as part of research and key findings across the protected characteristics - Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023)	

Protected characteristic	
<p>Sexual orientation and relationships include:</p> <ul style="list-style-type: none"> • Sexual orientation • Marriage and civil partnership 	
Scope	
<p><i>Sexual orientation</i> Sexual orientation means a person's sexual orientation towards a person of the same sex, persons of the opposite sex, or persons of either sex.</p> <p><i>Marriage and civil partnership</i> A person has the protected characteristic of marriage and civil partnership if the person is married or is a civil partner.</p>	
Castle Point Borough baseline	
<p><i>Sexual orientation</i> The majority of the population in Castle Point identify with being straight or heterosexual (92.3%). 0.8% (624 people) identify as being Gay or Lesbian, followed by Bisexual (0.6% - 448 people), 35 people identified as pansexual (0.0%), 17 people identified as asexual (0.0%), 2 people identified as queer (0.0%) and 50 people identified as 'other' sexual orientations (0.1%). (Census 2021)</p> <p><i>Marriage and civil partnership</i> In 2021, just under one in two people (49.2%) said they were married or in a registered civil partnership, compared with 53.2% in 2011. The percentage of adults in Castle Point that had divorced or dissolved a civil partnership increased from 8.7% to 9.1%.</p>	
Existing issues	
Research	Key findings
<p>Blog – All spaces should be queer spaces – Simeon Shtebunaev 2023</p> <p>Scottish Planner - Safer Places – Kathie Pollard 2017</p>	<p>Simeon Shtebunaev reviewed many issues faced by those in the LGBTQ+ community and reflected on how planning can help to create inclusive spaces. Planning for inclusive spaces, which seek to eliminate microaggressions faced by many in the LGBTQ+ community should be sought. This could include spaces which have a clear stance on inclusivity, allowing people to be themselves and providing multiple uses, allowing different groups to mix, without fear of judgement. This could include multi-use facilities such as cafes, bars, working spaces, galleries etc.</p> <p>There are also similarities between the inclusivity of spaces between gender and fears associated with public spaces and safety including sexual harassment and intimidation. Different sexual orientations can face different discriminations in such spaces and well planned, inclusive, safe, LGBTQ+ friendly spaces can help integration between different groups. Not only public spaces can help reduce inequalities but also providing inclusive communal spaces such as community centres and locker rooms.</p> <p>Engagement in planning with various groups in the LGBTQ+ community can help achieve the best possible outcomes for those within this group and achieve more inclusive spaces.</p>

<p>Planning and LGBTQ Communities – The Need for Inclusive Queer Spaces – Edited Petra L Doan 2015</p>	<p>The book details how LGBTQ spaces have come under increasing pressure from gentrification and redevelopment initiatives which has resulted in many of these neighbourhoods losing their special character as safe havens for minorities. It acknowledges that planners need to think beyond queer space as LGBTQ populations are more diverse and dispersed the white gay males populations that created many of the visible gayborhoods.</p> <p>Suggestions for planning for these communities include porous transitions between the sidewalk and the establishment such as outdoor seating or glass facades as well as buildings that are physically differentiated in some manner, either by being semi-enclosed or architecturally distinct.</p>
<p>Urban Policy, Space and Wellbeing: a Move Towards LGBTQIA+ inclusive planning Andrew Gorman-Murray et al 2023</p>	<p>This research proposes that by “usualising” queerness in public spaces can lead to increased health and wellbeing for LGTBQIA+ communities. It recommends LGTBQIA+ themed public art in public spaces.</p>
<p>Recommendations for the Castle Point Plan</p>	
<p>There was limited information found on the equalities of marriage and civil partnership, further evidence should be explored for this characteristic and fed into the equality impact assessment.</p>	

Protected characteristics	
Income and Deprivation	
Scope	
Income and deprivation within areas are ranked by the index of multiple deprivation across areas. The areas within the UK are then ranked with those scoring highly having negative income and deprivation scores, based on multiple factors including income, employment, skills, health, crime and environment.	
Castle Point Borough baseline	
<p>According to the index of Multiple Deprivation (IMD 2019), Castle Point is within the 50% of least deprived areas in England and ranks as 4th in the county for overall deprivation. Castle Point is one of the 3 areas in Essex which moved down in their rank of average since 2015. Castle Point borough as a whole is less deprived than the national average, however there are pockets of deprivation, notably parts of Canvey Island where child poverty is double the levels for England with 35.9% of children living in poverty. Of the 57 neighbourhoods in Castle Point, 5 were among the 20% most income-deprived, these were all located on Canvey Island, most notably to the west of the Island, with more pockets to the south, along the seafront adjacent to Furtherwick Road. The borough also has 7 neighbourhoods that were in the 20% least income-deprived, these neighbourhoods were located around the Benfleet Road area and to the east of Benfleet Station. This data highlights the large disparity in terms of income-deprived areas within the borough.</p> <p>Of Castle Point residents aged 16 years and over, 54.0% said they were employed (excluding full-time students) in 2021, down from 55.4% in 2011.</p> <p>In 2021, just over 1 in 50 people (2.2%) said they were unemployed, compared with 3.1% in 2011. The percentage of retired Castle Point residents increased from 27.9% to 29.1%. In 2021 29.1% of the population were retired and 2.9% were students, the remaining economically inactive (10.3%) were due to long term illness or disability, looking after home, or family or other reasons.</p> <p>The largest employment for residents within Castle Point in 2021 were wholesale and retail (14.9%), construction (14.5%) and human health and social work activities (11.7%).</p> <p>In terms of education, 23.9% of residents aged 16 or over in 2021 had no qualifications, 13% had level 1 entry qualifications, 17% had level 2 qualifications, 6.8% had apprenticeship level, 17% had level 3 qualifications and 18.5% had level 4 qualifications or above. Comparably, Castle Point ranked lower than the national average for those with GCSE's in English and Maths at 72.9% compared to 75.2% nationally. Additionally, the national average for those with level 3 qualifications or above was at 60.4% nationally compared to 44.6% locally, this highlights a huge difference between the local education attainment level compared to the national average.</p>	
Existing issues	
Research	Key findings
Joint Strategic Needs Assessment Essex County Council 2019	<p>Essex County Council completed an assessment of the needs within Castle Point on a range of issues which relate to income and deprivation in 2019. It found that in 2017/18 that 19.2% of pupils in Reception class in Castle Point were classed as overweight or obese. The sample of pupils in Year 6 showed that 33.6% of pupils in this year group were classed as overweight or obese.</p>

Recommendations for the Castle Point Plan

Policies should reflect these key characteristics of castle point and include extra support for those who are most impacted. Specific emphasis on affordable housing provision and health eating should be considered. Policies should seek to create an environment that supports business growth and local job opportunities.

3. Policy Level Equality Impact Assessment

3.1 Scoring

3.1.1 The following tables will assess the policies in the Castle Point Plan. The analysis of the policies within the Plan has been completed by using the original scoping report and the comments made in the consultation.

3.1.2 The following table sets out how the policies of the Plan will be scored:

Possible impact	Basis for judgement
++	Strong prospect of there being significant positive impacts
+	Strong prospect of there being minor positive impacts
?	Possibility of either positive or negative impacts, or general uncertainty
0	No impact
N/A	Not applicable to the scope or context of the appraised content
-	Strong prospect of there being minor negative impacts and mitigation would be possible
--	Strong prospect of there being significant negative impacts with mitigation unlikely to be possible (pending further investigation)

3.1.3 The following abbreviations have been used for the characteristics in the table below:

Acronym	Definition
A	Age
D	Disability
R	Race
R&B	Religion and Belief
G	Gender, which includes: Sex Gender reassignment Pregnancy and maternity

Acronym	Definition
S	Sexual orientation and relationships include: Sexual orientation Marriage and civil partnership
I&D	Income and Deprivation

3.2 Castle Point's Spatial Strategy and Strategic Policies

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
SP1 – Supporting Enhancement of the Boroughs Green Spaces	++	++	N/A	N/A	++	N/A	+	Policy seeks to protect key habitats and improve the function of the Green Belt. These green spaces allow for leisure and enable environmental education for younger generations and provide clean air which can help with the health of older persons. Disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.	Recommend the enabling of leisure and education facilities within green spaces and ensure both passive and active recreation opportunities.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
SP2 – Making Effective Use of Urban Land and Creating Sustainable Places	+	+	N/A	N/A	+	N/A	N/A	Policy supports the NPPF's objective of contributing to the achievement of sustainable development. These development's will be focused in the Urban Area. Urban developments tend to be mixed use with multiple stories which can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. However, mixed uses can be beneficial to both these protected groups as you are "Putting the shops where the people are", thus cutting down on travel for required services. Well designed urban areas should be designed to provide greater security for women to feel safe walking.	Promote urban development that supports inclusive designs for older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023), Cities Alive: Designing for Ageing Communities - ARUP 2019 and Cities Alive: Designing for Urban Childhoods - ARUP 2017. Policies should seek to provide accessible travel routes to create autonomy for those with disabilities in all aspects of design to ensure inclusivity and reducing barriers.

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SP3 – Meeting Development Needs	-	-	-	-	-	-	-	<p>This policy does not meet the NPPFs objective of delivering a sufficient supply of homes as it does not meet the number of homes required for the Borough as calculated under the NPPF standard method. This is likely to adversely impact all the characteristics for a number of reasons. Not providing enough homes will disadvantage those on low income, women on average earn less and therefore find it harder to compete in the housing market as effectively as men, those with disabilities have less access to homes designed under M4(2) and M4(3) as less are built. Those with religious beliefs ie the Haredi community will have less access to bigger homes that they require. Those starting families will find it harder to find homes suited to their growing families needs.</p>	Ensure that the housing needs of the borough is met and have awareness of how the provision of housing can impact those with characteristics.

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SP4 - Development Contributions	+	+	N/A	N/A	N/A	N/A	++	Development contributions are sought to provide infrastructure required to make a development proposal acceptable in planning terms in accordance with the tests set out in the NPPF. Affordable Housing contributions can enable people struggling with income deprivation to get onto the housing ladder. Contributions to health services, education, transport etc will provide services for young people, disabled people, the elderly, access to public transport facilitates connectivity for everyone, especially those who are less mobile.	Policies should seek to provide infrastructure required for all including those who fall within the protected characteristics.

3.3 Canvey Island

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C1 – Canvey Town Centre	?	?	N/A	+	+	N/A	+	Canvey is one of the most deprived areas, not just in the borough, but in the County. A regeneration of the Town Centre could provide a much needed financial boost to the local businesses and economy. Well-designed urban areas should be designed to provide greater security for women to feel safe walking. Access to services can also be advantageous to those without access to cars such as certain religious communities. Mixed use developments with multiple stories can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. However, mixed uses can be beneficial to both these protected groups as you are “Putting the shops where the people are”, thus cutting down on travel for required services. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the	Policies should support the regeneration and growth of Canvey. This policy should aim to create a thriving and safe Town Centre for all. Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023), Cities Alive: Designing for Ageing Communities - ARUP 2019, as well as those with a physical disability.

								population is ageing and business owners are dropping out of the local economy. Urban intensification will drive up the levels of noise and activity in urban areas, which may make them more challenging for those with sensory disabilities, or those with mental illnesses which include sensitivities to noise and crowds.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C2 – Canvey Seafront Entertainment Area	+	+	N/A	N/A	N/A	N/A	+	The objective of this policy is to encourage regeneration of the seafront to improve the public realm, encourage leisure and tourism and in turn business growth and boost the local economy. Improved public transport to the area benefits everyone but especially those who are unable to travel by car due to numerous reasons. It will enable passive and active leisure activities to be enjoyed by all.	Consideration to accommodate the different needs of the population should be considered within any future master plan.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C3 – Canvey Port Facilities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C4 – West Canvey	?	?	N/A	N/A	+	N/A	+	This policy would provide mixed use developments with great access to the ground floor retail and services, with further good access to the Town Centre, without the need for a car. This provides healthier and more sustainable lifestyles. A car free and walkable neighbourhood can support those with physical disabilities or elderly persons as retail and services are on their door step. However, mixed use developments with multiple stories can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities.	This policy should aid in the overall attempt to create a thriving and safe Town Centre for all. Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C5 - Improved Access to and around Canvey Island	+	+	N/A	N/A	N/A	+	+	The purpose of this policy is to enable improvements of access to and around Canvey Island. This will allow improved accessibility to hospitals, specialised medical professionals, education, improved routes to public transport, focus on sustainable transport and reduce congestion that improves accessibility to services off the Island.	The policy should have regard for those with the protected characteristics to ensure that the proposals made are beneficial for all.

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C6 – The South Canvey Green Lung	+	+	N/A	N/A	N/A	+	+	Policy seeks to protect key habitats and enhance the strategically important ecological corridor. In doing so these green spaces will allow for leisure and enable environmental education for younger generations and provide clean air which can help with the health of older persons. Disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.	The enabling of leisure and education facilities within green spaces and ensure both passive and active recreation opportunities are afforded.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C7 – Canvey Lake	+	+	N/A	N/A	+	+	+	<p>This policy identifies land at Canvey Lake as a multifunctional green space with details on how this may be enhanced.</p> <p>The policy is relevant to and will positively impact all people in the borough but will particularly benefit those with protected characteristics as it will provide enhanced public open space in a deprived area, improving access to those experiencing income deprivation. Older and younger generations are more likely to benefit from the provision as it will</p>	Any proposal should have consideration for creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.

								provide both active and passive recreation opportunities.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C8 - Residential Park Home Sites, Canvey Island	++	N/A	N/A	N/A	N/A	N/A	+	Park Homes are typically populated by over 55's in the borough so provide a community of older persons which enables the fluidity of the housing market and encourages protection of those vulnerable from unsuitable accommodation in terms of flood risk/winter risks. Park home availability also provides alternative homes that are more affordable than traditional homes which helps those that fall within the income and deprivation characteristic	This helps meet specific housing needs for an aging population across the Borough.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C9 - Land at the Point, Canvey Island	+	+	+	+	+	+	+	This policy is for the provision of homes at the Point. As part of this allocation requirements for public open space, improvements to bus waiting facilities and services along point road and the re-provision of any employment uses are required. This will provide opportunities for a boosted local economy, job opportunities, service provisions located nearby homes improving accessibility, improved public	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023). Policies should seek to provide accessible travel routes to create autonomy for those with disabilities in all aspects of design to ensure inclusivity and reducing barriers

								transport and a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy C10 – Other Housing Site Allocations on Canvey Island	+	+	+	+	+	+	+	This policy is for the provision of homes on Canvey Island. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).

3.4 Benfleet

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B1 – South Benfleet Town Centre	?	?	N/A	N/A	+	N/A	+	<p>This policy seeks to direct economic development to the Benfleet town centre area. Town Centre regeneration can provide greater economic outcomes for local residents and support healthy and safe environments. A regeneration of the Town Centre could provide a much needed financial boost to the local businesses and economy. Well-designed urban areas should be designed to provide greater security for women to feel safe walking. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and business owners are dropping out of the local economy. Mixed use developments with multiple stories can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. However, mixed uses can be beneficial to both</p>	<p>This policy should aim to create a thriving and safe Town Centre for all. Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.</p>

								these protected groups as you are “Putting the shops where the people are”, thus cutting down on travel for required services. Urban intensification will drive up the levels of noise and activity in urban areas, which may make them more challenging for those with sensory disabilities, or those with mental illnesses which include sensitivities to noise and crowds.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B2 – Tarpots Town Centre	?	?	N/A	N/A	+	N/A	+	Town Centre regeneration can provide greater economic outcomes for local residents and support healthy and safe environments. Particularly benefits those who would benefit from having close access to services and amenities however, mixed use developments with multiple stories can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and	This policy should aim to create a thriving and safe Town Centre for all. Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.

								business owners are dropping out of the local economy. Urban intensification will drive up the levels of noise and activity in urban areas, which may make them more challenging for those with sensory disabilities, or those with mental illnesses which include sensitivities to noise and crowds.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B3 – Former Furniture Kingdom site	+	+	+	+	+	+	+	This policy is for the provision of homes in Benfleet. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	This policy should aim to create a thriving and safe Town Centre for all. Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B4 - South Benfleet Leisure Quarter	+	+	N/A	N/A	N/A	N/A	+	This policy supports the provision of local leisure facilities and amenities that are accessible to people who are less mobile. It will also encourage more local jobs and boost the local economy helping those facing income	Consideration for provisions to make facilities more accessible should be made with proposals.

								and deprivation characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B5 – Canvey Supply, London Road, Benfleet	+	+	+	+	+	+	+	This policy is for the provision of homes in Benfleet. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B6 – 159-169 Church Road, Benfleet	+	+	+	+	+	+	+	This policy is for the provision of homes in Benfleet. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B7 – Other Housing Site Allocations in Benfleet	+	+	+	+	+	+	+	This policy is for the provision of homes in Benfleet. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and

								with any of the protected characteristics.	More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B8 – Manor Trading Estate	?	?	+	+	+	+	+	Mixed use developments with multiple stories can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. However, mixed uses can be beneficial to both these protected groups as you are “Putting the shops where the people are”, thus cutting down on travel for required services. The policy includes a requirement for an increase in commercial floorspace of at least 10% which will help to boost the local economy and be advantageous to within the income and deprivation protected characteristic.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy B9 – South Benfleet Playing Fields	+	+	N/A	N/A	+	N/A	+	This Policy identifies the playing fields to be delivered as a multifunctional green space with buildings used for community purposes. This will benefit a range of different	Recommend the enabling of leisure and education facilities within green spaces and ensure both passive and active recreation opportunities are provided.

					<p>people as it will allow enhanced facilities for leisure. Playgrounds and enabling environmental education for younger generations and provide clean air which can help with improved health. Older persons and disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities. Having access to free recreation opportunities will also help those who fall within the income and deprivation protected characteristic, by providing access to improved facilities.</p>	
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3.5 Hadleigh

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Had1 – Hadleigh Town Centre	?	?	N/A	N/A	+	N/A	+	A regeneration of the Town Centre could provide a financial boost to the local businesses and economy. Well-designed urban areas should be designed to provide greater security for women to feel safe walking. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and business owners are dropping out of the local economy. Mixed use developments with multiple stories can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. However, mixed uses can be beneficial to both these protected groups as you are “Putting the shops where the people are”, thus cutting down on travel for required services. Urban intensification will drive up the levels of noise and activity in urban areas, which may make them more challenging for those with sensory disabilities, or those with mental illnesses which	Any master plan must be designed to ensure that the town centre is accessible and inclusive. Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).

								include sensitivities to noise and crowds.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Had2 - Hadleigh Country Park, Hadleigh Farm and Benfleet & Southend Marshes	+	+	N/A	N/A	N/A	N/A	+	Providing open spaces is a positive impact on health outcomes. These open spaces allow for leisure and enable environmental education specifically for younger generations and provide clean air which can help with the health of older persons. This will benefit a range of different people as it will allow enhanced facilities for leisure and biodiversity enhancement. Older persons and disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities. Having access to free recreation opportunities will also help those who fall within the income and deprivation protected characteristic, by providing access to improved facilities.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Had3 – Hadleigh Clinic	+	+	+	+	+	+	+	This policy is for the provision of homes in Hadleigh. As part of this allocation requirements for a	Policies should promote development that supports inclusive designs for specific religious beliefs, older or

								proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023). It is essential that any services offered by the existing facility are not lost as result of the development.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Had4 - Land south of Scrub Lane	++	++	+	+	+	+	+	This policy is for the provision of homes in Hadleigh. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics. The allocation also includes a requirement to provide supported living dwellings for people with complex needs. This will benefit those with protected characteristics.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).

3.6 Thundersley

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Thun1 – Thundersley Centre	+	+	N/A	N/A	N/A	N/A	+	This policy supports the provision of local retail and services. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and business owners are dropping out of the local economy. This benefits those that are less mobile to access these amenities. It will also encourage more local jobs and boost the local economy helping those facing income and deprivation characteristics.	Consideration for provisions to make facilities more accessible should be made with proposals.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Thun2 – Kiln Road Campus	++	+	+	+	+	+	+	This policy is for the provision of homes, new and enhanced community facilities and a new local shopping parade. As part of this housing allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics. The provision of a early years and childcare nursery will benefit young people	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).

								and their parents. The master plan will also include the provision of a civic and service space which will benefit those that are less mobile to access these amenities. It will also encourage more local jobs and boost the local economy helping those facing income and deprivation characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Thun 3 - Other Site Allocations in Thundersley	+	+	+	+	+	+	+	This policy is for the provision of homes in Thundersley. As part of this allocation requirements for a proportionate number of affordable homes and homes built to M4(2) and M4(3) standards benefitting people with any of the protected characteristics.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Thun 4 - Green Space Connectivity in Thundersley	+	+	N/A	N/A	N/A	N/A	+	Policy seeks to protect key habitats and enhance the strategically important ecological corridor. In doing so these green spaces will allow for leisure and enable environmental education for younger generations and provide clean air which can help with the health of older persons. Disabled people will also benefit	The enabling of leisure and education facilities within green spaces and ensure both passive and active recreation opportunities are afforded.

								from having close access to open spaces which can offer both active and passive recreation opportunities.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Thun 5 – Coalescence of Thundersley and Benfleet	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	

3.7 Daws Heath

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy DH1 – Green Space Connectivity in Daws Heath	++	+	N/A	N/A	N/A	N/A	+	Policy seeks to protect key habitats and enhance the strategically important ecological corridor. In doing so these green spaces will allow for leisure and enable environmental education for younger generations and provide clean air which can help with the health of older persons. Disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities. Specific enhancement of access to equipped play space for children and young people will benefit those that fall within that protected characteristic.	The enabling of leisure and education facilities within green spaces and ensure both passive and active recreation opportunities are afforded.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy DH2 – Coalescence of Settlements – Daws Heath	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	

3.8 Providing the Right Types of New Homes

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Hou1 – Preventing the Loss of Housing	+	+	N/A	N/A	N/A	N/A	+	This policy is to protect existing residential properties within the housing stock and prevent conversion where there is not a critical need. This will positively impact those with protected characteristics as it will retain the existing housing stock and prevent a loss of homes within the Borough.	The provision of specialist housing accommodation falling out of the C3 use class should not be impacted or impeded by this policy.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Hou2 – Securing More Affordable Housing	+	++	+	+	+	+	++	Affordable housing benefits those with protected characteristics as they provide more affordable housing options. Some of the housing will be built to M4(2) and M4(3) standards which will accommodate those with disabilities. Having increased affordable housing will ensure those who struggle to secure properties have access to homes.	Policies should promote development that supports inclusive designs for specific religious beliefs, older or disabled peoples as well as designing safe and secure places for women. This can be achieved by following the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Hou3 - Housing Type and Mix	+	+	+	-	+	+	+	This policy provides a housing mix that is designed to generally meet the needs of the Borough. Higher levels of affordable smaller sized homes typically support small	Ensure that an adequate proportion of new dwellings provide space for members of the Jewish community who require space for a second kitchen for example.

								younger families and makes more provision for people who can't afford bigger homes. However, some families in the Jewish community specifically require certain house sizes and specifications that may not be achievable in smaller sized units. Specifically in the premium sustainable areas where the Heredi community often don't drive but aren't being catered for with 4+ bedroom dwellings.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Hou4 – Specialist Housing Requirements	++	++	N/A	N/A	N/A	N/A	N/A	This policy ensures that all new dwellings are built to M4(2) building standards that allow homes to be adapted as required dependent on the occupants and a proportion built to M4(3) which provides accessible accommodation. The provision of specialist older people accommodation will cater for the lack of provision currently available within the borough.	How the policy can cater to the other protected characteristics should be considered.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Hou5 – Park Homes	+	N/A	N/A	N/A	N/A	N/A	+	Park Homes are typically populated by over 55's in the borough so provide a community of older persons which enables the fluidity of the housing market and encourages protection of those vulnerable from unsuitable accommodation in terms	The policy should have regard for those with the protected characteristics to ensure that the proposals made are beneficial for all.

								of flood risk/winter risks. Park home availability also provides alternative homes that are more affordable than traditional homes which helps those that fall within the income and deprivation characteristic.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Hou6 - Gypsy and Traveller Provision	N/A	N/A	N/A	+	N/A	N/A	N/A	This policy makes sufficient provision for the needs of Gypsy and Travellers over the plan period and supports the protection of existing Gypsy and Traveller pitches and therefore creates a positive impact on the protected characteristic of Race and Background.	This policy specifically targets the protected characteristic of Race and Background to provide suitable places to meet the needs of Gypsy and Travellers over the plan period. Further consideration of the needs of Gypsy Travellers is encouraged.

3.9 Developing Castle Point's Economy

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy E1- Development on Strategic Employment Land	N/A	N/A	N/A	N/A	N/A	N/A	+	This policy protects existing employment areas and promotes opportunities for investment and expansion of these employment areas which will boost the local economy and job market for local people. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and business owners are dropping out of the local economy. Women are more likely to be effected by constraints on local employment due to needing to work locally.	The policy should have regard for those with the protected characteristics to ensure that the proposals made are beneficial for all. Opportunities for all should be delivered ensuring accessibility is planned for.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy E2- Development of New Employment Floorspace in and around Town Centres	N/A	N/A	N/A	N/A	N/A	N/A	+	This policy provides the opportunity for new employment floorspace to be created. It ensures development which results in a net loss of employment floorspace or jobs will not be supported. This will boost	Opportunities to ensure that the spaces created are accessible to all should be taken.

								the local economy and job market for local people. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and business owners are dropping out of the local economy. Women more likely to be affected by constraints on local employment due to needing to work locally.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy E3 - Development of Local Skills	++	N/A	N/A	N/A	N/A	N/A	++	This policy will provide necessary education and training to those who would not otherwise receive it, improving income equalities within the Borough by providing marketable skills and training to residents both school leavers and older people looking to retrain in the borough.	Ensure all opportunities provided are inclusive and accessible for all.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy E4 – Culture and Tourism	N/A	N/A	N/A	N/A	N/A	N/A	+	Encouraging culture and tourism within the Borough helps to boost the local economy and create jobs for	Ensure all opportunities provided are inclusive and accessible for all.

								local people. It also invites an array of different people and cultures into the area fostering a more inclusive and accepting environment for those with vulnerable characteristics.	
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3.10 Supporting Local Retail Services

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy TC1 - Town Centres and Primary Shopping Areas	+	+	N/A	N/A	+	N/A	+	<p>This policy supports the NPPF's objective of contributing to the achievement of sustainable development. These development's will be focused in the Urban Area. Urban developments tend to be mixed use with multiple stories which can be detrimental to older generations who may struggle with stairs if a lift is not available, this can also apply to people with physical disabilities. However, mixed uses can be beneficial to both these protected groups as you are "Putting the shops where the people are", thus cutting down on travel for required services. Well designed urban areas should be designed to provide greater security for women to feel safe walking. Investments in town centres will lead to improvements in the local economy which can</p>	<p>Policies should support the regeneration and growth of the borough, focusing on the Town Centre. This policy should aim to create thriving and safe Town Centres for all. Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.</p>

								lead to improvements to income inequality.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy TC2 - Local Shopping Parades	+	+	N/A	N/A	N/A	N/A	N/A	Protecting local retail offerings is beneficial for mobility limited people such as people with physical disabilities and older peoples as these retail offerings typically can be found in residential locations allowing for ease of access to them from local residents.	Ensure all opportunities provided are inclusive and accessible for all.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy TC3 - Retail Parks and Out of Centre Locations	-	-	N/A	N/A	N/A	N/A	+	The encouragement of retail parks at out of centre locations are positive for the local economy however due to the nature of the location out of town it limits accessibility to those with protected characteristics such as those who don't have access to a vehicle, the elderly, some people with disabilities.	Improvements to public transport to ensure the out of town locations are made more accessible to all.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy TC4 - Protecting Local Shops	+	+	N/A	N/A	N/A	N/A	N/A	Protecting local retail offerings is beneficial for mobility limited people such as people with physical disabilities and older peoples	

								as these retail offerings typically can be found in residential locations allowing for ease of access to them from local residents.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy TC5 – Hot Food Takeaways and Fast-Food Outlets	+	N/A	N/A	N/A	N/A	N/A	+	Typically, those who are more economically deprived tend to eat more takeaways and have poorer health outcomes than those in less economically deprived environments. By limiting the provision of Takeaways, there is a potential for an improvement in health outcomes for those who are more economically deprived. Limiting the provision of takeaways around schools will also act to discourage unhealthy eating the levels of childhood obesity.	Recommend going further than the policy currently recommends by implementing takeaway management zones around schools as per the National Institute for Health and Care Research toolkit.

3.11 Achieving Well Designed Places

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D1 – Design Objectives	+	+	N/A	N/A	+	N/A	N/A	This policy encourages a high standard of design for all development including the provision of private outdoor amenity space, maximising active frontages to improve passive surveillance and safety, emphasis on improving and providing pedestrian and cycle routes, encouraging sustainable development all of which benefits those with protected characteristics.	Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D2 - Design on Larger Sites and within Premium Sustainability Areas	+	+	N/A	N/A	N/A	N/A	-	This policy encourages development with good sustainability and proximity to local services that helps for people who struggle to travel long distances. However, inevitably development close to town centres for example is likely to cost more as the land is at a premium and therefore could make these homes inaccessible for those who fall within the income and	Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023) as well as ensuring ease of use by older generations and those with a physical disability.

								deprivation protected characteristic.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D3 - Master Planning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D4 – Landscaping	N/A	N/A	N/A	N/A	-	-	N/A	This policy encourages landscape lead design which will improve the character of the area however consideration must be given for how accessible the development is and ensure that no alleyways are created by the large hedgerows/trees.	Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D5 - Advertisements	+	N/A	N/A	N/A	+	+	N/A	The policy has been written to protect the quality of the built environment which affects the perceived sense of public safety, especially for those with protected characteristics.	Consideration for landmarks should be considered by following Dementia and Town Planning - RTPI 2020.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D6 - Residential Annexes	+	+	N/A	N/A	N/A	N/A	N/A	This can support those who need to be cared for by family members while still having their own living space.	Include in the Castle Point Plan support for families applying for annexes that are for a family member who requires care.

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D7 - The Appearance of Town Centre Business Premises	+	N/A	N/A	N/A	+	+	N/A	The policy has been written to protect the quality of the built environment which affects the perceived sense of public safety, especially for those with protected characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D8 - Public Art	+	+	N/A	N/A	+	+	N/A	The policy has been written to protect the quality of the built environment which affects the perceived sense of public safety, especially for those with protected characteristics. Markers in the landscape and urban form can also be positive for those with dementia	Following guidance detailed within Planning and LGBTQ Communities – The Need for Inclusive Queer Spaces – Edited Petra L Doan 2015 and Dementia and Town Planning - RTPi 2020 will be helpful here.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy D9 - Conserving and Enhancing the Historic Environment	+	+	N/A	N/A	N/A	N/A	N/A	Markers in the landscape and urban form can be positive for those with dementia	Dementia and Town Planning - RTPi 2020 should be consulted.

3.12 Protecting Our Green Belt

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy GB1 – Development affecting the Green Belt	?	-	-	-	-	-	-	<p>This policy seeks to prevent development within the greenbelt and encourage use of the land as a natural and leisure resource. This will have a positive impact on health outcomes. These open spaces allow for leisure and enable environmental education specifically for younger generations and provide clean air which can help with the health of residents. This policy will benefit a range of different people as it will allow enhanced facilities for leisure and biodiversity enhancement. Older persons and disabled people will also benefit from Having access to free recreation opportunities, this will also help those who fall within the income and deprivation protected characteristic, by providing access to improved facilities. However, this comes at a cost of not providing enough land for</p>	Consider the provision of more housing while preserving the greenbelt which best serves the greenbelt functions.

								housing. This is likely to adversely impact all the characteristics for a number of reasons. Not providing enough homes will disadvantage those on low income, women on average earn less and therefore find it harder to compete in the housing market as effectively as men, those with disabilities have less access to homes designed under M4(2) and M4(3) as less are built. Those with religious beliefs ie the Haredi community will have less access to bigger homes that they require. Those starting families will find it harder to find homes suited to their growing families needs.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy GB2 – Previously Developed Land in the Green Belt	+	+	+	+	+	+	+	This policy allows for limited development in the Green Belt on previously developed land which aligns with the NPPF to make efficient use of land and ultimately will provide more homes to the borough benefitting all with protected characteristics.	Designs should include creating safe and secure places for women and girls as per the Essex Design Guide: Planning for Safer and More Inclusive Places for Women and Girls guidance (2023).

								It also ensures these developments are having to comply with the golden rules ensuring that sufficient benefits by way of affordable housing etc which helps to meet the needs of the Borough.	
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3.13 Protecting our Biodiversity and Landscape

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy ENV1 - Protecting and Enhancing the Landscape and Landscape Features	+	+	N/A	N/A	N/A	N/A	N/A	The policy has been written to improve the quality of the environment which affects the perceived sense of public safety, especially for those with protected characteristics. Markers in the landscape can also be positive for those with dementia.	Guidance within Dementia and Town Planning - RTP1 2020 provides guidance.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy ENV2 – Coastal & Riverside Strategy	+	+	N/A	N/A	N/A	N/A	+	This policy encourages a coastal and riverside strategy to ensure that residents are protected from flooding and still have access to the coast. This is likely to benefit those with protected characteristics, as having access to the coast which can offer both active and passive recreation opportunities as well as positive mental health benefits.	Ensure access to the coast is made accessible for all.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy ENV3 - Securing Nature	+	+	N/A	N/A	N/A	N/A	+	Policy seeks to secure nature recovery and	It is recommended to refer to Children, Young People and the Built Environment – TCPA

Recovery and Biodiversity Net Gain								biodiversity net gain. In doing so will protect and enhance existing habitats such as the ancient woodlands while also providing additional habitats and green spaces will in some cases allow for leisure and enable environmental education for younger generations and provide clean air which can help with health and improve mental health.	submission to the Levelling Up, Housing and Communities Committee Inquiry December 2023
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy ENV4 - Local Wildlife and Geological Sites	+	+	N/A	N/A	N/A	N/A	+	Policy seeks to protect and enhance local wildlife and geological sites. In doing so will protect and enhance existing habitats and improve health and wellbeing for residents in the borough.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy ENV5 – Design Features that Encourage Biodiversity	+	N/A	N/A	N/A	N/A	N/A	N/A	This policy encourages conservation of protected species integrated into the design of development fostering ecological betterment. This will benefit younger people who can	

								learn about nature conservation.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy ENV6 – Best and Most Versatile Agricultural Land.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	

3.14 Providing the Infrastructure Required to Support Growth

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Infra1 - Community Facilities	+	+	+	-	+	+	+	Community Facilities will provide safe and secure meeting places for protected groups as well as the wider population. They can also provide support and prevent isolation. Community, arts and culture uses are of benefit to those with protected characteristics.	Specific reference to different communities which has specific needs would improve this policy, specifically the needs of Jewish people on Canvey Island.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Infra2 – Education, Skills and Learning	+	+	N/A	-	N/A	N/A	+	This Policy ensures that everyone has access to education and these needs are met as the number of homes increases. However there is uncertainty how this will meet the needs of the Jewish community where children are currently home educated or travel for their schooling. This policy also ensures sufficient provision of libraries, youth services, further and higher education. Access to these provisions will benefit those	It is recommended to refer to Faith Groups and the Planning System – AHRC Faith and Place Network 2015 and Children, Young People and the Built Environment – TCPA submission to the Levelling Up, Housing and Communities Committee Inquiry December 2023.

								with protected characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Infra3 – Improving Health and Wellbeing	++	++	+	+	+	+	+	Increasing health and social care provision within the borough is critical to meet the needs of residents in the borough, especially those with protected characteristics. The policy also seeks to create a modal shift towards healthier living including ensuring that development is accompanied by a health impact assessment to prioritise this.	It is recommended that all protected characteristics are considered when assessing proposals.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Infra4 – Open Spaces	+	+	N/A	N/A	N/A	N/A	+	Policy seeks to provide open spaces which allow for leisure and enable environmental education for younger generations and provide clean air which can help with the health of older persons. Disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.	

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Infra5 – Sports Provision	+	+	N/A	N/A	N/A	N/A	+	This policy ensures that facilities for physical activity are maintained and extended. These provide lots of benefits for those with protected characteristics such as swimming pools which afford the opportunity for low impact exercise and learning to swim is a vital life skill. Access to facilities for sport and physical activities is important for mental and physical health.	Ensure that all provision is made accessible and welcoming for all.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy Infra6 - Communications Infrastructure	-	-	N/A	N/A	N/A	N/A	+	Internet poverty is a real issue in the modern world, allowing for access to high speed internet across the borough will help counter this. As digital connectivity is becoming increasingly essential for people to access key services and work it is essential to provide improved access to these. Older peoples or those with disabilities can struggle to engage with technology will be excluded from the benefits of this	Ensure other communication infrastructure is still implemented i.e. telephone lines etc to ensure the policy is inclusive.

								policy and potentially disadvantaged by the focus on improving communication infrastructure that they do not use.	
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3.15 Promoting Sustainable Transport

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T1 - Transport Strategy	+	+	+	+	+	+	+	<p>This strategic policy seeks among other things to improve public and sustainable transport infrastructure in the borough and will benefit all people, but especially people who are unable to drive and are comparatively less mobile such as the young, the elderly, the disabled and potentially pregnant women and those with very young children. Securing development in sustainable and accessible locations benefits those with protected characteristics to have improved access to amenities and services. The other main purpose of the policy is to ensure cleaner air is provided within the borough providing invaluable health benefits to residents.</p>	<p>Ensure all new pathways are designed with wheelchair, mobility scooter users and push chairs. Ensure that the public transport system caters for multi-purpose and multi-trip journeys which are often taken by parents and carers.</p>

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T2 - Highway Improvements	+	+	N/A	N/A	N/A	N/A	+	This policy's aim is to support strategic transport improvements to the major roads and junctions within the borough while resisting development that would further exacerbate the existing traffic flow problems. This will benefit those with protected characteristics as it will allow for smoother and quicker car and bus journeys and will improve connections with amenities and services available in larger cities that aren't available within the locality of Castle Point.	Ensure that there is a strategic joint up approach to highway improvements and sustainable travel.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T3 - Active Travel Improvements	+	++	N/A	N/A	+	N/A	+	Good pathways and walkways provide great sustainable travel for those who may struggle with smaller bumpy paths and may rely on a car instead of sustainable travel. This also applies to women with pushchairs, wheelchair users and benefits those who are prone to trips and	Ensure all new pathways are designed with wheelchair, mobility scooter users and push chairs.

								falls on uneven surfaces ie the elderly.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T4 - Improvements to Public Transport Infrastructure and Services	+	+	N/A	N/A	N/A	N/A	+	Improvements to public transport services allows for greater movement for people who can't or don't drive. Improving the opportunities for people who are comparatively less mobile such as the young, the elderly, the disabled and potentially pregnant women and those with very young children to access amenities, services and job opportunities.	Consideration for the Essex Local Transport Plan and Essex Design Guide.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T5 - Highway Impact	+	+	N/A	N/A	N/A	N/A	+	This policy encourages a modal shift from car reliance to sustainable transport and ensures that all development is tailored in this way. It also prevents junctions and roads which are at capacity not to be further impacted by development without significant mitigation. This benefits residents that rely on the road network either by bus or car to ensure they have access to nearby	Consideration for the Essex Local Transport Plan and Essex Design Guide.

								services and amenities without traffic hindrance.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T6 - Safe Access	+	+	N/A	N/A	+	N/A	+	This policy ensures that new developments can be accessed safely by all types of users including cars, bicycles and pedestrians and other vulnerable users in order to prevent road traffic accidents. The ability to access the site by foot or by bicycle is also an important consideration. Not only are pedestrians and cyclists more vulnerable road users if the access is not safely designed, but the perceived pleasantness and safety of access arrangements for these users may influence the take up of these modes. This benefits those with protected characteristics as these are likely to be the people using these types of travel methods.	Consideration for the Essex Local Transport Plan and Essex Design Guide for how to achieve better access for sites.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T7 - Parking Provision	+	+	N/A	N/A	N/A	N/A	+	Support disabled parking bays in all new developments is supportive of people with physical	Consideration for the Essex Local Transport Plan and Essex Design Guide.

								disabilities. Requiring electric vehicle charging points helps to encourage the shift to a more sustainable travel and cleaner air benefitting those vulnerable to health issues caused by pollutants in the air.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy T8 - Access for Servicing	+	+	N/A	N/A	N/A	N/A	N/A	This policy encourages service vehicles to access developments forward facing. This is safer for children and those who may be blind or deaf and are unable to avoid reversing vehicles.	Consideration for the Essex Local Transport Plan and Essex Design Guide.

3.17 Sustainable Development

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD1 - Tidal Flood Risk Management	-	-	N/A	N/A	N/A	N/A	N/A	This policy ensures that flood management strategies are upheld and not compromised, encourages all development to have safe refuge at first floor level and encourages bungalow conversion for this reason. This approach to flooding is a concern as those who are disabled or have limited mobility may not be able to access first floor safe refuges.	Consideration for those less mobile should be taken.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD2 - Non-Tidal Flood Risk Management	-	-	N/A	N/A	N/A	N/A	N/A	This policy ensures that non tidal flood management strategies are in place, encourages all development to have safe refuge at first floor. This approach to flooding is a concern as those who are disabled or have limited mobility may not be able to access first floor safe refuges.	Consideration for those less mobile should be taken.

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD3 - Sustainable Drainage Systems (SUDS)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD4 - Net Zero Carbon Development (in Operation)	+	+	N/A	N/A	+	N/A	+	This policy has a number of positive impacts on people with protected characteristics. Achieving net zero carbon development in operation is good for the environment and the health and wellbeing of residents in the borough. Being provided with eco-friendly alternative power sources will inevitably reduce electricity bills which is advantageous for those with small incomes ie pensioners, single parent households, disabled residents, those with income deprivation and female occupiers (due to the gender pay gap).	Consideration for the financial implications of this policy must be considered.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD5 - Net Zero Carbon	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	

Development (Embodied Carbon)									
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD6 - Pollution Control	+	+	N/A	N/A	N/A	N/A	N/A	This protects the residential amenity of existing and future occupiers by way of pollution to land, air or water, or because of any form of disturbance including, but not limited to, noise, light, odour, heat, dust and vibrations. This is particularly valuable to those vulnerable people who are more sensitive to these forms of disturbance and provide a better place for residents with protected characteristics to live.	Consideration of the following will be helpful; Cities Alive: Designing for Ageing Communities - ARUP 2019 and Cities Alive: Designing for Urban Childhoods - ARUP 2017.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD7 – Development on Contaminated Land	+	+	N/A	N/A	N/A	N/A	N/A	This policy prevents sites to be built on land where there is contamination issues without appropriate mitigation to protect the health and wellbeing of residents, especially those with protected characteristics.	Consideration of the following will be helpful; Cities Alive: Designing for Ageing Communities - ARUP 2019 and Cities Alive: Designing for Urban Childhoods - ARUP 2017.

Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD8 – Development near Hazardous Uses	-	-	N/A	N/A	N/A	N/A	N/A	This policy prevents land from being built on which is too close to hazardous uses which improves their health and wellbeing. However this does pose as a threat especially to residents of Canvey island where OIKOS is, as the evacuation plan put in place for those on Canvey is a concern as those who are disabled or have limited mobility may not be able to access first floor safe refuges.	Consideration of the following will be helpful; Cities Alive: Designing for Ageing Communities - ARUP 2019 and Cities Alive: Designing for Urban Childhoods - ARUP 2017.
Policy / Proposal	Possible Impact to characteristic							Commentary	Recommendation
	A	D	R	R&B	G	S	I&D		
Policy SD9 – Water Supply and Waste Water	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy does not impact upon protected characteristics.	Monitoring of this impact is recommended due to concern that restrictions on water could have an impact to vulnerable people.

4. Conclusion and Recommendations

- 4.1 It is the council's duty as both service providers and exercisers of public function under the Equality Act 2010 to ensure that the policies it adopts are inclusive for all. The Council is fulfilling its duty with the Castle Point Plan as it has the potential to positively impact on the lives of people with protected characteristics as defined by the Equalities Act.
- 4.2 Any negative impacts identified as a result of this work, for example not including "Planning for Women and Girls" in the design code, can be negated and/or amended to become positive impacts through changes implemented into the Draft Castle Point Plan and through the implementation of the policies.
- 4.3 The assessment has considered the implications of the Plan on those with protected characteristics. This concludes the following:
- 4.3.1 **Young People:** Whilst the Housing Needs Assessment indicated that around 5,100 homes would be sufficient to meet the housing needs arising from Castle Point, the housing situation across the country has worsened. It is likely that there will be significant competition for new housing provided and local young people will be most affected where supply is constrained and there is competition. The constrained supply of housing is also likely to constrain the supply of local jobs, especially as the population is ageing and business owners are dropping out of the local economy. This also has implications for access to jobs for local young people. The urban first approach in the plan is however beneficial to local young people, as it will drive improvements to transport choices through the creation of better critical mass for the provision of such services. This will also be beneficial for other groups who do not drive.
- 4.3.2 **Older people:** The Local Housing Needs Assessment 2023, South Essex Housing Needs assessment 2022 and the Housing LIN Report 2007 all indicated that there was a significant need for specialist accommodation for older people. The Castle Point Plan makes provision for smaller homes in accessible locations and makes provision for all new homes to be part M4(2). There is therefore scope for this need to be met through the plan, although the constrained supply does put this at risk from competition from other forms of housing. As with younger people, elderly people who can no longer drive will benefit from an urban first approach driving better transport choices. They will also benefit from the concentration of activities around town centres driving up service provision through the enhanced viability of shops and services.

- 4.3.3 **Jewish Community:** There is a risk that the Jewish Community may be negatively affected by the urban first approach in the plan, as it does not make provision for large family homes on Canvey Island as part of the housing mix likely to arise. That being said, there are plenty of large existing family homes on Canvey, and the provision of older people's accommodation may act to free these up. As the Jewish population grows, they will need additional community infrastructure such as schools, places of worship and recreational facilities that meet their cultural needs. As no large-scale sites are identified for development within the plan, it is not clear at present how these community infrastructure requirements will be met.
- 4.3.4 **Disabled people:** Disabilities take many forms, and therefore it is likely that the plan will have variable impacts on people with disabilities. Overall, it is likely that the urban first approach will be beneficial to those with disabilities who cannot drive or require good access to services, as it improves transport choices and drives up the critical mass for services and viable businesses. However, urban intensification will drive up the levels of noise and activity in urban areas, which may make them more challenging for those with sensory disabilities, or those with mental illnesses which include sensitivities to noise and crowds. The plan makes provision for specialist housing for those requiring wheelchair accessible housing. It also seeks to protect open spaces not just for physical wellbeing, but also for mental wellbeing.
- 4.3.5 **Gypsies and Travellers:** The accommodation needs of those Gypsies and Travellers that reside in the borough has been assessed and is planned for within the Castle Point Plan. The local needs of this community have therefore been met. It should however be noted that the nearby borough of Basildon may not be able to meet their needs in this regard and may seek to engage the Duty to Cooperate in relation to this matter in due course.
- 4.3.6 **Women and girls:** On average, women in Castle Point earn a third less than men. This means that young women seeking to get their first home will typically find it harder in a competitive environment than young men. Women also continue to fulfil most caring activities whether that be for children or elderly relatives. To this end, they are also more likely to be affected by constraints on local employment, due to the need to work locally. They will however benefit from improved transport choices generated through the urban first approach, and from homes being designed to M4(2) standards, as this means they are adaptable throughout life's stages.