

Equalities Impact Assessment for the Pre-Submission Local Plan to 2046

Huntingdonshire Local Plan | Equalities Impact Assessment for the Pre-Submission Local Plan to
2046

Document Information

This version was produced on 20th August 2026.

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1 Introduction

Equalities Act 2010

- 1.1** The Equalities Act 2010 requires the Council to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The Council also needs to demonstrate its compliance with the Equality Duty. The Council therefore needs to understand how its decisions and activities impact on different people and how they are affected by policies and practices. An Equality Impact Assessment is the method by which the Council can assess the impact of a new strategy, policy or decision.
- 1.2** The assessment focuses primarily on identifying circumstances where an adverse impact may occur; an adverse impact is defined as occurring when a strategy, policy or decision has a disproportionately negative effect on a protected group or groups. Any adverse impact may be unintentional.

Public Sector Equalities Duty

Table 1 Relationship between the Preferred Options Draft Local Plan to 2046 and Implementation of the Public Sector Equalities Duty

Aim	Relevant?	Details
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.	Yes	The Preferred Options Draft Local Plan to 2046 aims to ensure the sustainable development of Huntingdonshire up to 2046. The promotion of balanced and inclusive communities that benefit all is a key element of this. The policies set out in the Local Plan aim to guide development and promote opportunities for all members of the community. It specifically includes policy guidance which is intended to have a positive impact in helping to eliminate unlawful discrimination, harassment and victimisation of all groups of Gypsies, Travellers and Travelling Showpeople. Facilitating an adequate supply of sites for Gypsies, Travellers and Travelling Showpeople to occupy, in line with current evidence of existing and future need, will help to ensure fair and equal treatment, in a way that promotes their traditional way of life whilst respecting the interests of settled communities.
Advancing equality of opportunity between people who share protected characteristics and those who do not.	Yes	The Preferred Options Draft Local Plan to 2046 aims to promote balanced, inclusive and sustainable communities that benefit all residents as well as those who work or visit the district. The Local Plan will have a broad and positive impact on advancing equality of opportunity, particularly through its policies to deliver a wide range of housing, including both general and rural exceptions affordable housing, specialist housing for older people and those with specific needs and accessible and adaptable housing. It also seeks to advance equality of opportunity for gypsies, travellers and travelling showpeople through specific policy guidance to promote suitable sites to meet their needs whilst respecting the interests of settled communities. Policies to promote local provision of services and facilities, sustainable travel, green infrastructure, health impact assessments, employment and community facilities also aim to have a positive impact on advancing equality of opportunity.

1 Introduction

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Aim	Relevant?	Details
Foster good relations between people who share a protected characteristic and those who do not.	Yes	The Preferred Options Draft Local Plan to 2046 will have a broad positive impact on fostering good relations through its housing policies which aim to further the creation of balanced, mixed, sustainable communities. Policies promoting local services and facilities, community planning proposals and tourism and recreation will also aim to have a positive impact.

1.3 The protected characteristics considered are:

- Age
- Gender
- Disability
- Marriage and civil partnership status
- Pregnancy and maternity
- Race
- Religion or belief
- Sexual orientation
- Gender reassignment

What proposal is being assessed?

1.4 This Equalities Impact Assessment is considering the Preferred Options Draft Local Plan to 2046. This sets out planning policies and proposals to guide development in the district up to 2046. Huntingdonshire is committed to providing equality in our policy-making and service delivery and continuing to improve the quality of life for residents and promoting sustainable economic growth.

What is the purpose of the proposal?

1.5 The purpose of the Equalities Impact Assessment is to assess the potential impact of the policies and proposals in the Preferred Options Draft Local Plan to 2046 on groups with the protected characteristics listed above. Each aspect is assessed by consideration of whether the policy or proposal could have a differential impact on each group of people with a protected characteristic and seeks to identify and address any potential inequalities of outcome.

1.6 The Pre-Submission Local Plan to 2046 sets out policies and proposals for development and growth and for protection and enhancement of the natural and built environment of the district. It contains:

- An overall vision for Huntingdonshire up to 2046 to indicate aspirations for the nature and characteristics of Huntingdonshire by this time
- A series of objectives indicating how this vision may be delivered
- The approach to climate resilience to be taken through land use planning
- Policies to shape the nature and scale of development
- Site allocation proposals to deliver the district's growth targets

Undertaking the assessment

Table 2 Assessment Preparation

Assessment	Details
Service area	Planning
Date of assessment	17th July 2026
Name of strategy being assessed	Pre-Submission Local Plan to 2046
Is this a new or existing strategy?	Replacement of Huntingdonshire's Local Plan to 2036
Name of manager responsible for the strategy	Clara Kerr
Assessment conducted by	Planning Policy Team

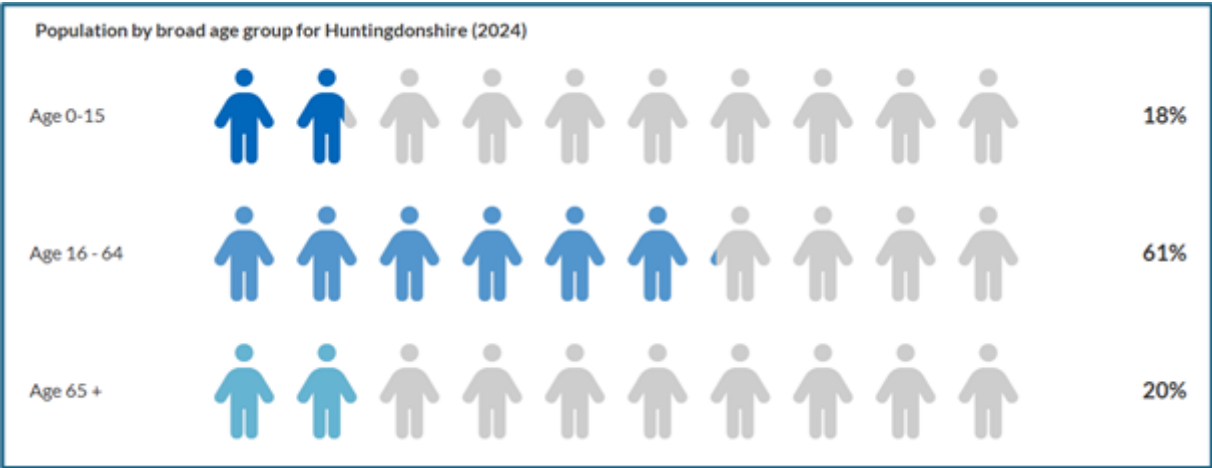
2 Protected Characteristics in Huntingdonshire

2 Protected Characteristics in Huntingdonshire

2.1 The following section provides brief details relating to the protected characteristics where data is available.

Age

2.2 The diagram below illustrates broad age groups for Huntingdonshire in 2024 sourced from Cambridgeshire Insight which has built on the 2021 Census.



2.3 The table below shows the comparative percentages of broad age groups across Huntingdonshire, Cambridgeshire and England in 2024. This shows that Huntingdonshire has a higher proportion of people aged 65 and over than average across wider areas.

	Huntingdonshire	Cambridgeshire	England
Persons aged 0 - 15	34,743	126,334	10,768,248
Persons aged 0 - 15 %	18.2	17.8	18.4
Persons aged 16 - 64	116,811	449,253	36,870,761
Persons aged 16 - 64 %	61.3	63.3	62.9
Persons aged 65+	39,065	134,730	10,981,092
Persons aged 65+ %	20.5	19	18.7

Date: 2024 | Source: ONS, Population Estimates

2.4 The age profile in 5 year groups is set out below to provide detailed information.

Table 3 Comparative age profiles

Name	Huntingdonshire	Huntingdonshire %	Cambridgeshire	Cambridgeshire %	England	England %
Age 0 - 4	9,883	5.18	35,406	4.98	3072243	5.24
Age 5 - 9	11,170	5.86	40,095	5.64	3401724	5.80

Protected Characteristics in Huntingdonshire 2

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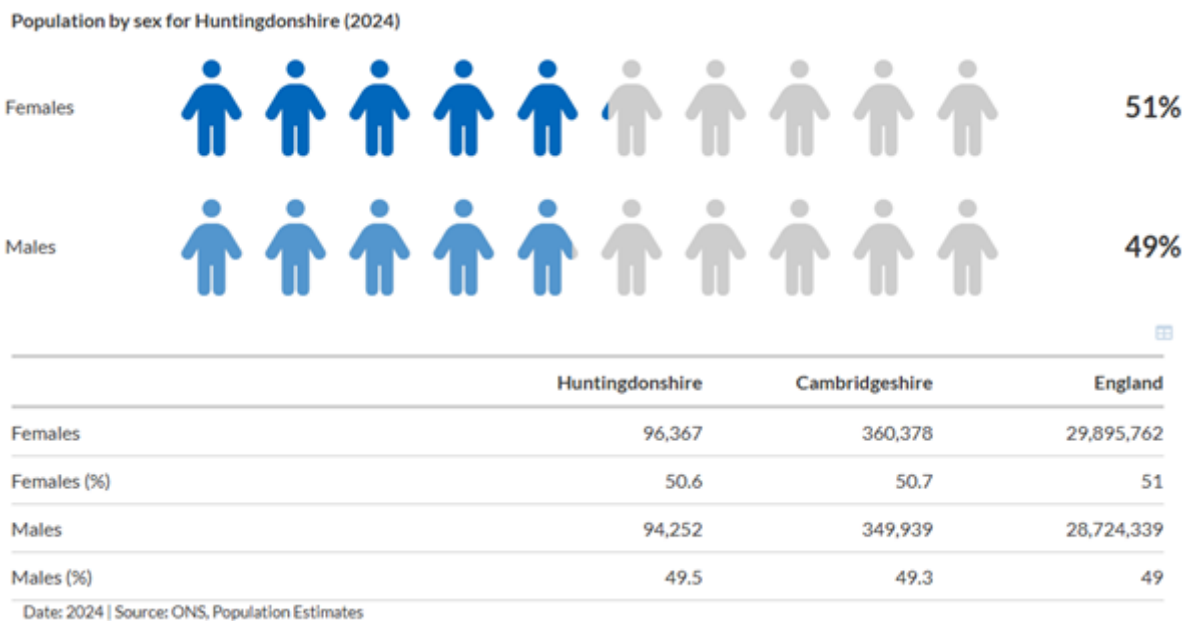
Name	Huntingdonshire	Huntingdonshire %	Cambridgeshire	Cambridgeshire %	England	England %
Age 10 - 14	11,442	6.00	42,462	5.98	3581732	6.11
Age 15 - 19	9,863	5.17	42,390	5.97	3509155	5.99
Age 20 - 24	8,092	4.25	44,452	6.26	3526018	6.02
Age 25 - 29	11,106	5.83	46,666	6.57	3885571	6.63
Age 30 - 34	12,962	6.80	48,857	6.88	4101144	7.00
Age 35 - 39	13,795	7.24	49,906	7.03	4073458	6.95
Age 40 - 44	12,764	6.70	47,231	6.65	3855280	6.58
Age 45 - 49	11,755	6.17	44,027	6.20	3479767	5.94
Age 50 - 54	13,011	6.83	46,333	6.52	3728798	6.36
Age 55 - 59	13,348	7.00	45,908	6.46	3861340	6.59
Age 60 - 64	12,363	6.49	41,854	5.89	3562779	6.08
Age 65 - 69	10,243	5.37	34,807	4.90	2951642	5.04
Age 70 - 74	9,021	4.73	31,375	4.42	2568308	4.38
Age 75 - 79	9,120	4.78	30,675	4.32	2433995	4.15
Age 80 - 84	5,737	3.01	19,334	2.72	1543135	2.63
Age 85 - 89	3,231	1.70	11,789	1.66	951,369	1.62
Age 90+	1,713	0.90	6,750	0.95	532,643	0.91
	190,619		710,317		58620101	

2 Protected Characteristics in Huntingdonshire

2.5 All age data is based on estimates at 2024 sourced from [Cambridgeshire Insight](#).

Gender

2.6 [Cambridgeshire Insight's population report](#) provides details on the structure of Huntingdonshire's population as at 2024. The illustration below shows that the gender structure of our population is very similar to that for the wider county and for England as a whole with a marginal higher proportion of males than the other areas.



Disability

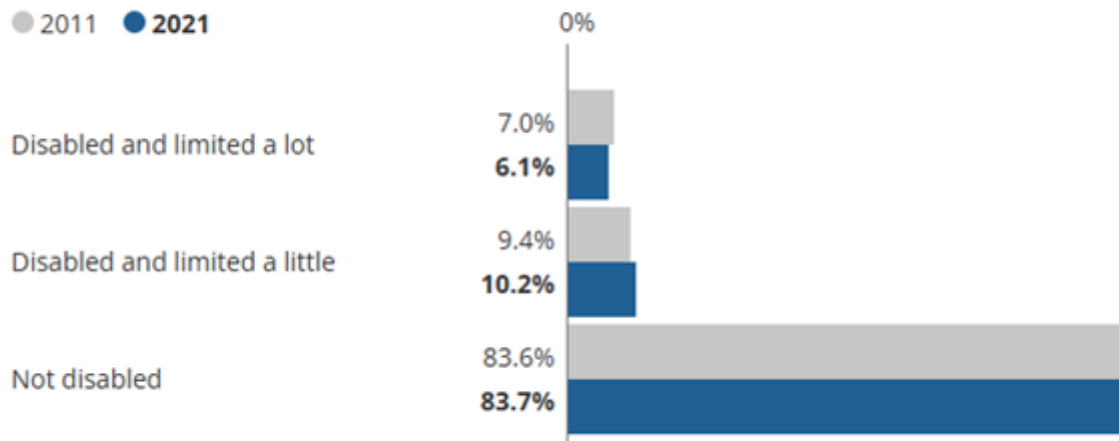
2.7 In 2021, 6.1% of Huntingdonshire residents were identified as being disabled and limited a lot. This figure decreased from 7.0% in 2011. These are age-standardised proportions. In 2021, just over 1 in 10 people (10.2%) were identified as being disabled and limited a little, compared with 9.4% in 2011. The proportion of Huntingdonshire residents who were not disabled increased from 83.6% to 83.7%.

2.8 The decrease in the proportion of residents who were identified as being disabled and limited a lot in Huntingdonshire (0.9 percentage points) was similar to the decrease across the East of England (1.2 percentage points, from 7.8% to 6.6%). Across England, the proportion fell by 1.6 percentage points, from 9.1% to 7.5%.

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Age-standardised proportion of usual residents by long-term health condition or illness, **Huntingdonshire** ▼



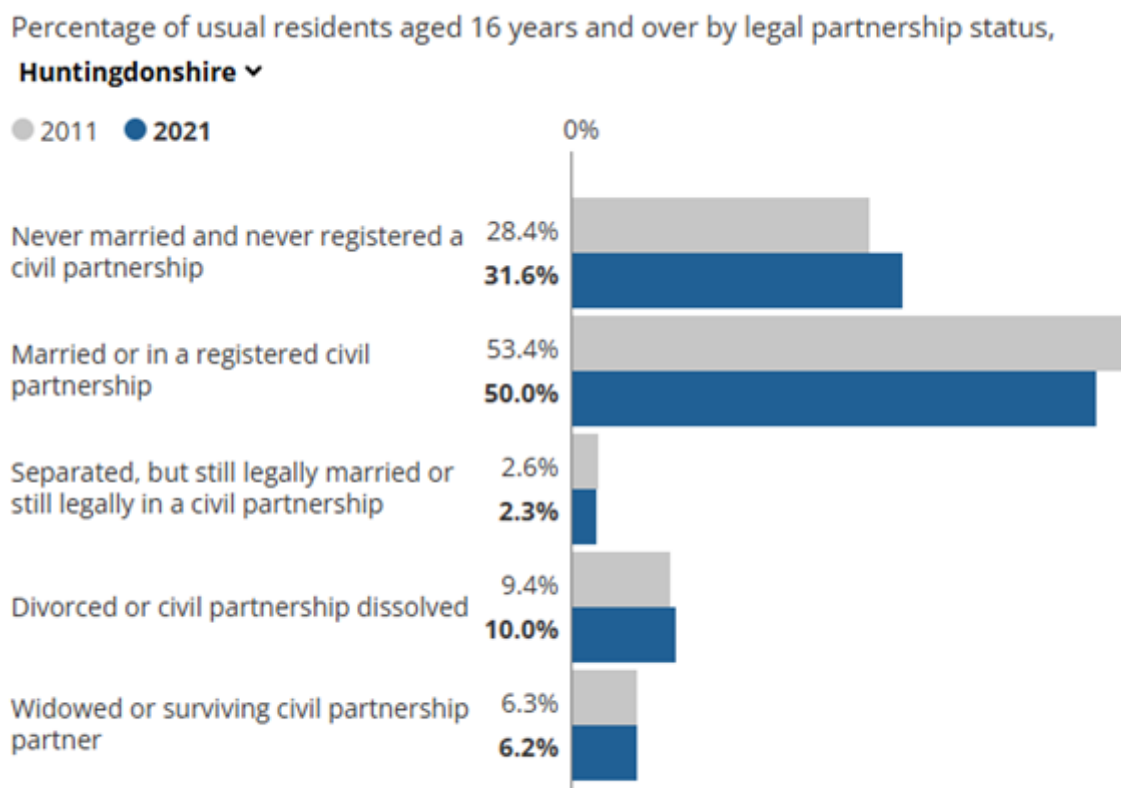
Source: Office for National Statistics – 2011 Census and Census 2021

Marriage and civil partnership status

- 2.9** Official statistics from the Office for National Statistics shown below indicate people's marital/ partnership status.

2 Protected Characteristics in Huntingdonshire

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Source: Office for National Statistics – 2011 Census and Census 2021

- 2.10** Of Huntingdonshire residents aged 16 years and over, 31.6% said they had never been married or in a civil partnership in 2021, up from 28.4% in 2011.
- 2.11** In 2021, around one in two people (50.0%) said they were married or in a registered civil partnership, compared with 53.4% in 2011. The percentage of adults that had divorced or dissolved a civil partnership increased from 9.4% to 10.0%.
- 2.12** The increase in the percentage of people aged 16 years and over who had never been married or in a civil partnership was greater across the East of England (3.7 percentage points, from 31.1% to 34.8%) than in Huntingdonshire (3.2 percentage points). Across England, the percentage increased from 34.6% to 37.9%.
- 2.13** These figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.

Pregnancy and maternity

- 2.14** In 2024 1,731 live births were recorded in Huntingdonshire as published by the Office for National Statistics in August 2025. This represented a maternity rate of 49.9 per 1,000 women aged 15 to 44 compared to 45 for Cambridgeshire which is influenced by the exceptionally low rate in Cambridge, and 48.5 for England.
- 2.15** Office for National Statistics data on fertility, pregnancy and birth is illustrated below.

Protected Characteristics in Huntingdonshire 2

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Indicator	Period	Recent Trend	Count	Hunts		East of England			England		Best/ Highest
				Value	Value	Value	Worst/ Lowest	Range			
Fertility and demographic information											
General fertility rate New data	2023	—	1,714	51.4	52.3	49.4	27.9		67.2		
Under 18s conception rate New data	2022	→	35	12.4	12.9	13.9	34.4		4.2		
Under 18s births rate New data	2023	→	3	1.0	2.8	3.0	10.9		0.7		
Deliveries to women aged 12 to 17	2023/24	—	-	-	0.5%	0.6%	-	Insufficient number of values for a spine chart		-	
Deliveries to women aged 35 years and above	2023/24	→	450	27.5%	24.8%	24.7%	12.5%		47.8%		
Deliveries to women from ethnic minority groups	2023/24	↑	210	12.8%	22.2%	27.9%	1.6%		74.5%		
Planning and preparation for pregnancy											
Smoking status at time of delivery New data	2024/25	→	135	8.3%	6.5%	6.1%	13.2%		2.2%		
Pregnancy and birth											
Stillbirth rate	2021 - 23	—	25	4.7	4.0	4.0	7.1		1.3		
Premature births (less than 37 weeks gestation)	2020 - 22	—	375	69.5	74.6	77.0	108.1		44.0		
Low birth weight of term babies New data	2024	→	30	2.0%	2.7%	3.0%	5.2%		1.0%		
Deliveries by caesarean section	2023/24	↑	665	40.7%	41.2%	40.9%	56.2%		13.1%		
Admissions of babies under 14 days	2023/24	→	150	91.7	84.1	88.7	679.2		16.3		
Breastfeeding											
Baby's first feed breastmilk	2023/24	—	1,150	73.5%	74.3%	71.9%	41.3%		94.3%		
Emergency admissions for gastroenteritis (0 to 4 years)	2023/24	→	105	106.8	58.9	67.6	243.2		12.6		
Emergency admissions for lower respiratory tract infections (0 to 4 years)	2023/24	↑	225	228.8	186.8	207.7	486.3		50.2		

Race

- 2.16** The way people describe their ethnic group is based on their culture, family background, identity or physical appearance. The 2021 Census identified 92.4% of our population as being of 'White' ethnic groups including white British, Irish, and Eastern European. This differs from the Cambridgeshire population of whom 88.6% are within this group and differs even more from the average for England as a whole where 81% are of White ethnicity. The largest ethnic minority group was Asian, Asian British or Asian Welsh at 3.2%. While these also represent the largest ethnic minority groups in Cambridgeshire at 5.8% and England at 9.6% the Huntingdonshire proportion is significantly lower. This is followed by people of multiple or mixed ethnicities at 2.2% in Huntingdonshire which shows less divergence from the Cambridgeshire figure at 2.9% and the England figure at 3%.
- 2.17** The table below from the 2021 Census data provides broad categories for ethnic groups allowing comparison across Huntingdonshire, Cambridgeshire and England.

2 Protected Characteristics in Huntingdonshire

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	Huntingdonshire	Cambridgeshire	England
Asian, Asian British or Asian Welsh	5,745	39,689	5,426,392
Asian, Asian British or Asian Welsh (%)	3.2	5.8	9.6
Black, Black British, Black Welsh, Caribbean or African	2,646	9,745	2,381,724
Black, Black British, Black Welsh, Caribbean or African (%)	1.5	1.4	4.2
Mixed or Multiple ethnic groups	4,057	19,354	1,669,378
Mixed or Multiple ethnic groups (%)	2.2	2.9	3
White	167,116	601,166	45,783,401
White (%)	92.4	88.6	81
Other ethnic group	1,268	8,895	1,229,153
Other ethnic group (%)	0.7	1.3	2.2

Date: 2021 | Source: ONS, Census 2021

Religion or belief

2.18 Christianity is still the most widespread religion held in Huntingdonshire with 47.3% of residents stating this in the 2021 Census although this represents a significant fall since the 60.8% of residents identifying as Christian in the 2011 Census. The next largest group was no religion at 44%. 1.4% of residents identify as Muslim, and 0.5% identify as Hindu and 0.4% as Buddhist. The proportion identifying as Christian is slightly higher than the average of 45.1% for England. The proportions identifying as Muslim are significantly lower than the England average of 6.7% or as Hindu at 1.8% across England.

Table 4 Comparison of religious affinity from the 2021 Census

Name	Huntingdonshire	Cambridgeshire	England
Christian	85568	306302	26167899
Christian (%)	47.3	45.1	46.3
Buddhist	670	3698	262433
Buddhist (%)	0.4	0.5	0.5
Hindu	972	7245	1020533
Hindu (%)	0.5	1.1	1.8
Jewish	222	1978	269283
Jewish (%)	0.1	0.3	0.5
Muslim	2583	13953	3801186
Muslim (%)	1.4	2.1	6.7
Sikh	325	1165	520092

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Sikh (%)	0.2	0.2	0.9
Other religion	900	3853	332410
Other religion (%)	0.5	0.6	0.6

Sexual orientation

- 2.19** The 2021 Census asked a question on sexual orientation for the first time. This indicated that amongst those aged 16 and over who answered the question 3,938 people indicated that they identified as one of: gay or lesbian, bisexual, pansexual, asexual, queer or other non-heterosexual. This compares to 1.46 million identifying within these groups across England.

Gender reassignment

- 2.20** The 2021 Census for the first time asked adults (16+): 'is the gender you identify with the same as your registered sex at birth?' (Table TS070). However, since 5 September 2024 the figures initially published have been downgraded from being accredited official statistics to official statistics in development. This change in designation reflects the innovative nature of the gender identity estimates and the evolving understanding of measuring gender identity, along with the uncertainty associated with these estimates. Broad data is published at a regional level but no details are available at a district level now.
- 2.21** The initial data indicates that of those who answered the question in Huntingdonshire just over 200 people recorded a different gender identity than the sex registered at birth, representing 0.14% of residents aged 16 and over.

3 Assessment of Policies

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3 Assessment of Policies

3.1 This table provides an analysis of each Local Plan policy against the protected characteristics groups and considers whether the likely effect of the policy is positive (+), neutral (~) or negative (-) with respect to that particular group compared to the overall population.

Table 5 Assessment of Policies: How will Huntingdonshire grow and change

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP1: How much development do we expect	~	~	~	~	~	~	~	~	~	Providing an adequate supply of homes and employment opportunities is likely to benefit all sectors of society equally.
LP2: Our strategy for change	+	~	+	~	+	~	~	~	~	Focusing development in settlements with greatest opportunity to access services and facilities should help improve access for all but may have a particularly positive effect on those with restricted mobility through age, disability or pregnancy & maternity.
LP3: Distribution of growth	+	~	+	~	+	~	~	~	~	Focusing development in settlements with greatest opportunity to access services and facilities should help improve access for all but may have a particularly positive effect on those with restricted mobility through age, disability or pregnancy & maternity.
LP4: Green and blue infrastructure priority areas	+		+	~	~	+	~	~	~	The policy seeks to promote additional green infrastructure for the benefit of all sectors of the community. It may in particular be beneficial in supporting the development of young people and the well-being of older people and those with mental health challenges. Provision of additional blue and green infrastructure, particularly in more accessible locations supports overcoming challenges such as those demonstrated in work commissioned by the National Trust which found that black and Asian people visit natural settings 60 per cent less than white people.

3 Assessment of Policies

Huntingdonshire Local Plan | Equalities Impact Assessment for the Pre-Submission Local Plan to 2046

Policy	Age	Gender	Disability	Marriage & civil partnership status	Ethnicity & nationality	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP5: Settlement hierarchy	-	-	-	-	-	-	-	-	-	The settlement hierarchy provides a categorisation of places in the district to which other policies are applied and so has no direct impact on any protected characteristics.
LP6: Market towns	+	-	-	-	+	-	+	-	-	Facilitating growth for all types of development within the market towns should contribute to the provision of a range of services and facilities within the most accessible locations in the District for many residents. This could result in a positive effects from reduced potential for isolation amongst the ageing population, parents and pregnant women through increased opportunities for social interaction. They may also include places in which faith groups can meet. It may also provide younger people with the opportunity to live independently where they have grown up.
LP7: Service centres	+	-	-	-	+	-	+	-	-	Facilitating growth for all types of development within the service centres should contribute to the provision of a range of services and facilities within locally accessible locations. This could result in a positive effects from reduced potential for isolation amongst the ageing population, parents and pregnant women through increased opportunities for social interaction. It may also provide younger people with the opportunity to live independently where they have grown up.

Policy	Age	Gender	Disability	Marriage & civil partnership status	Romany & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP8: Local service villages	+	-	-	-	-	-	-	-	-	Facilitating some growth for housing and other uses within the local services centres may have a positive impact on older people through provision of suitable and accessible homes within their established communities and provide younger people with the opportunity to live independently where they have grown up.
LP9: Villages	+	-	-	-	-	-	-	-	-	Facilitating some growth for development within villages may have a positive impact on older people through provision of suitable and accessible homes within their established communities and provide younger people with the opportunity to live independently where they have grown up.
LP10: Hamlets and the countryside	+	-	-	-	-	-	-	-	-	Facilitating limited growth within hamlets and the countryside may have a positive impact on younger people through provision of suitable and accessible homes specifically related to rural employment.
LP11: Placemaking for larger scale developments	+	+	+	-	+	-	+	+	-	The policy seeks to ensure large scale developments are masterplanned to promote fully inclusive communities where all people's needs are met and they feel comfortable living and working. This is likely to particularly benefit people with reduced mobility whether this temporary through maternity, a permanent disability or due to age. It also has potential to benefit people seeking specific places of worship or of varied sexual orientation where community inclusion is designed into the scheme.

3 Assessment of Policies

Table 6 Assessment of Policies: How we will enable sustainable growth

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP12: How will infrastructure be provided	+	-	+	-	+	-	+	-	+	The policy seeks provision of infrastructure to meet the needs arising from new development which may have positive impacts for young and older people or those with disabilities, health and gender reassignment care needs where education, health and social care facilities are provided and for people seeking specific buildings for places of worship.
LP13: Securing infrastructure provision	+	-	+	-	+	-	+	+	+	Securing infrastructure through planning decisions can help benefit all sectors of the community through provision of general or specialist infrastructure including health care, education, and places of worship.
LP14: Supporting and enabling strategic infrastructure	+	-	+	-	+	-	+	-	+	Securing and enabling strategic infrastructure through planning decisions can help benefit all sectors of the community through provision of water management, water supply, transport and public transport.
LP15: Facilitating transport, travel and connectivity	+	+	+	-	-	-	-	-	-	The policy strongly supports provision of active travel infrastructure, and public and community transport users. This should benefit young people who are often dependant on active travel for personal mobility, older and disabled people and women who are typically higher users of use public transport.
LP16: Approach to renewable energy schemes	-	-	-	-	-	-	-	-	-	The policy is likely to benefit all sectors of society equally by supporting provision of power.

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pay/rate & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP17: Health and well-being	+	+	+	-	+	-	-	+	+	The policy strongly focuses on ensuring larger scale new developments create inclusive, accessible, safe places which support the needs of the most vulnerable members of society and contribute to social cohesion and interaction. As such, implementation of this policy has the potential to have positive impacts of many of the groups with protected characteristics.
LP18: Providing affordable homes	+	+	+	-	+	-	-	-	-	Promoting provision of affordable homes will contribute to providing a range of sizes, types and tenures of housing suitable to meet the needs of all sectors of the community. It may particularly benefit older people with specialist needs, women and young people and families seeking a secure home.
LP19: Blue and green infrastructure	-	-	-	-	-	-	-	-	-	The policy is likely to benefit all sectors of society equally through promoting accessible blue and green infrastructure for all.
LP20: Supporting carbon capture through nature	+	-	-	-	-	-	-	-	-	Supporting carbon capture should limit increases in air temperature and pollution arising from climate change which will be particularly beneficial for older and young people who are generally more vulnerable to temperature extremes and impacts of poor air quality.
LP21: Managing flood risk	-	-	-	-	-	-	-	-	-	The policy is likely to benefit all sectors of society equally through the management of flood risk.

3 Assessment of Policies

Huntingdonshire Local Plan | Equalities Impact Assessment for the Pre-Submission Local Plan to 2046

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP22: Managing waste water	-	-	-	-	-	-	-	-	-	The policy is likely to benefit all sectors of society equally through the management of waste water and provision of enhanced waste water management infrastructure.
LP23: Managing surface water	-	-	-	-	-	-	-	-	-	Integrating surface water management into the design of development is likely to benefit all sectors of the community equally.
LP24: Water efficiency	-	-	-	-	-	-	-	-	-	The policy is likely to benefit all sectors of the community equally by ensuring adequate provision of water services.

Table 7 Assessment of Policies: How we will create well designed places

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP25: Design context and character	-	-	-	-	-	-	-	-	-	Ensuring development responds well to its context is likely to benefit all sectors of the community equally.
LP26: Creating high quality places and spaces	+	-	+	-	+	-	-	-	-	Well designed proposals are expected to be of benefit to all but the particular focus on ensuring ease of getting around is likely to benefit a range of groups for whom mobility may be more challenging.
LP27: Ensuring amenity for new buildings and neighbours	-	-	-	-	-	-	-	-	-	Ensuring high standards of amenity is likely to benefit all sectors of the community equally.

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP28: Minimising embodied and operational carbon in new buildings	+	+	+	+	+	+	+	+	+	Minimising embodied carbon in new buildings is expected to have long term beneficial impacts for all members of our community. While reducing operational carbon will help to reduce energy running costs for all new buildings it has the potential to be of particular benefit to older and young people, those experiencing pregnancy and maternity and people with reduced mobility where additional heating may be required to maintain a comfortable living or working environment. This may also benefit women who head up a higher proportion of single parent households.
LP29: Making existing buildings more energy efficient	+	+	+	+	+	+	+	+	+	Enhancing the energy efficiency of existing buildings when uses are changing or extensions being constructed is likely to benefit all sectors of the community equally.
LP30: Supporting active and sustainable travel	+	+	+	+	+	+	+	+	+	Enhancing transport networks and supporting opportunities for travel by sustainable modes is likely to benefit all sectors of the community but may have a particularly positive effect on those with restricted mobility through age, disability or pregnancy & maternity; enhancements to public transport may positively effect women and young people who are disproportionately higher users of these services..
LP31: Parking and vehicle movement	+	+	+	+	+	+	+	+	+	This policy supports incorporation of adequate vehicle and cycle parking provision for all development proposals; it

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Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
										may have a positive effect on people with mobility disabilities through requirement of specific parking provision for people with disabilities.
LP32: Electric vehicle charging points	~	~	~	~	~	~	~	~	~	Provision of additional electric vehicle charging points will help all members of the community equally by contributing to access to this service and reducing the impacts of fossil fuel usage on the environment.
LP33: Preventing and reducing air pollution	+	~	~	~	~	~	~	~	~	Prevention and reduction of air pollution and requirement for an air quality assessment where necessary may have a positive effect on older and young people in particular and those with respiratory conditions.
LP34: Preventing and reducing ground contamination and groundwater pollution	~	~	~	~	~	~	~	~	~	This is likely to benefit all sectors of the community equally by safeguarding the natural environment.

Table 8 Assessment of Policies: How will we support a strong local economy

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP35: Protecting and enhancing Established Employment Areas	~	~	~	~	~	~	~	~	~	This is likely to benefit all sectors of the community equally by supporting the local economy and providing employment opportunities.

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP36: Expansion and diversification of rural business	-	-	-	-	-	-	-	-	-	This is likely to benefit all sectors of the community equally by supporting the local economy and providing employment opportunities.
LP37: Shaping new businesses in the countryside	+	+	-	-	-	-	-	-	-	This policy will support access to rural employment opportunities in more diverse locations which are less likely to require access to a private car.
LP38: Enabling key cluster and innovation-led growth	+	-	+	-	-	-	-	-	-	This policy seeks to support more diverse, more skilled and higher value jobs in the local economy which may be beneficial to young people and those with certain disabilities may offering greater employment opportunities close to home and so reducing the time and cost of commuting.
LP39: Enabling logistics and distribution	-	-	+	-	+	-	-	-	-	Supporting logistics and distribution, including provision of last-mile facilities may be particularly beneficial to people with disabilities or experiencing pregnancy and maternity by enhancing opportunities to have items delivered directly home and so reducing the need to travel.
LP40: Helping tourism and recreation in the countryside	-	-	-	-	-	-	-	-	-	This is likely to benefit all sectors of the community equally by enhancing leisure opportunities and supporting the rural economy.
LP41: Defining our retail hierarchy	+	-	+	-	-	-	-	-	-	The policy seeks to protect town centres and areas of local shops that are most likely to be in more accessible locations to people with limited mobility or reliant on active travel or public transport.

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Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP42: Promoting town centre vitality and viability	+	-	-	-	-	-	-	-	-	The policy seeks to protect town centres that are most likely to be in more accessible locations to people with limited mobility or reliant on active travel or public transport.
LP43: Supporting local centres	+	-	+	-	+	-	-	-	-	Provision and protection of community services and facilities may positively benefit a range of protected groups by promoting easily accessible options.
LP44: Services and facilities outside designated centres	+	-	+	-	+	-	-	-	-	Provision and protection of community services and facilities may positively benefit a range of protected groups by promoting easily accessible options.

Table 9 Assessment of Policies: How will we support homes for all

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP45: Promoting a mix of housing	+	-	+	-	+	-	-	-	-	Promoting a wide range of housing types and sizes will have a positive benefit for all members of the community looking for a new homes, particularly older and young people, people with disabilities and people experiencing pregnancy or maternity through promoting properties particularly suitable to meet their needs.

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP46: Ensuring accessible and adaptable homes	+		+		+					Ensuring that all new homes are constructed to enhanced Building Regulation standards will support those with permanent or temporary reduced mobility due to age, disability, pregnancy or maternity.
LP47: Facilitating self and custom build homes	~	~	~	~	~	~	~	~	~	This is likely to benefit all sectors of the community equally by providing additional housing options.
LP48: Supporting specialist housing	+	~	+	~	~	~	~	~	~	Both self-contained specialist housing and residential institutions are particularly intended to have a positive effect for older people including those seeking to downsize and people with a range of physical and/or mental health needs.
LP49: Supporting houses in multiple occupation	~	~	~	~	~	~	~	~	~	This policy is expected to support all members of the community equally.
LP50: Promoting rural exceptions housing	+	~	+	~	+	~	~	~	~	Promoting provision of affordable housing will contribute to providing a range of sizes, types and tenures of housing suitable to meet the needs of all sectors of the community. It may particularly benefit older people with specialist needs, or those who wish to stay within their existing community but require alternative housing and young people and families seeking a secure home.
LP51: Gypsies, Travellers and Travelling showpeople	~	~	~	~	~	+	~	~	~	A criteria based policy to facilitate provision of sufficient plots/ pitches to meet needs of the protected groups is expected to have a positive effect on their well-being.

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Table 10 Assessment of Policies: How we will conserve and enhance the environment

Policy	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
LP52: Protecting our nature conservation sites	+	-	+	-	-	-	-	-	-	This is likely to benefit all sectors of the community by safeguarding the natural environment. It may be particularly beneficial in supporting young people's development and the well-being of older people and those with mental health challenges.
LP53: Enhancing biodiversity and geodiversity	-	-	-	-	-	-	-	-	-	This is likely to benefit all sectors of the community equally by safeguarding the natural environment.
LP54: Protecting our trees, orchards, woodlands, hedges and hedgerows	+	-	+	-	-	-	-	-	-	This is likely to benefit all sectors of the community and may be particularly beneficial for protecting older and young people from overheating and those and people with respiratory illnesses from poor air quality.
LP55: Protecting our open spaces, outdoor sports and recreational facilities	+	-	+	-	+	-	-	-	-	Protection of open spaces may help promote social cohesion by providing opportunities for interaction particularly amongst young and older people, and those during pregnancy and early stages of maternity. It also has the potential to benefit all sectors of the community.
LP56: Heritage assets and their settings	-	-	-	-	-	-	-	-	-	This is likely to benefit all sectors of the community equally by prevention of harm to the historic environment.
LP57: Water related development	-	-	-	-	-	-	-	-	-	This is likely to benefit all sectors of the community equally by safeguarding the natural environment.

4 Assessment of Proposals

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4 Assessment of Proposals

- 4.1** This table provides an analysis of each category of site proposals by location against the protected characteristics groups and considers whether the likely effect of the type of site proposal is positive (+), neutral (~) or negative (-) with respect to that particular group compared to the overall population. This approach has been taken to avoid extensive repetition across the 67 proposed site allocations set out in the Preferred Options Draft Local Plan to 2046.

Table 11 Assessment of Proposals: North Huntingdon Growth Cluster

Proposals	Age	Gender	Disability	Marriage & civil partnership status	Ethnicity & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
Proposals at: - Lodge Farm, North of A141 - Wyton Airfield	+	+	+	~	+	~	+	+	~	These two proposals are expected to form substantial new communities offering a wide range of homes, local services and facilities, enhanced active travel and public transport, strategic green infrastructure, integral employment opportunities and enhanced highway infrastructure. The scale of each development provides opportunities to benefit all members of the community. They may particularly benefit older people and those with disabilities through the requirements to include supported housing and care homes. It may also particularly benefit young people through the requirements for secondary school, primary schools and day care/ nursery provision. Inclusion of local shops and services, enhanced active travel and public transport infrastructure connecting the new communities to existing larger settlements may positively support older and younger people, those with disabilities and those experiencing pregnancy and maternity through both access to local services and enhanced access to wider services and facilities by non-car modes of travel. Inclusion of community facilities, particularly community meeting spaces, may benefit many people with protected characteristics

4 Assessment of Proposals

Proposals	Age	Gender	Disability	Marriage & civil partnership status	Ethnicity & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
										by offering safe, modern places for groups sharing a characteristic to meet if they choose to do so.
Proposals at: - Huntingdon Racecourse - Land North of A141 between the Racecourse and A1307										These two proposals are for non-residential development with the Racecourse seeking to upgrade facilities to aid long term retention of the activity and the land and the land north of the A141 put forward for a large scale logistics and distribution site. The enhanced employment opportunities may particularly benefit young people seeking work close to where they have grown up and give more opportunities for people with disabilities to work in large modern environments that may more easily accommodate any specialist adaptations needed.

Table 12 Assessment of Proposals: Market Towns

Proposal	Age	Gender	Disability	Marriage & civil partnership status	Ethnicity & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
Proposals in Huntingdon, St Neots and St Ives	+	~	+	~	+	~	+	~	~	All development proposals within Huntingdon, St Neots and St Ives are likely to benefit all sectors of the community through provision of new development in the district's most sustainable and accessible locations. They may particularly

Proposal	Age	Gender	Disability	Marriage & civil partnership	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
										benefit older people and those with disabilities where specialist accommodation is sought. They may also benefit young people through greater proximity to secondary schools, primary schools and day care/ nursery provision encouraging education and independence. Proximity to local shops, services and meeting places may positively support older and younger people, those with disabilities and those experiencing pregnancy and maternity. There are active mosques in Huntingdon and St Ives offering places of worship for the district's second largest religious group.
Proposals in Ramsey	+	-	+	-	+	-	-	-	-	Development proposals in Ramsey are likely to benefit all sectors of the community equally by provision of homes in our smallest market town. The range of facilities is lower than the other market towns but young people may benefit from secondary education being located within the town encouraging access by active travel while people with disabilities and experiencing pregnancy and maternity may benefit from proximity to GP services.

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Table 13 Assessment of Proposals: Service Centres

Proposal	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
Proposals in Brampton, Godmanchester, Little Paxton and Yaxley	+	-	+	-	+	-	-	-	-	Development proposals in these locations are likely to benefit all sectors of the community by provision of homes and green infrastructure in a sustainable location. Older and younger people may particularly benefit from local provision of education and those as well as people experiencing pregnancy and maternity may benefit from local access to healthcare. Proposals in these places may also benefit people with disabilities by being close to larger centres of services and facilities.
Proposals in Kimbolton, Sawtry and Somersham	+	-	-	-	-	-	-	-	-	Development proposals in these locations are likely to benefit all sectors of the community by provision of homes and green infrastructure in a sustainable location. Younger people may particularly benefit from local provision of education. Older people seeking more suitable accommodation within their established community may benefit from a wider choice of homes built to higher accessibility standards. Those as well as people experiencing pregnancy and maternity may benefit from local access to healthcare.

Table 14 Assessment of proposals: Local Services Villages

Proposal	Age	Gender	Disability	Marriage & civil partnership status	Ethnicity & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
Proposals in Abbots Ripton, Alconbury, Bluntisham, Great Gransden, Great Staughton, Houghton & Wyton, Offord D'Arcy & Offord Cluny, and Stilton	+	-	-	-	-	-	-	-	-	Development proposals in these locations are likely to benefit all sectors of the community by provision of homes in a sustainable location and may particularly benefit older people seeking a wider choice of homes built to higher accessibility standards within their established community.
Proposals for The Lattenburys and Giffords Park	+	+	+	-	+	-	+	+	-	The Lattenburys is expected to form a substantial new community offering a wide range of homes, local services and facilities, enhanced active travel and public transport, strategic green infrastructure, integral employment opportunities and enhanced highway infrastructure. Giffords Park is of a smaller scale but immediately adjoins St Ives and so has all the services and facilities of the market town close by. Each development provides opportunities to benefit all members of the community. They may particularly benefit older people and those with disabilities through the requirements to include supported housing and care homes. It may also particularly benefit young people through the requirements for education provision. Inclusion of local shops and services, enhanced active travel and public transport infrastructure connecting them to existing larger settlements may positively support

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Proposal	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
										older and younger people, those with disabilities and those experiencing pregnancy and maternity through both access to local services and enhanced access to wider services and facilities by non-car modes of travel. Inclusion of community facilities, particularly community meeting spaces, may benefit many people with protected characteristics by offering safe, modern places for groups sharing a characteristic to meet if they choose to do so.

Table 15 Assessment of Proposals: Villages

Proposal	Age	Gender	Disability	Marriage & civil partnership status	Pregnancy & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
Proposals in Abbotsley, Bythorn, Colne, Ellington, Grafham, Hail Weston, Holme, Ramsey Forty Foot, Upton and Waresley	+	-	-	-	-	-	-	-	-	Proposals in these villages may particularly benefit older people by offering more accessible homes allowing people to downsize while remaining in the same community to maintain social and community links.
Proposals in Alwalton, Great Paxton, Haddon, and The Stukeleys	+	-	-	-	-	-	-	-	-	Proposals in these villages may particularly benefit older people by offering more accessible homes allowing people to

Proposal	Age	Gender	Disability	Marriage & civil partnership status	Parental & maternity	Race	Religion or belief	Sexual orientation	Gender re-assignment	Explanation
										downsize while remaining in the same community to maintain social and community links.