

Equality Impact Assessment / Equality Analysis

(August 2026)

Item name	Details
Title of service or policy	Bath and North East Somerset Council Local Plan 2025-2043 Submission Draft Consultation (Regulation 19)
Name of directorate and service	Planning Policy
Name and role of officers completing the EIA	Cindy Carter, Planning Policy Officer and Richard Daone, Deputy Head of Planning (Policy)
Date of assessment	August 2026

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
1.1 Briefly describe purpose of the service/policy e.g. • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes	Bath and North East Somerset Council's (B&NES) Development Plan, otherwise known as the Local Plan, comprises the Core Strategy, Placemaking Plan and the Local Plan Partial Update. The Development Plan sets out the statutory planning framework for the area by establishing the spatial strategy, site allocations and development management policies that guide decisions on planning applications and shape how development and land use will be managed in a sustainable way over the plan period within Bath and North East Somerset. Work has been progressing on the preparation of a new Local Plan, informed by a series of consultations with stakeholders and local communities, and has now reached the Regulation 19 Submission Draft Local Plan stage; the final stage in the process before it is submitted to the Planning Inspectorate for Examination in Public. Whilst Government published a revised National Planning Policy Framework (NPPF) on 17 August 2026, which introduced a new structure separating plan-making policies from National Decision-Making Policies (NDMPs), the B&NES Local Plan 2025-2043 is being prepared under the transitional arrangements and will be examined against the NPPF December 2024, as amended February 2025 NPPF 2024. The NDMPs are now in force and form part of the national planning policy framework for determining planning applications. The revised NPPF confirms that local plans should generally not include policies which duplicate, substantively restate or are materially inconsistent with the content of national decision-making policies. The Council has had

regard to the direction of travel established through the August 2026 NPPF as relates to plan-making, including the expectation that local plans focus on locally distinctive matters and avoid unnecessary duplication of national policy.

The new B&NES Local Plan will provide the statutory framework for managing growth and change in the district to 2043, setting out the vision, spatial strategy, site allocations and locally distinctive development management policies, with relevant DM policies from the current Local Plan saved for use whilst clarity emerges around national decision-making policies, and to inform the determination of planning applications.

The new Local Plan will align with other Council strategies and plans, including the Economic Strategy, Housing Plan and transport strategies. It will play a key role in delivering the Council's corporate priorities by improving people's lives, promoting healthier and inclusive communities, tackling the climate and ecological emergencies, responding to housing need, supporting a resilient economy and helping to address inequalities across the district.

A [Launch Document](#) was published for consultation in Autumn 2022. This marked the formal start of the preparation of the Local Plan. B&NES completed a period of consultation on a first [Local Plan Options Document \(Spring 2024\)](#). However, because of government revisions to the National Planning Policy Framework and standard method housing figures in 2024, the Council reset the new Local Plan. This is outlined in the [Local Plan Reset Document](#). This decision was made to enable further consideration of options to accommodate additional development now required. The [Local Plan Options Document 2025](#) then set out a range of further policy and site options to support the delivery of housing, including affordable homes, alongside

employment growth, infrastructure provision and sustainable development within Bath and North East Somerset.

This EqIA relates to the next stage of Local Plan preparation—the Submission Draft (Regulation 19) of the Local Plan 2025–2043 sets out the plan’s vision, spatial strategy, site allocations and locally distinctive development management policies. At this stage, the emphasis is on ensuring legal compliance, transparency and clarity, rather than further plan-shaping. Consultation is therefore proportionate and focused on enabling representations on the soundness and legal compliance of the Plan, demonstrating that the Council has met its statutory duties and followed its adopted procedures.

Following Regulation 19 consultation, the Local Plan will be formally submitted to the Secretary of State for independent examination. The examination, undertaken by a Planning Inspector, will assess whether the Plan is sound and legally compliant, including whether it is justified, effective and consistent with national policy. The Inspector will consider the evidence base and representations received and may recommend main modifications where necessary to ensure the Plan can be found sound prior to adoption.

Previous details of engagement and consultation requirements of the new Local Plan to date can be found in the [Engagement and Communication Strategy](#) and [B&NES Statement of Community Involvement](#).

These documents set out the opportunities for communities and stakeholders, including seldom-heard groups to be involved in the preparation of the Plan. The Engagement and Communication Strategy was delivered by the Planning Policy Team with assistance from other services within the Council, including the Regeneration Team. The overall intended outcome of the strategy is to ensure that all

	communities and stakeholders across the district are involved in the preparation of the Local Plan. Once adopted, the new Local Plan 2025-2043 (together with saved policies) will replace the current Local Plan and be implemented by various Council departments, including planning services, as well as other public service providers and the private sector. Intended outcomes from the new Local Plan will be monitored in the B&NES Local Authority Annual Monitoring Reports.
1.2 Provide brief details of the scope of the policy or service being reviewed, for example: ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there?	Local authorities are statutorily required to prepare a Local Plan and update as necessary. The preparation of the new Local Plan 2025-2043 is included in the B&NES Local Development Scheme (LDS), the Council's formal Planning Policy work programme. Plan-making is a statutory process and follows national regulations. In late 2024 the government published some important changes to national policy to achieve sustainable growth through the planning system. This included changes to how mandatory housing targets are calculated and how the green belt is defined. As a result, B&NES is required to plan for a significantly larger amount of housing through the Local Plan. Due to the scale of change and significant implications of the revised National Planning Policy Framework (NPPF), the Council reset the previous work it was doing on the Local Plan to allow further evidence work and assessment of further options to consider the increased levels of development now required. The Local Plan 2025–2043 has now reached the Submission Draft stage. At this stage, the Plan sets out a clear vision and spatial strategy for Bath & North East Somerset, alongside proposed site allocations for housing, employment and other uses, supported by the necessary infrastructure. It also establishes a defined suite of development management policies, complemented by the continued application of

	saved policies from the current development plan where these remain consistent with national policy. This Submission Draft provides the Council's formal policy position, informed by consultation and consideration of reasonable alternatives, and forms the basis for independent examination. Following Regulation 19 consultation, the Submission Local Plan will be formally submitted to the Secretary of State for examination in public, administered by the Planning Inspectorate (PINS). An independent Planning Inspector will be appointed to examine the Plan and assess its 'soundness', including whether it is positively prepared, justified, effective and consistent with national policy, and whether it represents an appropriate strategy when considered against the reasonable alternatives and supported by proportionate evidence. As part of the examination process, the Inspector will consider the representations received at Regulation 19 and may identify any main modifications necessary to ensure the Plan is sound and legally compliant. These main modifications—where required—will be subject to further consultation before the Plan can be adopted. Through this process, the Council will work constructively with the Inspector, submitting the necessary evidence, including any proposed modifications, to demonstrate that the Plan provides a robust, deliverable and justified framework for development over the plan period.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	The Local Plan 2025-2043 is being prepared in the context of the National Planning Policy Framework (NPPF) December 2024, as amended February 2025 and a number of Council strategies. It will also facilitate the delivery of Council objectives. The B&NES Council Corporate Strategy 2023-2027 (adopted July 2023) sets out the Council's overarching strategic plan with the overriding purpose 'to improve people's lives'. The two core policies within the Strategy focus

	on tackling the climate and nature emergency and giving people a bigger say. To translate the purpose into commitments, three principles have been identified: preparing for the future, delivering for residents and focussing on prevention. The Local Plan has aligned with Council priorities by seeking to delivery for residents and by giving people a bigger say in how the district should grow and change up to 2043. Consideration is given to prevention to tackle inequalities and improve local areas, as well as preparing for the future in terms of working towards a resilient, sustainable economy that is fair, green, creative and connected, whilst supporting the delivery of homes, including affordable housing, to meet the needs of existing and future communities. At Regulation 19 stage, the Council has built on the earlier Options consultation to ensure that communities, stakeholders and the development industry have had meaningful opportunities to shape the Local Plan. Engagement at previous stages has informed the development of the Submission Plan, with feedback used to refine the vision, spatial strategy, site allocations and development management policy approach. This iterative process demonstrates that the Council has proactively sought and considered a wide range of views, ensuring that the Plan reflects local priorities and experiences, and that its preparation has been transparent, inclusive and responsive.
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2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?	Equality, Diversity and Inclusion training is mandatory for the B&NES Council workforce.

2.2 What is the equalities profile of service users?	The B&NES Local Plan 2025-2043 covers the full B&NES Council local authority area. The most up to date data for the B&NES area (including Equalities data) can be found in the B&NES Council Strategic Evidence Base. The B&NES Local Housing Needs Assessment (LHNA) September 2025 includes data relating to the housing needs of different groups, including older people and disabled people.
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	Some equality monitoring was undertaken during earlier stages of Local Plan preparation, including the Options consultations, to help understand how different groups engaged with the plan-making process. This information provided an indication of participation across different groups and informed consideration of measures to support accessible and inclusive engagement.
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	In line with the Engagement and Consultation Strategy for the Local Plan 2025-2043 (informed by the B&NES Statement of Community Involvement), consultation has taken place with a wide range of stakeholders, including targeted engagement with SCI seldom-heard groups to inform the development of the B&NES Local Plan to date.
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	The Regulation 19 consultation provides an opportunity for representations on the legal compliance and soundness of the Plan, rather than on further options. Within this context, the Council will review the accessibility of consultation materials and processes to help ensure that all individuals and groups are able to participate in the consultation. This will inform ongoing improvements to engagement and the implementation of future plan-making processes under the new planning system, ensuring that equality and accessibility considerations remain appropriately embedded.

3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

The EqIA should also be read alongside the **Sustainability Appraisal**, which identifies and assesses the likely significant effects of the plan on social objectives, including health, equality of access, and inclusive communities, thereby directly informing and reinforcing the equality considerations set out in this assessment.

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	Bath and North East Somerset Local Plan 2025-2043 <u>District-wide Strategy</u> The spatial strategy and overall development framework has the potential to support equality of opportunity by directing the majority of growth to locations with the best access to jobs, services, community facilities, healthcare, public transport and active travel networks. By focusing development in accessible and sustainable locations, the Plan seeks to support groups who may be more reliant on local services and public transport, including older people, younger people, disabled people, care leavers, people on lower incomes, and	Potential adverse impacts are primarily associated with delivery and implementation rather than the policy framework itself. These include affordable housing delivery not keeping pace with need, pressure on healthcare, education, transport and community infrastructure, continued accessibility challenges for some rural communities, viability affecting delivery of affordable housing or infrastructure, temporary construction disruption and delays in transport or public realm improvements. Mitigation includes infrastructure-led growth, planning obligations, inclusive design, viability review, affordable housing monitoring, accessible transport and public realm requirements, and ongoing equality monitoring.

	households without access to a private vehicle. The spatial strategy promotes inclusive growth through the delivery of new homes, including affordable (social) housing, alongside supporting infrastructure. This can help address barriers to housing access experienced by younger people, lower-income households and other groups with identified housing needs. The infrastructure-led approach also supports access to education, healthcare, community facilities and employment opportunities as new development comes forward. Site Allocations <u>Bath</u> The proposed policies within the Bath chapter have the potential to support equality by requiring affordable housing and access to services, employment opportunities and community infrastructure. The provision of affordable housing and policies to meet a range of housing needs may help address barriers experienced by younger people, lower-income households, older people and other protected groups who can face challenges in accessing suitable accommodation. The chapter also	
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	supports the delivery of healthcare infrastructure, which has the potential to improve access to healthcare services and contribute positively to health and wellbeing outcomes. The proposed policies also seek to improve accessibility and inclusion through investment in sustainable transport, active travel networks, community facilities and public realm enhancements. These measures have the potential to benefit people who are less able to rely on private vehicle use, including older people, disabled people, younger people, care leavers and lower-income households, by improving access to jobs, education, services and social opportunities. The creation of high-quality, accessible public spaces and community facilities may also help support social inclusion, community cohesion and healthier lifestyles, contributing to more inclusive and sustainable communities across Bath. <u>Bristol to Bath Corridor</u> The proposed policies within the Bristol to Bath chapter have the potential to support equality by improving connectivity and access to opportunities across Keynsham, Saltford, Hicks Gate and Whitchurch. The delivery of walking,	
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	wheeling, cycling and public transport infrastructure can help reduce barriers experienced by people who do not have access to a private vehicle, including younger people, older people, disabled people, care leavers, displaced people including refugees and lower-income households. Improved sustainable transport connections may increase access to employment, education, healthcare and community facilities, helping to support greater equality of opportunity across the area. In addition to affordable housing requirements, the chapter also sets out policies relating to the provision of new schools, healthcare facilities, community infrastructure and transport hubs alongside the planned growth. These measures have the potential to improve access to essential services and support the needs of existing and future communities. By seeking to ensure that growth is accompanied by appropriate infrastructure and accessible services, the proposed policies may contribute positively to social inclusion, health and wellbeing, whilst supporting the creation of sustainable and connected communities that are accessible to a wide range of residents.	
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Somer Valley

The proposed policies within the Somer Valley chapter have the potential to support equality considerations by providing access to a range of housing, employment opportunities, services and community infrastructure.

Measures to deliver affordable housing may help address barriers experienced by lower-income households, younger people, care leavers and others who may struggle to access suitable accommodation, whilst employment and regeneration policies seek to support economic opportunities within the area. The regeneration of town centres may also improve access to local services and facilities, helping to support the vitality of communities and reduce inequalities associated with deprivation and limited access to opportunities.

The chapter also proposes policies relating to public transport improvements, travel hubs and active travel infrastructure, which have the potential to improve connectivity across the Somer Valley and increase access to jobs, education, healthcare and other services. These measures may particularly benefit people who are unable to drive or who are reliant on sustainable transport

	options, including younger people, older people, disabled people, care leavers, displaced people including refugees and lower-income households. By improving accessibility, supporting healthier lifestyles and reducing barriers to participation in everyday activities, the proposed policies have the potential to contribute positively to social inclusion, health and wellbeing and equality of opportunity across the Somer Valley. <u>Rural Areas</u> The proposed policies within the Rural Areas chapter have the potential to support equality by providing access to housing, services and opportunities for people living in rural communities. Rural areas can experience challenges associated with distance from essential services, limited transport options and reduced access to employment, education and healthcare. The proposed policies seek to address these issues through the delivery of a range of housing and by supporting the retention and enhancement of local facilities and services that are important to the day-to-day needs of rural residents. This may particularly benefit older people, younger people, care leavers, lower-income households and others who may be more	
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	affected by rural isolation or limited access to services. The chapter also proposes policies relating to sustainable transport connectivity and the ongoing vitality of rural settlements. By seeking to maintain access to public transport, community facilities, employment opportunities and key services, the proposed policies may help reduce barriers to participation in community life and improve accessibility for those who are unable to rely on private vehicle use. The retention and enhancement of local facilities can support social inclusion, community cohesion and wellbeing, helping to ensure that rural communities remain accessible, resilient and capable of meeting the needs of existing and future residents. <u>Development Management Policies</u> The development management policies within the Submission Draft Local Plan play an important role in promoting equality by ensuring that new development contributes to inclusive, healthy, sustainable and resilient communities across Bath and North East Somerset.	
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	The proposed policies relating to affordable housing, including social rent, accessibility standards, specialist housing provision and other accommodation seek to address a wide range of housing needs and support groups who may otherwise experience barriers to accessing suitable accommodation. Policies relating to inclusive design and accessibility help to ensure that development is capable of meeting the needs of a diverse population, supports independent living, and provides equitable access to buildings, public spaces, services and facilities. The proposed policies also support equality through the protection and enhancement of green infrastructure, open spaces, biodiversity, community assets and the wider natural environment. These measures help improve access to recreational opportunities, healthy environments and wellbeing benefits across the district, particularly for communities with limited access to high-quality green space or those more vulnerable to environmental risks. Policies relating to biodiversity net gain, nature recovery, climate adaptation, renewable energy, retrofit-first	
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	approaches, low-carbon energy and district heating contribute to healthier and more resilient places, while helping to reduce fuel poverty, improve energy efficiency and lower household costs over time, supporting more equitable outcomes across different socio-economic groups. In addition, policies relating to employment land, local services, infrastructure provision, and the safeguarding of land for future needs help maintain access to jobs, services, facilities and opportunities across the district. Collectively, the development management policy framework embeds consideration of accessibility, inclusion, health, housing choice, environmental quality and access to opportunities within planning decisions, helping to reduce disadvantage, advance equality of opportunity and support the creation of inclusive communities where people from all backgrounds are part of inclusive and cohesive communities.	
3.2 Sex – identify the impact/potential impact of the policy on women and men.	The Plan supports inclusive and secure design, including open space, public realm and transport infrastructure. Safer, accessible and well-designed places can	No specific adverse impact by sex has been identified at this stage. Continue to consider safety, lighting, visibility, natural surveillance and access to public

	benefit all residents, including women and men, through improved access to homes, jobs, services and community facilities. Policies relating to design, public realm, transport infrastructure, centres and open space support safer and more accessible environments.	transport through site allocations, design policy and development management decisions.
3.3 Pregnancy and maternity	The Plan supports inclusive design and accessible public realm, open space, walking, wheeling and cycling routes, community infrastructure and local services. These measures can support pregnant people, feeding parents and parents or carers with pushchairs. Policies on open space, local centres, community facilities and transport infrastructure can help ensure everyday services and spaces are easier to reach and use.	Potential barriers may arise if routes, facilities or public spaces are not designed inclusively. Mitigation includes inclusive design, accessible public realm, safe active travel routes, access to local services and community facilities, and applying accessibility requirements through planning decisions.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	The Plan supports inclusive, accessible and secure design, including public realm, open space and transport infrastructure. Safe, inclusive places and access to services can help reduce barriers to participation in community life. The policy framework supports mixed, balanced and inclusive communities.	No specific adverse impact has been identified at this stage. Continue to monitor consultation responses and ensure public spaces, routes and facilities are designed to be safe, inclusive and welcoming for all.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration	The Local Plan is expected to have a positive impact on disabled people through accessible and adaptable	Potential adverse impacts may arise if accessibility measures, transport improvements, public realm works or

both physical, sensory and mental impairments and mental health)	housing standards, wheelchair accessible housing requirements, inclusive design principles, accessible public realm, improved walking, wheeling and cycling infrastructure, enhanced public transport connectivity and improved access to healthcare, community facilities, employment opportunities and green infrastructure. Policies on housing accessibility standards, open space, green infrastructure, centres and transport infrastructure are particularly relevant.	supporting infrastructure are delayed or not delivered consistently. Mitigation includes applying housing accessibility standards, inclusive design, accessible public realm requirements, active travel and public transport improvements, site-specific accessibility requirements and ongoing monitoring.
3.6 Age – identify the impact/potential impact of the policy on different age groups	Positive impacts are anticipated for both younger and older people through the delivery of affordable housing, specialist accommodation, accessible homes, healthcare facilities, education provision, sustainable transport, open space and community infrastructure. The Plan seeks to address housing affordability pressures affecting younger people and support an ageing population through the provision of affordable housing and accessible and adaptable housing standards. Open space, play, informal recreation, food growing and sports facilities can also benefit children and young people.	Potential adverse impacts include delayed delivery of affordable housing, specialist accommodation, education, healthcare or transport infrastructure. Mitigation includes monitoring housing and infrastructure delivery, applying accessible housing standards, supporting safe routes to schools and services, and considering digital exclusion during consultation.
3.7 Race – identify the impact/potential impact on across different ethnic groups	The Plan supports affordable housing, accessible services, inclusive	Potential adverse impacts may arise if specific accommodation needs are not

	communities and development management housing policies that reflect the needs of different ethnic groups, including Gypsy and Roma. The Plan also supports lower-carbon homes and sustainable energy, which can help with living costs.	delivered or if consultation does not reach under-represented groups. Mitigation includes monitoring accommodation delivery, targeted engagement where appropriate and continuing to review equality feedback.
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The Plan supports inclusive and safe places, access to housing, services, employment, sustainable transport, open space and community infrastructure for all residents. Policies promoting community facilities, centres, public realm and accessible transport can support participation in community life.	No specific adverse impact has been identified at this stage. Continue to monitor consultation responses and ensure inclusive design and safe public realm principles are applied.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The Plan treats married and civil partnered people equally through policies that apply to all residents and communities, including housing, transport, infrastructure and access to services.	No specific adverse impact has been identified. Continue to monitor equality feedback through consultation and implementation.
3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	The Plan supports inclusive communities, access to community facilities, public realm, services, centres and transport infrastructure. This can support people of different religions or beliefs and those with no religion, including through access to community and cultural facilities and safeguarded land for cemeteries.	No specific adverse impact has been identified. Continue to consider access to community facilities, inclusive public realm, cemetery provision and consultation feedback.

3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement but is a local priority).	The Local Plan is expected to have a positive impact on socio-economically disadvantaged groups through the delivery of affordable housing, access to employment opportunities, improved transport connectivity, lower-carbon homes, reduced energy costs, community infrastructure, healthcare provision and access to open space and recreation. Development Management policies on affordable housing, employment land, centres, local shops, open space, green infrastructure, and transport infrastructure support social inclusion and help address inequalities across the district.	Potential adverse impacts may arise if affordable housing, transport improvements or infrastructure are delayed, or if viability reduces delivery of equality-related benefits. Mitigation includes affordable housing policy, viability review, infrastructure-led development, planning obligations, monitoring and accessible consultation.
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	The Local Plan is expected to have a positive impact on rural communities through affordable housing provision, rural exception schemes, community-led development, support for local services and facilities, improved connectivity, employment opportunities and sustainable transport improvements. Chapter 5 supports sustainable rural communities, while policies support rural enterprise, local shops, green infrastructure and appropriate development in rural areas.	Potential adverse impacts may arise where rural communities continue to experience limited access to services, public transport, healthcare or employment. Mitigation includes focusing growth in sustainable rural locations, supporting rural exception and community-led housing, improving connectivity, securing infrastructure contributions and monitoring settlement sustainability.

3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	The Plan supports access to affordable and suitable housing, education, healthcare, community infrastructure and employment opportunities. These matters are relevant to the Armed Forces Community, including serving members, reservists, veterans and their families, where public bodies must have due regard to removing disadvantage in access to public services.	No specific adverse impact has been identified at this stage. Mitigation includes monitoring consultation responses, applying housing and infrastructure policies consistently, and considering any specific issues raised by the Armed Forces Community.
3.14 Care Experienced*** This working definition is currently under review and therefore subject to change: In B&NES, you are ‘care-experienced’ if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential care, or a or a special guardianship arrangement.	B&NES has adopted care experienced people as a protected characteristic locally. The Plan supports this group through affordable housing, access to services, employment opportunities, sustainable transport, community infrastructure and inclusive communities. Policies on affordable housing, accessible local services, employment, centres and sustainable transport are particularly relevant.	Potential adverse impacts may arise if affordable housing or access to services is delayed or insufficient. Mitigation includes monitoring housing and infrastructure delivery, continuing to consider equality feedback and reflecting relevant needs through implementation and future plan review processes.

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay ‘due regard’ to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

Overall EqIA summary

The Regulation 19 Submission Draft Local Plan is expected to have a predominantly positive impact on equality. The Plan supports the delivery of affordable and accessible housing, sustainable transport, healthcare, education, employment opportunities, green infrastructure and community facilities. It promotes healthy, inclusive and sustainable communities and seeks to reduce barriers experienced by a range of protected and disadvantaged groups.

Potential adverse impacts are primarily associated with the delivery of development and supporting infrastructure and can be mitigated through policy requirements, infrastructure planning, inclusive design, planning obligations, monitoring and ongoing review. Overall, the Local Plan is considered likely to make a positive contribution towards advancing equality of opportunity, reducing disadvantage and supporting inclusive growth across Bath and North East Somerset.

Key equality impacts

- Increased delivery of affordable housing and a range of housing types and tenures.
- Provision of accessible and adaptable homes, wheelchair accessible housing and specialist accommodation.
- Supports the requirement to plan for and meet the housing accommodation needs of different groups within the community, helping to ensure that a diverse range of housing options are available for all residents.
- Improved access to employment opportunities, local centres, town centres and local services.
- Enhanced public transport, walking, wheeling and cycling infrastructure, including travel hubs and transport interchanges.
- Improved access to healthcare, education, community facilities, open space, recreation and green infrastructure.
- Support for healthy, inclusive, climate-resilient and environmentally responsive communities.

Mitigation measures

- Monitor affordable housing, accessible housing and specialist housing delivery throughout the plan period.
- Apply affordable housing, inclusive design, accessibility and infrastructure policies consistently through Development Management.
- Use viability review mechanisms where appropriate to maximise affordable housing, accessibility and infrastructure outcomes.
- Secure healthcare, education, transport, green infrastructure, open space and community facilities through planning obligations and infrastructure planning.

- Require accessible public realm, open spaces and transport infrastructure, including walking, wheeling and cycling routes.
- Support rural exception housing, community-led development, local services, rural employment and improved connectivity where this supports rural communities.
- Review consultation feedback to identify any under-represented groups or emerging equality issues.
- Continue monitoring equality impacts through Annual Monitoring Reports, infrastructure monitoring and future Local Plan reviews.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
The Engagement and Communication Strategy for the B&NES Local Plan 2025-2043 to continue to include equality considerations within consultation processes.	Consultation to meet statutory requirements and the B&NES Statement of Community Involvement, with accessible materials and consultation.	Regulation 19 consultation and future plan-making stages.	Planning Policy Team with support from wider B&NES Council Teams	On-going
Viability testing to consider impact of development requirements in the B&NES Local Plan on wider planning obligations and any equality impacts.	Viability testing of proposed policy.		Planning Policy Team	2026
Delivery of affordable housing, infrastructure and accessibility measures throughout the plan period.	Monitor delivery of affordable housing, accessible housing, transport improvements, healthcare, education and community infrastructure through the development management process and Local Plan Annual Monitoring Reports. Review equality impacts as part of future	Annual monitoring and future Local Plan review.	Planning Policy Team	Ongoing throughout implementation of the Local Plan

	Local Plan monitoring and review processes.			
Potential accessibility barriers for disabled people, older people, rural communities and people without access to a car.	Apply inclusive design, housing accessibility standards, accessible public realm, active travel and sustainable transport requirements through policies, site allocations and planning obligations.	Implementation through planning applications and infrastructure delivery monitoring.	Planning Policy Team / Development Management / Transport and Infrastructure Teams	Ongoing
Health, climate and environmental resilience outcomes need to be monitored alongside growth.	Monitor relevant health, green infrastructure, open space, sustainable transport, climate adaptation and environmental quality outcomes through Local Plan monitoring, infrastructure monitoring and future policy review.	Annual Monitoring Reports and future plan review.	Planning Policy Team with relevant service leads	Ongoing
Policies provide equality benefits but rely on consistent implementation.	Ensure Development Management officers and relevant policy leads continue to apply affordable housing, accessibility, green infrastructure, open space, climate resilience, transport and community infrastructure policies consistently through planning decisions.	Planning application assessment, pre-application advice and policy monitoring.	Planning Policy Team / Development Management	Ongoing

The EqIA will remain a live document and will be reviewed and updated at key stages of the Local Plan process, to reflect any changes to policies, evidence or implementation arrangements.			Planning Policy Team	Ongoing
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5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Louise Morris (Head of Planning and Building Control)

Date: 1st September 2026