

# **West Berkshire Local Plan**

**Local Plan Review Development Plan Document**

## **Equalities Impact Assessment (EqIA) Summary**

**January 2023**

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# 1. Introduction

- 1.1. West Berkshire District Council is currently working on the production of the Local Plan Review(LPR) which will set out policies to guide development in West Berkshire up to 2039.
- 1.2. This Equalities Impact Assessment (EqIA) presents the findings of an assessment of the likely effects of the Submission version of the LPR on equality impact issues.
- 1.3. The Equality Act 2010 identifies nine 'protected characteristics' and seeks to protect people from discrimination on the basis of these characteristics. They are – age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; gender; and sexual orientation.
- 1.4. The Submission LPR has been reviewed to consider the likely impacts of the policies on each of the nine protected characteristics in terms of their likely effects (positive, neutral or negative). The findings are summarised under Benefits (page 4). The detailed appendices will be available for reference purposes at the start of the Regulation consultation.
- 1.5. Section 149 of the Equality Act 2010 ('The Act') is known as the 'public sector equality duty' and requires public authorities, in the exercise of their functions, to have 'due regard' to the need to:
  - eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.
  - advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
  - foster good relations between people who share a relevant protected characteristic and those who do not share it.
- 1.6. The Act describes 'due regard' as considering the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, stating that this involves having due regard, in particular, to the need to;
  - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low."

## 2. Protected characteristics

2.1. Protected characteristics is the legal term used in the Equality Act 2010 to describe the groups against whom discrimination is unlawful under The Act, these are:

- **Age.** A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).
- **Disability.** A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
- **Gender reassignment.** The process of transitioning from one gender to another.
- **Marriage and civil partnership.** Marriage is a union between a man and a woman or between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
- **Pregnancy and maternity.** Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.
- **Race.** Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
- **Religion and belief.** Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- **Sex.** A man or a woman.
- **Sexual orientation.** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

2.2. The EqIA has considered potential impacts on all protected characteristic groupings at all stages and throughout all policy assessments, and the results have influenced the final form of policies in the submitted LPR.

### **3. AIMS of the LPR**

3.1. The purpose of the planning system is to contribute to the achievement of sustainable development which is defined as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. The planning system should be plan-led with concise and up-to-date development plans. The West Berkshire LPR is an important part of the development plan. It identifies the development that is required to meet local needs until 2039. It sets out the strategy for distributing development within the district and the policies for protecting, conserving and enhancing the natural and built environment. It helps local people in West Berkshire achieve sustainable development.

### **OBJECTIVES**

3.2. The West Berkshire LPR will help people in West Berkshire to achieve sustainable development. It will provide a framework for the future of the area to meet local needs until 2039 and sets out a strategy for distributing development within the district.

### **OUTCOMES**

3.3. Planning applications must be decided in accordance with the development plan, unless relevant considerations indicate otherwise. The LPR outcomes are:

#### **Climate Change**

3.3.1. To mitigate and adapt to the effects of climate change and minimise demand for energy and other resources.

#### **Housing**

3.3.2. To ensure that the identified housing need will be met across the District up to the end of the plan period.

#### **Sustainable and Quality Development**

3.3.3. To ensure provision of sustainable developments of high quality design, construction and efficiency (including land use) which contribute to an attractive, safe and accessible environment for all.

#### **Economy**

3.3.4. To facilitate and support a strong, diverse and sustainable economic base across the District, including the provision of

employment land which provides for a range of local job opportunities.

### **Town Centres**

3.3.5. To enhance the vitality and viability of town, district and local centres in West Berkshire as places for shopping, leisure, business and community activities.

### **Culture**

3.3.6. Together with partners, to develop and promote the cultural distinctiveness of the area, recognising it is fundamental to the improved future wellbeing and sustainability of West Berkshire's economy and communities.

### **Heritage**

3.3.7. To conserve and enhance the local distinctive character, identity, significance and special interest of the built, historic and natural environment in West Berkshire's towns, villages and countryside.

### **AONB**

3.3.8. Together with partners, to continue to conserve and enhance the North Wessex Downs AONB, with appropriate landscape-led development delivering wider environmental, economic and social benefits.

### **Green Infrastructure and Healthy Living**

3.3.9. To ensure that West Berkshire contains a strong network of multi-functional green infrastructure which provides health and environmental benefits and enhances the overall quality of life of sustainable communities.

### **Transport**

3.3.10. To make provision for transport networks that support sustainable growth in West Berkshire and to promote low emission transport choices.

### **Infrastructure**

3.3.11. To ensure that infrastructure needs (physical and social) arising from the growth in West Berkshire are provided to support and keep pace with development in accordance with the detail set out in the Infrastructure Delivery Plan.

## **4. Benefits**

4.1. The LPR will deliver a range of beneficial social, environmental and economic outcomes. The LPR will have a positive impact on all people with protected characteristics through the delivery of housing (including affordable housing) and employment; improved transport and accessibility; and the provision of improved, and safe access to, open space, recreational, health, education, leisure, community and faith facilities and services. This is expanded on in Table 1 below.

**Table 1**  
**Summary EqIA of Submission Local Plan Review**

Group Affected	What might the effect be?	Information to support this
AGE	POSITIVE IMPACT	<p>West Berkshire has 30% more over 65's than the national average and this is projected to increase. Older people can have specific housing needs including adaptations in the home. Policies in the Plan that help to deliver well designed housing and more specialist housing will be of particular benefit for older people. (SP1, SP2,SP3, SP5,SP6, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, DM1, DM3, DM16, DM17, DM18, DM19, DM20, DM21, DM22, DM28, DM29, DM31, DM39, DM40, DM41)</p> <p>The Plan will promote the delivery of sustainable and alternative modes of transport which will improve access for everyone. However, many people are particularly disadvantaged by poor access to facilities and buildings such as the elderly, disabled people and pregnant women. This policy will therefore be particularly beneficial for older people who may have reduced mobility. (SP23)</p> <p>Data shows that 11.2% of people aged 16-24 were unemployed in the UK in the three months to December 2021, the highest of any age group. Between 1992 and 2021, older age groups have had lower unemployment rates, and 16-24 year olds have consistently had the highest unemployment rate. People aged 16-24 are therefore well placed to benefit positively from additional employment opportunities created in the district as a result of the Local Plan.</p> <p>Source: ONS, A06 SA: Educational status and labour market status for people aged from 16 to 24 (seasonally adjusted).  (SP20, SP21, DM39, DM41)</p> <p>The Plan aims to secure a sufficient supply of housing to meet the needs of existing and future households. New housing is more likely to benefit younger people as they are less</p>



Group Affected	What might the effect be?	Information to support this
		<p>likely to be homeowners. They are therefore more likely to benefit from new homes being built, as a result of the resulting downward pressure on house prices and rents. (SP12, SP18, SP19, DM1, DM16, DM17, DM18, DM19, DM20, DM21, DM22, DM23, DM31)</p> <p>The Plan will protect and deliver childcare, early years and educational facilities and infrastructure which will benefit children and young adults. (SP1, SP16, SP17, SP24, DM3)</p> <p>The Plan seeks to protect and improve open spaces, sport and recreational facilities which will benefit children and younger people, as well as older people with higher health-related needs. (SP7, SP10, DM3, DM40)</p>
DISABILITY	POSITIVE IMPACT	<p>Data shows that in West Berkshire, 13.2% of the population has a long-term health problem or disability. This is lower than the rest of the South East (15.7%) and England as a whole (17.6%). Nonetheless, it equates to 16,002 people and this figure is projected to rise by an additional 6,300 people by 2036. There is a direct correlation between people living with a health problem or disability and age, as a higher proportion of older people have a disability or health problem. Policies in the Plan that help to deliver well designed housing and more specialist housing will therefore be of particular benefit for people living with a long term health problem or disability. Source: West Berkshire Affordable Housing Report 2020</p> <p>(SP1, SP2, SP3, SP6, SP7, SP10, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP20, SP22, SP24, DM3, DM19)</p>

Group Affected	What might the effect be?	Information to support this
		<p>Data also shows that people with a long term health problem or disability are more likely to live in social rented housing or be outright owner occupiers. The lowest incomes are found in the social rented sector and therefore people with a disability are likely to be relatively disadvantaged compared to the rest of the population in terms of income and access to the housing market. The need for affordable housing is therefore higher for people with long term health problems and disabilities. The policies within the LPR will deliver additional affordable housing and housing for specialised needs, and will ensure that new development is well designed, which will be of particular benefit for people with disabilities.</p> <p>Source: West Berkshire Affordable Housing Report 2020 (SP7, SP18, SP19, SP24, DM3)</p> <p>The Plan will promote the delivery of sustainable and alternative modes of transport which will improve access for everyone. However, many people are particularly disadvantaged by poor access to facilities and buildings such as the elderly, disabled people and pregnant women. This policy will therefore be particularly beneficial for older people who may have reduced mobility. (SP1, SP3, SP7)</p> <p>The Local Plan will safeguard and provide new community, open space and play, and health facilities and services which will be of benefit to disabled people and people with a long term health problem. (SP7, SP10, SP24, DM3)</p>
GENDER REASSIGNMENT	POSITIVE IMPACT	Data from the Office for National Statistics (ONS) shows that one in four trans people (28%) experience crime in the year ending March 2020, compared with 14% of people whose gender identity is the same as the sex they were registered at birth.

Group Affected	What might the effect be?	Information to support this
		<p>The LPR seeks to deliver well designed development that reduces crime and improves safety. This should therefore have a particularly positive benefit for people who are more likely to be victims of crime, including people with this protected characteristic.</p> <p>Source: Office for National Statistics Crime in England and Wales: Quarterly Data Tables (SP1, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP20, SP24, DM3, DM41)</p>
MARRIAGE AND CIVIL PARTNERSHIP	NEUTRAL IMPACT	<p>The LPR sets out the distribution of development and is written positively with no differential impact on people with this protected characteristic.</p> <p>(SP1, SP3, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP20, SP24, DM3, DM41)</p>
PREGNANCY AND MATERNITY	POSITIVE IMPACT	<p>The Local Plan will safeguard and provide new community and health facilities and services which will be of benefit to pregnant people and people with children.</p> <p>(SP1, SP3, SP4, SP5, SP6, SP7, SP10, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP20, SP22, SP24, DM3, DM41, DM42, DM45)</p>
RACE	POSITIVE IMPACT	<p>As of the 2011 census, in West Berkshire 94.8% of the population is white, 2.5% Asian, 1.6% mixed, 0.9% black and 0.9% other ethnic group.</p> <p>Data shows that people from black, Asian and minority ethnic communities are typically in higher need of affordable housing. The LPR policies will deliver additional affordable housing which will benefit all races but will be of particular benefit for people from black, Asian people and minority ethnic communities.</p> <p>(SP1, SP2, SP3, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, DM1, DM3)</p> <p>White people notably have the lowest unemployment rate (as of quarter 4, 2021) at 3.5% compared to higher rates for Black people (8.6%), Pakistani people (10.2%), Bangladeshi people (9.4%), Chinese people (7.6%), Indian people (4.4%) and people with mixed ethnicity (7.6%).</p> <p>Source: Office for National Statistics, Labour market status by ethnicity (not seasonally adjusted).</p> <p>(SP20, RSA24, RSA25)</p>

Group Affected	What might the effect be?	Information to support this
		<p>Black, Asian and minority ethnic groups are therefore well placed to benefit positively from additional employment opportunities created in the district as a result of the LPR.</p> <p>Data shows that white people were the least likely to have experienced crime while people of mixed or multiple ethnic backgrounds and those of Asian ethnic backgrounds were more likely to be victims of crime. Source: Office for National Statistics Crime in England and Wales: Quarterly Data Tables.</p> <p>The LPR seeks to deliver well designed safe development. This should therefore have a particularly positive benefit for black, Asian and minority ethnic people who are more likely to be victims of crime. (SP7, DM3, DM41)</p> <p>The LPR will safeguard and provide additional pitches for Gypsies and Travellers which will be of benefit to this racial group. (RSA24, RSA25, DM20)</p>
RELIGION OR BELIEF	POSITIVE IMPACT	<p>As of the 2011 census, in West Berkshire 97,896 people (or 64%) are Christian, 41,042 people (or 26.7%) have no religion, 495 people (or 0.3%) are Buddhist, 1,106 (or 0.7%) are Hindu, 212 (or 0.1%) are Jewish, 1,218 (or 0.8%) are Muslim, 236 (or 0.2%) are Sikh, and 607 people (or 0.4%) have another religion.</p> <p>The LPR will safeguard faith facilities, which will be of benefit to people with this protected characteristic. (SP1, SP2, SP3, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP20, SP22, SP24, DM3, DM41)</p>

Group Affected	What might the effect be?	Information to support this
SEX	POSITIVE IMPACT	<p>Data shows that women are at a higher risk from crime / are more likely to be victims of crime. The Local Plan seeks to deliver well designed safe development. This will have a particular positive benefit for women who are at greater risk from crime.</p> <p>Source: Office for National Statistics Crime in England and Wales: Quarterly Data Tables. (SP1, SP2, SP3, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP22, SP23, SP24, DM3, DM39, DM41)</p>
SEXUAL ORIENTATION	POSITIVE IMPACT	<p>Data shows that heterosexual people were less likely to have experienced a crime than those who identified as gay, lesbian or bi sexual. The LPR seeks to deliver well designed and safe development. This will be of particularly benefit to LGBTQIA+ people who are more likely to be victims of crime than heterosexual people.</p> <p>Source: Office for National Statistics Crime in England and Wales: Quarterly Data Tables. (SP1, SP2, SP3, SP7, SP12, SP13, SP14, SP15, SP16, SP17, SP18, SP19, SP20, SP22, SP23, SP24, DM3, DM41)</p>

**5. FUTHER COMMENTS**

- 5.1. No issues were raised in relation to people with protected characteristics in response to the revised Statement of Community Involvement consultation.
  
- 5.2. Everyone on the planning policy consultation database was consulted on the Regulation 18 Local Plan Review. This database includes some groups and bodies that represent different groups including, for example, the West Berkshire Disability Alliance, and the National Federation of Gypsy Liaison Groups. No comments relating specifically to groups with protected characteristics were received in response to the Regulation 18 consultation.
  
- 5.3. There is no evidence that the LPR will have a negative impact on people with protected characteristics.

Nonetheless, the Council will monitor this throughout the delivery of the LPR and consider further action if any negative impacts are identified. This will be highlighted in the Annual Monitoring Reports into the Local Plan.

## Appendix 1 -- Summary Table of Policies Assessed Against Protected Characteristics

**Key**            **GREEN** is a positive impact            **YELLOW** is a neutral impact            **RED** is a negative impact  
**1 – Age, 2 – Disability, 3 Gender reassignment, 4 – Marriage and Civil Partnership, 5 – Pregnancy and Maternity,**  
**6 – Race, 7 – Religion and Belief, 8 – Sex, 9 - Sexual Orientation**

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
<b>Vision</b>	GREEN	GREEN	GREEN	GREEN	GREEN	GREEN	YELLOW	YELLOW	YELLOW	Overall the vision is very positive and received no comments at the Regulation 18 stage.
<b>Strategic Objectives</b>	GREEN	GREEN	YELLOW	GREEN	GREEN	GREEN	YELLOW	YELLOW	YELLOW	Following the Regulation 18 consultation the Housing Objective was amended to ensure that the LPR delivers on the vision of prioritising the delivery of housing of different types, sizes and tenures to meet local needs.
<b>SP1 Special Strategy</b>	GREEN	GREEN	GREEN	GREEN	GREEN	GREEN	GREEN	GREEN	GREEN	The Spatial Strategy is strong in promoting both employment and residential development in the best possible way throughout West Berkshire.
<b>SP2 NWDAONB</b>	GREEN	GREEN	YELLOW	YELLOW	YELLOW	GREEN	GREEN	GREEN	GREEN	The policy emphasis is on appropriate sustainable development that enhances the natural landscape. This has been interpreted as too restrictive in the Regulation 18 responses but it follows national policy. As development is required to support local communities the subsequent increase in residential and economic development would be of benefit to all.

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
<b>SP3</b> Settlement Hierarchy										The focus of development in terms of residential and employment to the District wide hierarchy takes account of functionality and sustainability. This provides suitable opportunities and is positive.
<b>SP4</b> AWE										The restriction of development in and around AWE is of benefit for the very young, the old and people with a disability who without this policy may be at greater risk.
<b>SP5</b> Responding to Climate Change										Climate change affects all protected characteristics although some like age and disability are more visible. This policy seeks to put Climate Change upfront in the plan which can only be a positive effect. But evidence supporting the positive or negative benefits for the other protected characteristic groups is unavailable.
<b>SP6</b> Flood Risk										Flooding can affect all. By requiring the sequential test for all new development and that the sustainable benefits of the site outweigh the flood risk for the lifetime of the development. This is a positive. Comments from the Environment Agency at Regulation 18 have been taken on board and the policy strengthened.
<b>SP7</b> Design Quality										Good design should be disability appropriate both internal and external. This policy aims to make places better for all people enhancing the area and the way it functions. The supporting paragraph (5.30) provides further information relating to; built form, movement, public spaces and homes and buildings.



LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
<b>SP8</b> Landscape Character											The plan has been developed using a landscape led approach. However, it does not contain references to protected characteristics so overall this policy has been assessed as neutral.
<b>SP9</b> Historic Environment											There is nothing in the policy to reflect the protected characteristics of any group.
<b>SP10</b> Green Infrastructure											The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing. The bullet points: e, f, h, i, j and m are all relevant.
<b>SP11</b> Biodiversity & Geodiversity											There is nothing in the policy to reflect any of the characteristics identified by the legislation therefore the policy has been assessed as being neutral.
<b>SP12</b> Approach to Housing Delivery											The provision of between 513 and 538 is a positive contribution for people seeking their first home, the ability to increase the size of the home or switch accommodation regardless of their protected characterisation.
<b>SP13</b> Sites allocated for residential Newbury and Thatcham											The range of sites proposed allow for all characteristic groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area.

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
<b>SP14</b> Sites allocated for residential Eastern Area										The range of sites proposed allow for all characteristic groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the range of services and facilities offered in this spatial area
<b>SP15</b> Sites allocated for residential NWDAONB										The range of sites proposed allow for all characteristic groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home or simply change location.
<b>SP16</b> Sandleford Strategic Site										The provision of 1,500 dwellings including 40% affordable will be able to cater for all protected characteristics. The development would include sustainable transport routes, new schools, a local centre and a country park which are all positive in supporting the community associated with the new development.
<b>SP17</b> NET Strategic Site										The Regulation 18 consultation was for 2,500 dwellings that extended beyond the original plan period. The Regulation 19 proposal is for only 1,500 dwellings within the plan period with less infrastructure provision. However, the proposal still provides a significant number of dwellings. The development would include sustainable transport routes, new schools, a local centre and a country park. Sustainable energy which for residential development would be net zero carbon is also a positive benefit.

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
<b>SP18</b> Housing Type and Mix											The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3), and the direct mention of accessible and adaptable dwellings which is very positive in support local communities to meet their housing needs.
<b>SP19</b> Affordable Housing											By starting at developments of 5 or more units, this policy maximises the opportunity for greater access to housing for all protected characteristics.
<b>SP20</b> Strategic approach to employment land											The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with any protected characteristic to benefit from increased opportunities for employment.
<b>SP21</b> Sites Allocated for Employment Land											New allocations will increase the job opportunities for all protected characteristics resulting in sustainable economic growth in West Berkshire. However, the policy does not allow for the wider consideration of protected characteristics and therefore has to be considered as overall neutral in effect.
<b>SP22</b> Town and District Centres											By seeking to maintain and enhancing existing and district centres the opportunities for the needs (employment, retail and leisure) for all protected characteristics can be met and enhanced. The hierarchy covers the entire district and bullet points: a, b, c, d and e relating to new development are positive for the protective characteristic groups
<b>SP23</b> Transport											While minimising the impact of travel is positive there is nothing directly in the policy to reflect the majority of the protected characteristics since this is a strategic level policy. Therefore the policy has been assessed as neutral.

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
<b>SP24</b> Infrastructure Requirements and Delivery											The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements relating to Physical Infrastructure (Table 1) and Social, Health and Community Infrastructure (Table 2)
RSA 1 Land north of Newbury College.											The proposal for 15 dwellings on the edge of Newbury will need to provide affordable housing so the allocation would meet the needs of all.
RSA 2 Land at Bath Rd											The proposal for 100 dwellings on the edge of Newbury will provide much needed housing including affordable housing so the allocation would meet the needs of all
RSA 3 Land at Coley Farm											The proposal for 75 dwellings on the edge of Newbury will provide much needed housing including affordable housing so the allocation would meet the needs of all groups.
RSA 4 Land off Greenham Rd											The proposal for 160 dwellings on the edge of South East Newbury will provide much needed housing including affordable housing and adaptable housing so the allocation is overall positively assessed.
RSA 5 Land at Lower Way											The proposal for 85 dwellings on the edge of will provide Thatcham much needed housing including affordable housing so the allocation is overall positively assessed.

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
RSA 6 Stoneham's Farm										The proposal for a care home is beneficial for elderly so the allocation is overall positively assessed.
RSA 7 72 Purley Rise										The proposal for 35 dwellings including an element of self-build is beneficial for all age ranges and therefore overall positively assessed.
RSA 8 Land adj to Bath Road										The proposal for 35 dwellings will need to provide affordable housing so the allocation would meet provide much needed housing for all age ranges and therefore overall positively assessed.
RSA 9 Land between A340 and the Green										The proposal for 100 dwellings on the edge of Theale will provide much needed housing including affordable housing so the allocation would meet the needs of all
RSA 10 Whiteheart Meadow										The proposal for 40 dwellings on the edge of Theale will provide much needed housing including affordable housing so the allocation would meet the needs of all
RSA 11 Former Theale STW										The proposal for 60 dwellings on the edge of Theale will provide much needed housing including affordable housing so the allocation would meet the needs of all
RSA 12 Land adj Pondhouse Farm										The proposal for 100 dwellings on the edge of Burghfield will provide much needed housing including affordable housing so the allocation would meet the needs of all
RSA 13 Land north of A4 Bath Road										The proposal for 16 dwellings on the edge of Burghfield will provide much needed housing including affordable housing so the allocation would meet the needs of all protected characteristics

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
RSA 14 Land adj Lynch Lane										The proposal for 60 dwellings on the edge of Burghfield will provide much needed housing including affordable housing so the allocation would meet the needs of all protected characteristics
RSA 15 Land at Newbury Road										The proposal for approximately 5 dwellings on the edge of Lambourn will provide much needed housing.
RSA 16 Land North of Southend Road										The proposal for approximately 20 dwellings in this rural location will provide much needed housing.
RSA 17 Land at Chieveley Glebe										The proposal for approximately 15 dwellings in this rural location will provide much needed housing.
RSA 18 Pirbright Institute Site										The proposal for approximately 140 dwellings in this rural location will provide much needed housing including affordable and the potential for specific housing to meet the needs of the disabled community as well.
RSA 19 Land west of Spring Meadows										The proposal for approximately 15 dwellings in this rural location will provide much needed housing including affordable.
RSA 20 Land off Charlotte Close										The proposal for approximately 15 dwellings in this rural location will provide much needed housing including affordable.
RSA 21 Land south east Old Farmhouse										The proposal for approximately 10 dwellings in this rural location will provide much needed housing including affordable.

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
RSA 22 Land adj Station Road										The proposal for approximately 34 dwellings in this rural location will provide much needed housing including affordable.
RSA 23 Land adj The Haven										The proposal for approximately 20 dwellings in this rural location will provide much needed housing including affordable.
RSA 24 New Stocks Farm										The proposal for approximately 8 permanent pitches will provide much needed access to health and education facilities for this community.
RSA 25 Long Copse Farm										The proposal for approximately 24 permanent plots will provide much needed access to health and education facilities for this community.
ESA 1 Land east of Colthrop Industrial Estate										The proposal for approximately 20,400 square meters will provide employment opportunities for all protected characteristics.
ESA 2 Land west of Ramsbury Road										The proposal for approximately 10,381 square meters will provide employment opportunities for all protected characteristics.
ESA 3 Land south of Trinity Grain										The proposal for approximately 5,200 square meters will provide employment opportunities for all protected characteristics.

LPR policy	Protected Characteristic									Comments
	1	2	3	4	5	6	7	8	9	
ESA 4 Beenham Landfill										The proposal for approximately 14,000 square meters will provide employment opportunities for all protected characteristics.
ESA 5 Northway Porsche, Pips Way										The proposal for approximately 6,400 square meters will provide employment opportunities for all protected characteristics.
ESA 6 Land adj Padworth IWMF										The proposal for approximately 12,400 square meters will provide employment opportunities for all protected characteristics.
DM 1 Devt in Countryside										The provision of new residential development is applicable to all ages and this policy does allow for new dwellings to be built, extended or for specific groups which is positive.
DM 2 Separation of settlements										There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 3 Health and Wellbeing										The policy aims to promote, support and enhance positive mental and physical health which applies to all protected characteristic in a positive manner.
DM 4 Building Sustainable Homes and Businesses										There is nothing in the policy to reflect the protected characteristics with regards to discrimination



LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
DM 5 Environmental Nuisance and Pollution Control											Bullet points: a, e, and f ensure that occupants of neighbouring land and buildings must be consider so that no unacceptable increases in pollution. This applies to all ages and is positive.
DM 6 Water Quality											There is nothing in the policy to reflect the protected characteristics with regards to discrimination
DM 7 Water Resources and Waste Water											There is nothing in the policy to reflect the protected characteristics with regards to discrimination
DM 8 Air Quality											New development should not lead to adverse effects on health of people in West Berkshire.
DM 9 Conservation Areas											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 10 Listed Buildings											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 11 Non designated Heritage Assets											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 12 Registered Parks and Gardens											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
DM 13 Registered Battlefields											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 14 Assets of Archaeological Importance											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 15 Trees Woodland and Hedgerows											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 16 First Homes Exception Sites											While the provision of additional housing is positive because the policy is for exception sites it has been judge to be neutral overall with regards protected characteristics.
DM 17 Rural Exception Housing											While the provision of additional housing is positive because the policy is for exception sites it has been judge to be neutral overall with regards protected characteristics.
DM 18 Self and Custom Build Housing											While the provision of additional housing is positive because the policy is for self and custom build housing it has been judge to be neutral overall with regards protected characteristics.
DM 19 Specialised Housing											The provision of a policy for specialist housing for all ages and also people with a disability is assessed overall as positive.

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
DM 20 Gypsies Travellers and Travelling Showpeople											This policy is purposely dedicated to an identified community with a protected characteristic and is positive.
DM 21 Retention of Mobile Home Parks											While the policy is positive with respect to the protected characteristic relating to age it is silent with regards to all others. Therefore, this has been assessed as overall neutral.
DM 22 Residential Space above non Residential Units											While the policy is positive with respect to the protected characteristic relating to age it is silent with regards to all others. Therefore, this has been assessed as overall neutral.
DM 23 Housing Related to Rural Workers											The policy has been assessed as overall neutral.
DM 24 Conversion of Existing Redundant or Disused Buildings in Countryside											The policy has been assessed as overall neutral.

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
DM 25 Replacement of Existing Dwellings in the Countryside											The policy has been assessed as overall neutral.
DM 26 Extension of Residential Curtilages in the Countryside											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 27 Sub Division of Existing Dwellings in the Countryside											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 28 Residential Extensions											Overall the policy is assessed as neutral.
DM 29 Residential Annexes											The policy is assessed as positive.
DM 30 Residential Space Standards											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
DM 31 Residential Amenity											This policy has been assessed as positive.
DM 32 Designated Employment Areas											This policy has been assessed as neutral as while the designation of Employment Areas is welcome it does not directly impact on protected characteristics.
DM 33 Development Within AWE											There is nothing in the policy to reflect the protected characteristics with regards to discrimination.
DM 34 Retail Parks											There is nothing in the policy to reflect the protected characteristics with regards to discrimination
DM 35 Sustaining a Prosperous Rural Economy											There is nothing in the policy to reflect the protected characteristics with regards to discrimination
DM 36 Farm Diversification											There is nothing in the policy to reflect the protected characteristics with regards to discrimination
DM 37 Equestrian and Horseracing Industry											There is nothing in the policy to reflect the protected characteristics with regards to discrimination

LPR policy	Protected Characteristic									Comments	
	1	2	3	4	5	6	7	8	9		
DM 38 Development on Existing Educational and Institutional Sites in the Countryside											<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination</b>
DM 39 Local Community Facilities											<b>This policy has been assessed as neutral.</b>
DM 40 Public Open Space											<b>This policy has been assessed as neutral.</b>
DM 41 Digital Infrastructure											<b>This policy has been assessed as positive for all characteristic as fibre should be provided to all new development (residential and employment).</b>
DM 42 Transport Infrastructure											<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>
DM 43 Theale Rail Road Transfer Site											<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>
DM 44 Parking											<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>
DM 45 Travel Planning											<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

## Appendix 2 Detailed assessment of each policy of the LPR against each protective characteristic

VISION				
	Positive	Neutral	Negative	Comment
AGE				Paragraph 4.2 of the vision requires different types of housing in terms of size, tenure and affordability in various location to ensure houses meet needs.
DISABILITY				Paragraph 4.2 of the vision requires different types of housing in terms of size, tenure and affordability in various location to ensure houses meet needs.
GENDER REASSIGNMENT				Paragraph 4.3 seeks to foster community cohesion through new development which is likely to have a positive benefit for people with this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				Paragraph 4.2 makes reference to the provision of housing to meet needs, whatever the level of income, stage of life and ability. This would be of benefit to people with this characteristic.
PREGNANCY AND MATERNITY				Paragraph 4.3 promotes high design better connection to local services, facilities and open space which will benefit people with this characteristic.
RACE				The vision seeks to improve housing and employment opportunities which would benefit people with this characteristic.
RELIGION AND BELIEF				While culture is mentioned in 4.1 and community cohesion is mentioned in 4.3 both of which could be attributed to religion and belief they are not explicitly mentioned and therefore assessed as neutral.
SEX				No reference to sex is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				Overall the vision is very positive and received no comments at the Regulation 18 stage.

<b>Objectives</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The positive approach to Climate change, Housing, Sustainable and Quality Development together with the economy and town centres make a positive contribution to all ages and groups of ages. Climate change effects everyone from the youths who will inherit the planet from us to the elderly with the threat of overheating due to Climate change. Housing for everyone together with a strong and diverse economy will also be a positive benefit for our community.
DISABILITY				Housing, Sustainable and Quality Development, Economy, Town Centres, Culture, Green Infrastructure and Health Living, Transport and Infrastructure will all have a positive outcome for people with this characteristic regardless of the age of the person.
GENDER REASSIGNMENT				Objectives 1 Climate Change, 2 Housing, 3 Sustainable and Quality Design, 4 Economy, 6 Culture, 9 Green Infrastructure and 11 Infrastructure could all be used in a positive way to support people with this characteristic but there is no data to back this assumption.
MARRIAGE AND CIVIL PARTNERSHIP				Objectives 1 Climate Change, 2 Housing, 3 Sustainable and Quality Design, 4 Economy, 6 Culture, 9 Green Infrastructure and 11 Infrastructure will all provide a positive benefit by providing more housing and employment opportunities as well as health and wellbeing improvements.
PREGNANCY AND MATERNITY				Objectives 1 Climate Change, 2 Housing, 3 Sustainable and Quality Design, 4 Economy, 6 Culture, 9 Green Infrastructure and 11 Infrastructure will all provide a positive benefit by providing more housing and employment opportunities as well as health and wellbeing improvements.
RACE				Objectives 1 Climate Change, 2 Housing, 3 Sustainable and Quality Design, 4 Economy, 6 Culture, 9 Green Infrastructure and 11 Infrastructure will all provide a positive benefit by providing more housing and employment opportunities as well as health and wellbeing improvements.
RELIGION AND BELIEF				While culture is mentioned in 4.1 and community cohesion is mentioned in 4.3 both of which could be attributed to religion and belief they are not explicitly mentioned so have been assessed as neutral.
SEX				No reference to sex is mentioned so is assessed as neutral.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned so assessed as neutral.
<b>OVERALL POLICY ASSESSMENT</b>				Following the Regulation 18 consultation the Housing Objective was amended to ensure that the LPR delivers on the vision of prioritising the delivery of housing of different types, sizes and tenures to meet local needs. This has resulted in the positive assessments for Race, Age, Disability, Marriage and Civil Partnership and Pregnancy and Maternity.



<b>SP1 SPATIAL STRATEGY</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy seeks to distribute development across the District to promote sustainable communities, infrastructure and facilities. This means all ages are reflected in the policy. The different densities and sizes of residential development will ensure all ages are accounted for. Also the economy is also well reflected with the support to all sizes of business and also the rural economy will be of benefit to all.
DISABILITY				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
GENDER REASSIGNMENT				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
PREGNANCY AND MATERNITY				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
RACE				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
RELIGION AND BELIEF				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
SEX				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
SEXUAL ORIENTATION				The policy seeks to distribute both residential and employment development across the District to promote sustainable communities, infrastructure and facilities. This will enhance the opportunities available for people with this characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				The Spatial Strategy is strong in promoting both employment and residential development in the best possible way to promote sustainable communities, infrastructure and facilities.

<b>SP2 NWDAONB</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy emphasis is on appropriate sustainable development that enhances the natural landscape. As development is required to support local communities it must have regard to the needs of all ages and therefore is considered positive. Supporting first time buyers, young families, and the elderly with regards both housing and employment opportunities.
DISABILITY				The policy emphasis is on appropriate sustainable development that enhances the natural landscape. This has been interpreted as too restrictive in the Regulation 18 responses but it follows national policy. As development is required to support local communities it must have regard to the needs of all including those with disabilities. Increased housing and employment opportunities and associated infrastructure will benefit this protected characteristic.
GENDER REASSIGNMENT				The policy emphasis is neutral on this protected characteristic. Although the increase in housing and economic opportunities would be of some benefit.
MARRIAGE AND CIVIL PARTNERSHIP				The increase in residential and economic development would be of benefit to this characteristic but no reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				The policy is silent on this characteristic and therefore assessed as neutral.
RACE				The increase in residential and economic development would be of benefit to this characteristic.
RELIGION AND BELIEF				The increase in residential and economic development would be of benefit to this characteristic.
SEX				The increase in residential and economic development would be of benefit to this characteristic.
SEXUAL ORIENTATION				The increase in residential and economic development would be of benefit to this characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				The policy emphasis is on appropriate sustainable development that enhances the natural landscape. This has been interpreted as too restrictive in the Regulation 18 responses but it follows national policy. As development is required to support local communities the subsequent increase in residential and economic development would be of benefit to all.

<b>SP3 Settlement Hierarchy</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunities for all ages within West Berkshire with regards access to services, jobs and housing. Clarity is provided in terms of Urban area, Rural Service Centres and Service Villages as to what is and is not appropriate in terms of investment and development. (Para 4.30)
DISABILITY				By introducing a settlement hierarchy, people with this characteristic are able to see what type of services are available now and potentially in the future. Para 4.33 for example highlights the limited range of facilities and services inside the AONB villages which are not listed in the policy.
GENDER REASSIGNMENT				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunities for all within West Berkshire with regards access to services, jobs and housing. However, the policy emphasis is neutral on this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunity for all within West Berkshire with regards access to services, jobs and housing.
PREGNANCY AND MATERNITY				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunity for all with this characteristic with regards access to services, jobs and housing in a positive way.
RACE				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunity for all within West Berkshire with regards access to services, jobs and housing.
RELIGION AND BELIEF				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunity for all within West Berkshire with regards access to services, jobs and housing. Place of worship was included as one of the measures (Evidence Base Settlement Hierarchy Appendix 2)
SEX				This policy takes account of function and sustainability of settlements across the District and as such provides opportunity for all sexes within West Berkshire with regards access to services, jobs and housing. Clarity is provided in terms of Urban area, Rural Service Centres and Service Villages as to what is and is not appropriate in terms of investment and development. (Para 4.30)

SEXUAL ORIENTATION				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunity for all sexes within West Berkshire with regards access to services, jobs and housing. Clarity is provided in terms of Urban area, Rural Service Centres and Service Villages as to what is and is not appropriate in terms of investment and development. (Para 4.30)
<b>OVERALL POLICY ASSESSMENT</b>				This policy takes account of the function and sustainability of settlements across the District and as such provides opportunity for all within West Berkshire with regards access to services, jobs and housing. It also provides degree of clarity as to what services and functions are provided or expected for settlements in West Berkshire.

<b>SP4 AWE Aldermaston and Burghfield</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The restriction of development in and around AWE is of benefit for the very young and the old as these subsets could be at greater risk if an incident was to occur and the AWE Off Site Emergency Plan enacted. By restricting development the impact of such an incident on these identified groups would be reduced.
DISABILITY				The restriction of development in and around AWE is of benefit for the disabled as this subset could be at greater risk if an incident was to occur and the AWE Off-Site Emergency Plan enacted. By restricting development the impact of such an incident on the people with disabilities would be reduced
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				The restriction of development in and around AWE is of benefit as this subset could potentially be at greater risk if an incident was to occur and the AWE Off-Site Emergency Plan enacted. By restricting development the impact of such an incident on the people with this characteristic would be reduced
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The restriction of development in and around AWE is of benefit.

<b>SP5 Responding to Climate Change</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				All ages from the very young to the very old are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance.
DISABILITY				Disability can be exacerbated by climate change either directly via heat or indirectly via air quality. This policy aims to tackle both – bullet points c, e, and f.
GENDER REASSIGNMENT				All are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance.
MARRIAGE AND CIVIL PARTNERSHIP				All are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
PREGNANCY AND MATERNITY				Pregnancy and Maternity can be susceptible to excessive heat. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance. Bullet points; a, b, and k are all positive for this characteristic.
RACE				All are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
RELIGION AND BELIEF				All are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
SEX				All are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
SEXUAL ORIENTATION				All are susceptible to Climate Change. By stating all development should contribute to improving the resilience of land, buildings and contributing to the aim of staying carbon neutral by 2030 is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
<b>OVERALL POLICY ASSESSMENT</b>				Climate change affects all protected characteristics although some like age and disability are more visible. This policy seeks to put Climate Change upfront in the plan which can only be a positive effect.

SP6 Flooding				
	Positive	Neutral	Negative	Comment
AGE				Flooding can affect all ages from the very young to the very old. By producing Strategic Flood Risks Assessments new residential development can be targeted away from these areas and employment development can take account of the risk when being promoted. Comments from the Environment Agency at Regulation 18 have been taken on board and the policy strengthened.
DISABILITY				Flooding have a very negative impact on this protected characteristic. By producing Strategic Flood Risks Assessments new residential development can be targeted away from these areas and employment development can take account of the risk when being promoted (bullet point f).
GENDER REASSIGNMENT				All characteristics can be affected by flooding. By requiring a sequential approach development should only take place in the most resilient areas is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
MARRIAGE AND CIVIL PARTNERSHIP				All characteristics can be affected by flooding. By requiring a sequential approach development should only take place in the most resilient areas is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
PREGNANCY AND MATERNITY				Flooding can affect all, by requiring the sequential test for all new development and that the sustainable benefits of the site outweigh the flood risk for the lifetime of the development. Bullet point f is relevant for this characteristic.
RACE				All characteristics can be affected by flooding. By requiring a sequential approach development should only take place in the most resilient areas is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
RELIGION AND BELIEF				All characteristics can be affected by flooding. By requiring a sequential approach development should only take place in the most resilient areas is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.

SEX				All characteristics can be affected by flooding. By requiring a sequential approach development should only take place in the most resilient areas is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
SEXUAL ORIENTATION				All characteristics can be affected by flooding. By requiring a sequential approach development should only take place in the most resilient areas is a very positive stance, however no reference to this characteristic is mentioned so has been assessed as neutral.
<b>OVERALL POLICY ASSESSMENT</b>				Flooding can affect all. By requiring the sequential test for all new development and that the sustainable benefits of the site outweigh the flood risk for the lifetime of the development. This is a positive. Comments from the Environment Agency at Regulation 18 have been taken on board and the policy strengthened



<b>SP 7 Design Quality</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				Good design should be age appropriate both internal and external. This policy aims to make places better for people of all ages enhancing the area and the way it functions. Supporting paragraph 5.30 highlights how this can be achieved especially bullet point h.
DISABILITY				Good design should be disability appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions. Supporting paragraph 5.30 highlights how this can be achieved such as bullet point d and h.
GENDER REASSIGNMENT				Good design should be appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions. Supporting paragraph 5.30 highlights how this can be achieved such as bullet point f and the creation of places that feel safe essential to this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				Good design should be disability appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions.
PREGNANCY AND MATERNITY				Good design should be disability appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions. Supporting paragraph 5.30 highlights how this can be achieved such as bullet points: d, f and h.
RACE				Good design should be appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions. Supporting paragraph 5.30 highlights how this can be achieved such as bullet point f and the creation of places that feel safe essential to this protected characteristic.
RELIGION AND BELIEF				Good design should be disability appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions.

SEX				Good design should be disability appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions.
SEXUAL ORIENTATION				Good design should be appropriate both internal and external. This policy aims to make places better for people enhancing the area and the way it functions. Supporting paragraph 5.30 highlights how this can be achieved such as bullet point f and the creation of places that feel safe essential to this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				Good design should be disability appropriate both internal and external. This policy aims to make places better for all people enhancing the area and the way it functions. The supporting paragraph 5.30 provides further information relating to; built form, movement, public spaces and homes and buildings.

<b>SP 8 Landscape Character</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
DISABILITY				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral.
GENDER REASSIGNMENT				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
MARRIAGE AND CIVIL PARTNERSHIP				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
PREGNANCY AND MATERNITY				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
RACE				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
RELIGION AND BELIEF				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
SEX				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
SEXUAL ORIENTATION				All characteristics can be influenced by landscape character especially with regard to mental health. However, no reference to this characteristic is mentioned so this has been assessed as neutral
<b>OVERALL POLICY ASSESSMENT</b>				The plan has been developed using a landscape led approach. However, it does not contain references to protected characteristics so overall this policy has been assessed as neutral.

<b>SP 9 Historic Environment</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				There is nothing in the policy to reflect the protected characteristics of this group.
DISABILITY				There is nothing in the policy to reflect the protected characteristics of this group.
GENDER REASSIGNMENT				There is nothing in the policy to reflect the protected characteristics of this group.
MARRIAGE AND CIVIL PARTNERSHIP				There is nothing in the policy to reflect the protected characteristics of this group.
PREGNANCY AND MATERNITY				There is nothing in the policy to reflect the protected characteristics of this group.
RACE				There is nothing in the policy to reflect the protected characteristics of this group.
RELIGION AND BELIEF				There is nothing in the policy to reflect the protected characteristics of this group.
SEX				There is nothing in the policy to reflect the protected characteristics of this group.
SEXUAL ORIENTATION				There is nothing in the policy to reflect the protected characteristics of this group.
<b>OVERALL POLICY ASSESSMENT</b>				There is nothing in the policy to reflect the protected characteristics of any group.

<b>SP10 Green Infrastructure</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all age groups with regards to health and wellbeing. Bullet points: d, e, f, h, i, and j
DISABILITY				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing. In relation to disability bullet point: f is relevant.
GENDER REASSIGNMENT				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing however the characteristic of gender reassignment is not identified in the policy.
MARRIAGE AND CIVIL PARTNERSHIP				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing however the characteristic of marriage and civil partnership is not identified in the policy
PREGNANCY AND MATERNITY				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing. Bullet points: d, e, f, h, i, and j
RACE				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing however the characteristic of race is not identified in the policy
RELIGION AND BELIEF				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing however the characteristic of religion and belief is not identified in the policy
SEX				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing however this characteristic is not identified in the policy
SEXUAL ORIENTATION				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing however this characteristic is not identified in the policy
<b>OVERALL POLICY ASSESSMENT</b>				The positive impacts of access to green infrastructure has been well documented following Covid-19 for all with regards to health and wellbeing. The bullet points: e, f, h, i, j and m are all relevant.

<b>SP11 Biodiversity and Geodiversity</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				There is nothing in the policy to reflect the characteristics of this group.
DISABILITY				There is nothing in the policy to reflect the characteristics of this group.
GENDER REASSIGNMENT				There is nothing in the policy to reflect the characteristics of this group.
MARRIAGE AND CIVIL PARTNERSHIP				There is nothing in the policy to reflect the characteristics of this group.
PREGNANCY AND MATERNITY				There is nothing in the policy to reflect the characteristics of this group.
RACE				There is nothing in the policy to reflect the characteristics of this group.
RELIGN AND BELIEF				There is nothing in the policy to reflect the characteristics of this group.
SEX				There is nothing in the policy to reflect the characteristics of this group.
SEXUAL ORIENTATION				There is nothing in the policy to reflect the characteristics of this group.
<b>OVERALL POLICY ASSESSMENT</b>				There is nothing in the policy to reflect the any of the characteristics identified by the legislation therefore the policy has been assessed as being neutral.

<b>SP 12 Approach to Housing</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of between 513 and 538 is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation.
DISABILITY				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
GENDER REASSIGNMENT				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
PREGNANCY AND MATERNITY				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
RACE				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
RELIGION AND BELIEF				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
SEX				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
SEXUAL ORIENTATION				The provision of between 513 and 538 is a positive contribution for people with this protected characteristic. Allowing more people with this characteristic to have a home.
<b>OVERALL POLICY ASSESSMENT</b>				The provision of between 513 and 538 is a positive contribution for people seeking their first home, the ability to increase the size of the home or switch accommodation regardless of their protected characterisation.

<b>SP13 Site Allocations for Residential and mixed use development in Newbury and Thatcham</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The range of sites proposed allow for all age groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation.
DISABILITY				The range of sites proposed allows for greater provision for the specific housing needs of this characteristic.
GENDER REASSIGNMENT				This is a positive contribution for people with this characteristic seeking their first home, the ability to increase the size of the home, or switch to sheltered elderly accommodation.
MARRIAGE AND CIVIL PARTNERSHIP				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home or switch to sheltered elderly accommodation.
PREGNANCY AND MATERNITY				This is a positive contribution for people with this characteristic seeking their first home, the ability to increase the size of the home, or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area.
RACE				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area.
RELIGION AND BELIEF				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area.
SEX				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area.
SEXUAL ORIENTATION				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area.
<b>OVERALL POLICY ASSESSMENT</b>				The range of sites proposed allow for all characteristic groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the greater range of services and facilities offered in this spatial area



<b>SP 14 Sites allocated for residential development in the Eastern Are</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The range of sites proposed allow for all age groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation.
DISABILITY				The range of sites proposed allows for greater provision for the specific housing needs of this characteristic.
GENDER REASSIGNMENT				This is a positive contribution for people with this characteristic seeking their first home, the ability to increase the size of the home, or switch to sheltered elderly accommodation.
MARRIAGE AND CIVIL PARTNERSHIP				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home or switch to sheltered elderly accommodation.
PREGNANCY AND MATERNITY				This is a positive contribution for people with this characteristic seeking their first home, the ability to increase the size of the home, or simply change the location to take advantage of the range of services and facilities offered in this spatial area.
RACE				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the range of services and facilities offered in this spatial area.
RELIGION AND BELIEF				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the range of services and facilities offered in this spatial area.
SEX				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the range of services and facilities offered in this spatial area.
SEXUAL ORIENTATION				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location.
<b>OVERALL POLICY ASSESSMENT</b>				The range of sites proposed allow for all characteristic groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home, switch to sheltered elderly accommodation or simply change the location to take advantage of the range of services and facilities offered in this spatial area

<b>SP15 Sites allocated for residential development in NWDAONB</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The range of sites proposed allow for all age groups to be provided for. This is a positive contribution for people seeking their first home, or the ability to move to a larger home..
DISABILITY				The range of sites proposed allows for greater provision for the specific housing needs of this characteristic.
GENDER REASSIGNMENT				This is a positive contribution for people with this characteristic seeking their first home, the ability to increase the size of the home.
MARRIAGE AND CIVIL PARTNERSHIP				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home.
PREGNANCY AND MATERNITY				This is a positive contribution for people with this characteristic seeking their first home, the ability to increase the size of the home, or simply change the location to take advantage of the range of services and facilities offered in this spatial area.
RACE				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home or simply change the location.
RELIGION AND BELIEF				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, or simply change the location.
SEX				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, or simply change the location.
SEXUAL ORIENTATION				This is a positive contribution for people with this characteristic who are seeking their first home, the ability to increase the size of the home, or simply change the location.
<b>OVERALL POLICY ASSESSMENT</b>				The range of sites proposed allow for all characteristic groups to be provided for. This is a positive contribution for people seeking their first home, the ability to increase the size of the home or simply change location.

<b>SP 16 Sandlesford Park</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of 1,500 dwellings including 40% affordable will be able to cater for individuals, young families, mature families and the elderly. The development would include sustainable transport routes, new schools, a local centre and a country park
DISABILITY				The provision of 1,500 dwellings including 40% affordable will be a positive benefit for this community especially when combined with sustainable transport which includes pedestrian routes. The local facility also provides for some focused provision.
GENDER REASSIGNMENT				The provision of 1,500 dwellings including 40% affordable will be of benefit as it will provide a well planned community.
MARRIAGE AND CIVIL PARTNERSHIP				The provision of 1,500 dwellings including 40% affordable will be of benefit as it will provide a well planned community
PREGNANCY AND MATERNITY				The provision of 1,500 dwellings including 40% affordable housing, new schools will be of a positive benefit to this community. The development also include sustainable transport routes, new school, a local centre and a country park again a positive benefit for people with this characteristic.
RACE				The provision of 1,500 dwellings including 40% affordable will be of benefit as it will provide a well planned community
RELIGION AND BELIEF				The provision of 1,500 dwellings including 40% affordable will be of benefit as it will provide a well planned community
SEX				The provision of 1,500 dwellings including 40% affordable will be of benefit as it will provide a well planned community
SEXUAL ORIENTATION				The provision of 1,500 dwellings including 40% affordable will be of benefit as it will provide a well planned community
<b>OVERALL POLICY ASSESSMENT</b>				The provision of 1,500 dwellings including 40% affordable will be age to cater for all protected characteristics. The development would include sustainable transport routes, new schools, a local centre and a country park which are all positive in supporting the community associated with the new development.

<b>SP17 North East Thatcham Strategic Site Allocation</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of 1,500 dwellings including 40% affordable housing and self-build will be able to cater for all ages - individuals, young families, mature families and the elderly.
DISABILITY			a	The provision of 1,500 dwellings in a new sustainable community (paragraph 6.61) will be a positive for households with this characteristic. The development would include sustainable transport routes, new schools, a local centre and a country park. Sustainable energy which for residential development would be net zero carbon is also a positive benefit for this characteristic.
GENDER REASSIGNMENT				Policy SP17 seeks to deliver well designed development that reduces crime and improves safety. This should therefore have a particularly positive benefit for people who are more likely to be victims of crime, including people with this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				The LPR sets out the proposed urban extension for North East Thatcham and is written positively with no differential impact on people with this protected characteristic.
PREGNANCY AND MATERNITY				The provision of 1,500 dwellings including 40% affordable housing sustainable transport routes, new schools, a local centre and a GP surgery will all be a positive benefit to this protected characteristic.
RACE				The provision of 1,500 dwellings including 40% affordable housing together with employment provisions to will be a positive benefit for this protected characteristic.
RELIGION AND BELIEF				The LPR sets out the proposed development for North East Thatcham and is written positively with no differential impact on people with this protected characteristic.
SEX				The provision of 1,500 dwellings including 40% affordable housing will be able to cater for all ages - individuals, young families, mature families and the elderly. The development would include sustainable transport routes, new schools, a local centre and a country park. Sustainable energy which for residential development would be net zero carbon is also a positive benefit.

SEXUAL ORIENTATION				The provision of 1,500 dwellings including 40% affordable housing will be able to cater for all sexual orientations - individuals, young families, mature families and the elderly. The development would include sustainable transport routes, new schools, a local centre and a country park. Sustainable energy which for residential development would be net zero carbon is also a positive benefit.
<b>OVERALL POLICY ASSESSMENT</b>				The Regulation 18 consultation was for 2,500 dwellings that extended beyond the original plan period. The Regulation 19 proposal is for only 1,500 dwellings within the plan period with less infrastructure provision. However, the proposal still provides a significant number of dwellings. The development would include sustainable transport routes, new schools, a local centre and a country park. Sustainable energy which for residential development would be net zero carbon is also a positive benefit.

<b>SP 18 Housing Type and Mix</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for all ages to have the opportunity to access housing which is positive.
DISABILITY				The policy makes direct mention of accessible and adaptable dwellings which is very positive.
GENDER REASSIGNMENT				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
MARRIAGE AND CIVIL PARTNERSHIP				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
PREGNANCY AND MATERNITY				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
RACE				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
RELIGION AND BELIEF				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
SEX				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
SEXUAL ORIENTATION				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3) allows for greater opportunity to access housing which is positive
<b>OVERALL POLICY ASSESSMENT</b>				The provision for a range of housing types on all developments of 10 or more units together with a mix of market and affordable housing (Table 3), and the direct mention of accessible and adaptable dwellings which is very positive in support local communities to meet their housing needs.

<b>SP19 Affordable Housing</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy identifies that affordable housing provision should start on developments of 5 or more units. It also recognises that extra care homes should also provide an element of affordable housing ensuring that all ages are provided for.
DISABILITY				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing.
GENDER REASSIGNMENT				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
MARRIAGE AND CIVIL PARTNERSHIP				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
PREGNANCY AND MATERNITY				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
RACE				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
RELIGION AND BELIEF				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
SEX				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
SEXUAL ORIENTATION				The policy identifies that affordable housing provision should start on developments of 5 or more units. This level of provision will allow for greater access for this protected characteristic to housing
<b>OVERALL POLICY ASSESSMENT</b>				By starting at developments of 5 or more units, this policy maximises the opportunity for greater access to housing for all protected characteristics.

<b>SP 20 Strategic Approach to Employment Land</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents of all ages to benefit from increased opportunities for employment.
DISABILITY				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
GENDER REASSIGNMENT				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
MARRIAGE AND CIVIL PARTNERSHIP				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
PREGNANCY AND MATERNITY				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
RACE				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
RELIGION AND BELIEF				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.



SEX				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
SEXUAL ORIENTATION				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with this protected characteristic to benefit from increased opportunities for employment.
<b>OVERALL POLICY ASSESSMENT</b>				The strategic approach seeks to keep employment opportunities within settlement boundaries, designated employment areas and other sustainable location. It also requires (where appropriate and feasible) employment and skills plans which maximises the opportunity for local residents with any protected characteristic to benefit from increased opportunities for employment.

<b>SP 21 Sites Allocated for Employment Land</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The new allocations will increase the job opportunities for all ages including in more rural locations (ESA3) which is positive for sustainable economic growth in West Berkshire
DISABILITY				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
GENDER REASSIGNMENT				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
MARRIAGE AND CIVIL PARTNERSHIP				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
PREGNANCY AND MATERNITY				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
RACE				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
RELIGION AND BELIEF				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
SEX				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
SEXUAL ORIENTATION				While the increase in job opportunities will increase the opportunities for this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral,
<b>OVERALL POLICY ASSESSMENT</b>				New allocations will increase the job opportunities for all protected characteristics resulting in sustainable economic growth in West Berkshire. However, the policy does not allow for the wider consideration of protected characteristics and therefore has to be considered as overall neutral in effect.

SP 22 Town and District Centres				
	Positive	Neutral	Negative	Comment
AGE				By seeking to maintain and enhancing existing and district centres the opportunities for the needs (employment, retail and leisure) for all ages can be accommodated. The hierarchy covers the entire district and bullet points: a, b, c, d and e relating to new development are relevant to this protected characteristic.
DISABILITY				By seeking to maintain and enhancing existing and district centres the opportunities for the needs (employment, retail and leisure) for this protected characteristic can be accommodated. Bullet: b relating to new development is of particular importance to this protected characteristic in a positive manner.
GENDER REASSIGNMENT				While maintaining and enhancing existing and district centres will increase the opportunities for meeting the needs of this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral.
MARRIAGE AND CIVIL PARTNERSHIP				While maintaining and enhancing existing and district centres will increase the opportunities for meeting the needs of this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral.
PREGNANCY AND MATERNITY				By seeking to maintain and enhancing existing and district centres the opportunities for the needs (employment, retail and leisure) for this protected characteristic can be accommodated. Bullet: b relating to new development is of particular importance to this protected characteristic in a positive manner
RACE				While maintaining and enhancing existing and district centres will increase the opportunities for meeting the needs of this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral.
RELIGION AND BELIEF				While maintaining and enhancing existing and district centres will increase the opportunities for meeting the needs of this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral.

SEX				While maintaining and enhancing existing and district centres will increase the opportunities for meeting the needs of this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral.
SEXUAL ORIENTATION				While maintaining and enhancing existing and district centres will increase the opportunities for meeting the needs of this protected characteristic there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral.
<b>OVERALL POLICY ASSESSMENT</b>				By seeking to maintain and enhancing existing and district centres the opportunities for the needs (employment, retail and leisure) for all protected characteristics can be met and enhanced. The hierarchy covers the entire district and bullet points: a, b, c, d and e relating to new development are positive for the protective characteristic groups

<b>SP23 Transport</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy seeks to minimise the impact of travel which would apply equally to all ages. Para 7.46 states the desire to plan for people to live in places where there are local facilities and services to therefore reduce the need for travel which is a positive for all ages.
DISABILITY				The policy seeks to minimise the impact of travel and this could have a negative effect with regards accessibility to key services and facilities. However, paragraph 7.47 addresses this issue but does not mention this protected characteristic, so the policy has been assessed as neutral.
GENDER REASSIGNMENT				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
MARRIAGE AND CIVIL PARTNERSHIP				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
PREGNANCY AND MATERNITY				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
RACE				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
RELIGION AND BELIEF				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
SEX				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
SEXUAL ORIENTATION				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the characteristics of this group. Therefore the policy has been assessed as neutral
<b>OVERALL POLICY ASSESSMENT</b>				While minimising the impact of travel is positive there is nothing directly in the policy to reflect the majority of the protected characteristics since this is a strategic level policy. Therefore the policy has been assessed as neutral

<b>SP 24 Infrastructure Requirements and Delivery</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements for all ages from the provision of early years places to a 60 bed nursing home.
DISABILITY				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements such as provision for adults with learning disabilities.
GENDER REASSIGNMENT				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements including community provision and community safety which is applicable to this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements for social, health and community infrastructure.
PREGNANCY AND MATERNITY				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements for social, health and community infrastructure.
RACE				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements for communities and community safety
RELIGION AND BELIEF				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements for community provision.
SEX				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements: social, health and community provision.

SEXUAL ORIENTATION				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements such as health and community safety.
<b>OVERALL POLICY ASSESSMENT</b>				The policy requires new development to make financial contributions to the delivery of relevant infrastructure, facilities and services. This is supported by the IDP (Nov 2022) appendix 1 of which provides summary of infrastructure requirements relating to Physical Infrastructure (Table 1) and Social, Health and Community Infrastructure (Table 2)

<b>Policy RSA 1 Land north of Newbury College (site ref HSA1)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 15 dwellings on the edge of Newbury will need to provide affordable housing so the allocation would meet the needs of all ages.
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 15 dwellings on the edge of Newbury will need to provide affordable housing so the allocation would meet the needs of all.



<b>Policy RSA 2 Land at Bath Road, Speen, Newbury (site ref HAS 2)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 100 dwellings on the edge of Newbury will need to provide affordable housing so the allocation would meet the needs of all ages.
DISABILITY				No reference to this characteristic is mentioned although as a larger site there would be more opportunities for the specific housing needs of this characteristic to be met in some of the dwellings.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 100 dwellings on the edge of Newbury will provide much needed housing including affordable housing so the allocation would meet the needs of all

<b>Policy RSA 3 Land at Coley Farm, Stoney Lane, Newbury (site ref HAS 3)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 75 dwellings on the edge of Newbury will need to provide affordable housing so the allocation would meet the needs of all ages.
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 75 dwellings on the edge of Newbury will provide much needed housing including affordable housing so the allocation would meet the needs of all groups.

<b>Policy RSA 4 Land off Greenham Road, South East Newbury (site ref HAS 4)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 160 dwellings on the edge of South East Newbury will need to provide affordable housing so the allocation would meet the needs of all ages.
DISABILITY				No reference to this characteristic is mentioned although as a larger site there would be more opportunities for the specific housing needs of this characteristic to be met in some of the dwellings.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 160 dwellings on the edge of South East Newbury will provide much needed housing including affordable housing and adaptable housing so the allocation is overall positively assessed.

<b>Policy RSA 5 Land at Lower Way Thatcham (site ref THA 025)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 85 dwellings on the edge of Thatcham will need to provide affordable housing so the allocation would meet the needs of all ages.
DISABILITY				No reference to this characteristic is mentioned although as a larger site there would be more opportunities for the specific housing needs of this characteristic to be met in some of the dwellings.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 85 dwellings on the edge of will provide Thatcham much needed housing including affordable housing so the allocation is overall positively assessed.

<b>Policy RSA 6 Stoneham's Farm Long Lane Tilehurst – Site A (site ref HSA 9)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for a care home is beneficial for the elderly.
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for a care home is beneficial for elderly so the allocation is overall positively assessed.

<b>Policy RSA 7 72 Purley Rise, Purley on Thames (site ref HSA 11)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 35 dwellings including an element of self-build is beneficial for all age ranges.
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 35 dwellings including an element of self-build is beneficial for all age ranges and therefore overall positively assessed.

<b>Policy RSA 8 Land adjacent to Bath Road and Dorking Way (site ref HSA 13)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 35 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 35 dwellings will need to provide affordable housing so the allocation would meet provide much needed housing for all age ranges and therefore overall positively assessed.

<b>Policy RSA 9 Land adjacent to Bath Road and Dorking Way (site ref HSA 13)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 100 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages
DISABILITY				No reference to this characteristic is mentioned although as a larger site there would be more opportunities for the specific housing needs of this characteristic to be met in some of the dwellings.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 100 dwellings on the edge of Theale will provide much needed housing including affordable housing so the allocation would meet the needs of all



<b>Policy RSA 10 Whitehart Meadows, Theale (site ref THE1)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 40 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 40 dwellings on the edge of Theale will provide much needed housing including affordable housing so the allocation would meet the needs of all

<b>Policy RSA 11 Former Theale Sewage Treatment Works, Theale (site ref THE7)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 60 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 60 dwellings on the edge of Theale will provide much needed housing including affordable housing so the allocation would meet the needs of all

<b>Policy RSA 12 Land adjoining Pondhouse Farm, Clayhill Road, Burghfield Common (site ref HSA15)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 100 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages
DISABILITY				No reference to this characteristic is mentioned although as a larger site there would be more opportunities for the specific housing needs of this characteristic to be met in some of the dwellings.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 100 dwellings on the edge of Burghfield will provide much needed housing including affordable housing so the allocation would meet the needs of all

<b>Policy RSA 13 Land north of A4 Bath Road, Woolhampton (site ref MID4)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for 16 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for 16 dwellings on the edge of Burghfield will provide much needed housing including affordable housing so the allocation would meet the needs of all protected characteristics

<b>Policy RSA 14 Land adjoining Lynch Lane Lambourn (site ref HSA19)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 60 dwellings will need to provide affordable housing so the allocation would meet the needs of all ages in this Rural Service Centre
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 60 dwellings on the edge of Lambourn will provide much needed housing including affordable housing so the allocation would meet the needs of all protected characteristics

<b>Policy RSA 15 Land at Newbury Road Lambourn (site ref HSA20)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 5 dwellings in this rural location.
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 5 dwellings on the edge of Lambourn will provide much needed housing.

<b>Policy RSA 16 Land North of Southend Road Bradfield Southend (site ref BRAD5)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 20 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 20 dwellings in this rural location will provide much needed housing.

<b>Policy RSA 17 Land at Chieveley Glebe, Chieveley (site ref CHI23)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 15 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 15 dwellings in this rural location will provide much needed housing.



<b>Policy RSA 18 Pirbright Institute Site, High Street Compton (site ref HSA22)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 140 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned although as a larger site there would be more opportunities for the specific housing needs of this characteristic to be met in some of the dwellings.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 140 dwellings in this rural location will provide much needed housing including affordable and the potential for specific housing to meet the needs of the disabled community as well.

<b>Policy RSA 19 Land west of Spring Meadows, Great Shefford (site ref GS1)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 15 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 15 dwellings in this rural location will provide much needed housing including affordable.

<b>Policy RSA 20 Land off Charlotte Close, Hermitage (site ref HSA24)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 15 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 15 dwellings in this rural location will provide much needed housing including affordable.

<b>Policy RSA 21 Land to the south east of the Old Farmhouse, Hermitage (site ref HSA25)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 10 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 10 dwellings in this rural location will provide much needed housing including affordable.

<b>Policy RSA 22 Land adjacent Station Road, Hermitage</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 34 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 34 dwellings in this rural location will provide much needed housing including affordable.

<b>Policy RSA 23 Land adjoining The Haven, Kintbury (Site Ref: KIN6)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 20 dwellings in this rural location will also need to provide affordable housing. This means that all ages could benefit from this proposed allocation
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned.
RACE				No reference to this characteristic is mentioned.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				The proposal for approximately 20 dwellings in this rural location will provide much needed housing including affordable.

<b>Policy RSA 24 New Stocks Farm, Paices Hill, Aldermaston (Site Ref: TS1)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 8 permanent pitches is a positive for all ages
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned, however permanent pitches offer greater access to health facilities which are essential for this protected characteristic.
RACE				The provision of permanent pitches for this protected characteristic is a very positive.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 8 permanent pitches will provide much needed access to health and education facilities for this community.</b>

<b>Policy RSA 25 Long Copse Farm, Enborne (Site Ref: TS2)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 24 permanent plots is a positive for all ages
DISABILITY				No reference to this characteristic is mentioned.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned, however permanent pitches offer greater access to health facilities which are essential for this protected characteristic.
RACE				The provision of permanent pitches for this protected characteristic is a very positive.
RELIGION AND BELIEF				No reference to this characteristic is mentioned.
SEX				No reference to this characteristic is mentioned.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 24 permanent plots will provide much needed access to health and education facilities for this community.</b>



<b>Policy ESA 1 Land east of Colthrop Industrial Estate, Thatcham (Site Ref: MID5)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 20,400 square metres of employment floorspace is a positive employment opportunity for all ages
DISABILITY				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RACE				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RELIGION AND BELIEF				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEX				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned but the provision of 20,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 20,400 square meters will provide employment opportunities for all protected characteristics.</b>

<b>Policy ESA 2 Land west of Ramsbury Road Membury Industrial Estate, Lambourn Woodlands (Site Ref: LAM 6)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 10,381 square metres of employment floorspace is a positive employment opportunity for all ages
DISABILITY				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RACE				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RELIGION AND BELIEF				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEX				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned but the provision of 10,381 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 10,381 square meters will provide employment opportunities for all protected characteristics.</b>

<b>Policy ESA 3 Land south of Trinity Grain Membury Industrial Estate, Lambourn Woodlands (Site Ref: LAM 10)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 5,200 square metres of employment floorspace is a positive employment opportunity for all ages
DISABILITY				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RACE				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RELIGION AND BELIEF				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEX				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned but the provision of 5,200 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 5,200 square meters will provide employment opportunities for all protected characteristics in this part of West Berkshire.</b>

<b>Policy ESA 4 Beenham Landfill, Pips Way, Beenham (Site Ref: part Been3 and part BEEN5)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 14,000 square metres of employment floorspace is a positive employment opportunity for all ages
DISABILITY				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RACE				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RELIGION AND BELIEF				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEX				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned but the provision of 14,000 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 14,000 square meters will provide employment opportunities for all protected characteristics.</b>

<b>Policy ESA 5 Northway Porsche, Grange Lane, Beenham (Site Ref: BEEN10)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 6,400 square metres of employment floorspace is a positive employment opportunity for all ages
DISABILITY				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RACE				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RELIGION AND BELIEF				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEX				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned but the provision of 6,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 6,400 square meters will provide employment opportunities for all protected characteristics.</b>

<b>Policy ESA 6 Land adjacent to Padworth IWMF, Padworth Lane (Site Ref: PAD4)</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The proposal for approximately 12,400 square metres of employment floorspace is a positive employment opportunity for all ages
DISABILITY				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
GENDER REASSIGNMENT				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
PREGNANCY AND MATERNITY				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RACE				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
RELIGION AND BELIEF				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEX				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
SEXUAL ORIENTATION				No reference to this characteristic is mentioned but the provision of 12,400 square meters of employment floorspace is a positive employment opportunity for this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The proposal for approximately 12,400 square meters will provide employment opportunities for all protected characteristics.</b>

<b>Policy DM1 Residential Development in the Countryside</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of new residential development is applicable to all ages and this policy does allow for new dwellings to be built, extended or for specific groups.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				Sites for Gypsies and Travellers and Travelling Showpeople are explicitly mentioned.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The provision of new residential development is applicable to all ages and this policy does allow for new dwellings to be built, extended or for specific groups which is positive.</b>

<b>Policy DM2 Separation of Settlements around Newbury and Thatcham</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>



<b>Policy DM3 Health and Wellbeing</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
DISABILITY				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
GENDER REASSIGNMENT				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
MARRIAGE AND CIVIL PARTNERSHIP				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
PREGNANCY AND MATERNITY				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
RACE				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
RELIGION AND BELIEF				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
SEX				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
SEXUAL ORIENTATION				The policy aims to promote, support and enhance positive mental and physical health which applies to this protected characteristic in a positive manner.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The policy aims to promote, support and enhance positive mental and physical health which applies to all protected characteristic in a positive manner.</b>

<b>Policy DM4 Building Sustainable Homes and Businesses</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM5 Environmental Nuisance and Pollution Control</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				Bullet points: a, e, and f ensure that occupants of neighbouring land and buildings must be consider so that no unacceptable increases in pollution. This applies to all ages and is positive.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>Bullet points: a, e, and f ensure that occupants of neighbouring land and buildings must be consider so that no unacceptable increases in pollution. This applies to all ages and is positive.</b>

<b>Policy DM6 Water Quality</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM7 Water Resources and Waste Water</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM8 Air Quality</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				New development should not lead to adverse effects on health of people in West Berkshire. Bullet point e highlights the impact on the elderly.
DISABILITY				No reference of this characteristic is mentioned although bullet point e mentions health care establishments
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>New development should not lead to adverse effects on health of people in West Berkshire.</b>

<b>Policy DM9 Conservation Areas</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM10 Listed Buildings</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>



<b>Policy DM11 Non-designated Heritage Assets</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM12 Registered Parks and Gardens</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM13 Registered Battlefields</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM14 Assets of Archaeological Importance</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM15 Trees, Woodland and Hedgerows</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM16 First Homes Exception Sites</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				First homes is a positive policy for affordable housing for all ages who are looking to purchase their first home. This policy seeks to increase the supply in areas outside of the AONB.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>While the provision of additional housing is positive because the policy is for exception sites it has been judge to be neutral overall with regards protected characteristics.</b>

<b>Policy DM17 Rural Exception Housing</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				Small scale rural housing to meet local need is a positive policy that will deliver affordable housing for all ages.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>While the provision of additional housing is positive because the policy is for small scale exception sites it has been judge to be neutral overall with regards protected characteristics.</b>

<b>Policy DM18 Self and Custom-build Housing</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of a diverse mix of housing for all ages is positive.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>While the provision of a diverse mix of housing for all ages is positive because the policy is for small scale exception sites it has been judge to be neutral overall with regards protected characteristics.</b>



<b>Policy DM19 Specialised Housing</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of a policy for specialist housing designed to meet the needs with an identified need is applicable for all ages.
DISABILITY				The policy addresses both new build and extensions / alterations for specialist needs and is very positive for this protected characteristic.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The provision of a policy for specialist housing for all ages and also people with a disability is assessed overall as positive.</b>

<b>Policy DM20 Gypsies, Travellers and Travelling Showpeople</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of a policy for this protected characteristic designed to meet the needs with an identified need is applicable for all ages and is positive.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				This policy is purposely dedicated to an identified community with a protected characteristic and is positive.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>This policy is purposely dedicated to an identified community with a protected characteristic and is positive.</b>

<b>Policy DM21 Retention of Mobile Home Parks</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The loss of a mobile home park would only be permitted if 100% affordable housing is provided to meet local needs is a positive for all ages.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				No reference of this characteristic is mentioned.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>While the policy is positive with respect to the protected characteristic relating to age it is silent with regards to all others. Therefore, this has been assessed as overall neutral.</b>

<b>Policy DM22 Residential Use of Space above Non-residential Units</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The use of space above non-residential uses for residential uses is welcomed and the bullet point's b and c ensure that it is appropriate for all ages.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				No reference of this characteristic is mentioned.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>While the policy is positive with respect to the protected characteristic relating to age it is silent with regards to all others. Therefore, this has been assessed as overall neutral.</b>

<b>Policy DM23 Housing Related to Rural Workers</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision for new dwellings in the countryside related / supporting a rural business is only applicable to people of working age in very limited circumstances and therefore assessed as of neutral for this protected characteristic.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				No reference of this characteristic is mentioned.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The policy has been assessed as overall neutral.</b>

<b>Policy DM24 Conversion of Existing Redundant or Disused Buildings in the Countryside to Residential Use</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The conversion of existing redundant or disused buildings in the Countryside will only be permitted only if specific criteria are met none of which are age related.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				No reference of this characteristic is mentioned.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The policy has been assessed as overall neutral.</b>

<b>Policy DM25 Replacement of Existing Dwellings in the Countryside</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The replacement of existing dwellings in the countryside will only be permitted only if specific criteria are met none of which are age related.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				No reference of this characteristic is mentioned.
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The policy has been assessed as overall neutral.</b>

<b>Policy DM26 Extension of Residential Curtilages in the Countryside</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>



<b>Policy DM27 Sub-division of Existing Dwellings in the Countryside</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision for new dwellings in the countryside to be created via the sub-division of existing dwellings is applicable to people of all ages and therefore positive.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM28 Residential Extensions</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The principle of extensions for existing permanent dwellings is applicable to all ages and therefore positive.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>Overall the policy is assessed as neutral.</b>

<b>Policy DM29 Residential Annexes</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The principle of residential annexes for a dependent of an occupant of the main dwelling is applicable to all ages and therefore positive.
DISABILITY				The principle of residential annexes for a dependent of an occupant of the main dwelling is applicable to all ages and therefore positive. Paragraph 11.96 explicitly states “..flexible subordinate ancillary accommodation that can be adapted and re-adapted to meet changing needs..”
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>The policy is assessed as positive.</b>

<b>Policy DM30 Residential Space Standards</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM31 Residential Amenity</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				Bullet point I of the policy requires that private amenity space must meet the needs of the occupants this applies positively to all ages.
DISABILITY				Bullet point I of the policy requires that private amenity space must meet the needs of the occupants this applies positively to people with a disability.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>This policy has been assessed as positive.</b>

<b>Policy DM32 Designated Employment Areas</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>This policy has been assessed as neutral as while the designation of Employment Areas is welcome it does not directly impact on protected characteristics.</b>

<b>Policy DM33 Development Within AWE</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM34 Detail Parks</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>



<b>Policy DM35 Sustaining a Prosperous Rural Economy</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The policy aims to support the rural economy and this would be of benefit for all of working age but no mention is made directly with regards to the protected characteristics.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM36 Farm Diversification</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM37 Equestrian and Horseracing Industry</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM38 Development on Existing Educational and Institutional Sites in the Countryside</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM39 Local Community Facilities</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The expanded provision of local community facilities based on need and including high quality design is positive and will be applicable for all ages.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>This policy has been assessed as neutral</b>

<b>Policy DM40 Public Open Spaces</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of public open space at a specified standard is positive and applies to all age groups.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>This policy has been assessed as neutral</b>

<b>Policy DM41 Digital Infrastructure</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				The provision of fibre to the premises for both residential and employment development is positive and applies to all age groups.
DISABILITY				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
GENDER REASSIGNMENT				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
MARRIAGE AND CIVIL PARTNERSHIP				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
PREGNANCY AND MATERNITY				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
RACE				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
RELIGION AND BELIEF				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
SEX				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
SEXUAL ORIENTATION				The provision of fibre to the premises for both residential and employment development is positive and applies this protected characteristic.
<b>OVERALL POLICY ASSESSMENT</b>				<b>This policy has been assessed as positive for all characteristic as fibre should be provided to all new development (residential and employment).</b>

<b>Policy DM42 Transport Infrastructure</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>



<b>Policy DM43 Theale Rail-road Transfer Site</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM44 Parking</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned. National standards are applied.
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>

<b>Policy DM45 Travel Planning</b>				
	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>Comment</b>
AGE				No reference of this characteristic is mentioned.
DISABILITY				No reference of this characteristic is mentioned. National standards are applied
GENDER REASSIGNMENT				No reference of this characteristic is mentioned.
MARRIAGE AND CIVIL PARTNERSHIP				No reference of this characteristic is mentioned.
PREGNANCY AND MATERNITY				No reference of this characteristic is mentioned.
RACE				
RELIGION AND BELIEF				No reference of this characteristic is mentioned.
SEX				No reference of this characteristic is mentioned.
SEXUAL ORIENTATION				No reference of this characteristic is mentioned.
<b>OVERALL POLICY ASSESSMENT</b>				<b>There is nothing in the policy to reflect the protected characteristics with regards to discrimination.</b>