



**Hinckley & Bosworth
Borough Council**

**Hinckley and Bosworth Local Plan 2024-2045:
Equalities Impact Assessment (EQIA)**

July 2026

1. Introduction

1.1 What is an Equalities Impact Assessment?

This report sets out the results of the Equality Impact Assessment (EqIA) of the Hinckley and Bosworth Regulation 19 Pre-submission Local Plan 2024-2045. A Local Plan sets out policies for the built and natural environment, housing, infrastructure, open space, employment, community facilities and more. It also outlines how appropriate forms of development should occur in the most suitable locations. The draft 2024-2045 Local Plan's 78 policies, and **32 site allocations overall**, with 11 of those being strategic site allocation policies, and will replace the existing Local Plan 2011-2031 (DPD's adopted between 2009 and 2016).

An Equalities Impact Assessment (EqIA) has been undertaken of the Hinckley and Bosworth Council Local Plan Document. The purpose of an EqIA is to assess the likely impact of the policies of the Local Plan on different community groups, and how the needs of such groups have been taken into account in relation to the development of the policies.

1.2 Equality Duty and Obligations

The need for an EqIA to be undertaken originates from the duty placed on Local Authorities to eliminate unlawful discrimination when carrying out its functions, and promote equality of opportunity between genders, different racial groups, and other equality groups. It is important to consider who is affected by the Local Plan i.e. who are the customers of the service. In theory everyone is, in some way, directly or indirectly affected by the Local Plan. However, some groups of people are more likely to be affected than others. This would for example include:

- those applying for planning permission (such as individuals, business, and developers),
- Those professionally involved in planning, the voluntary sector and other service providers.

There are, therefore, significant differences in the level and the way different people are affected by the Local Plan, and what they expect that service to be. The Local Plan has been produced through the collection of evidence and working with key partners in the public and private sector. The draft Plan has undergone several rounds of public consultation as outlined in the [Council's Statement of Community Involvement](#).

The policies in the Local Plan have been assessed for their relevancy to the characteristics protected by the Equality Act and the positive or negative impacts of them on these characteristics. The Characteristics considered are:

- Age;
- Disability;
- Gender or sex;
- Religion and belief;
- Racial group;
- Sexual orientation;
- Gender re-assignment;
- Pregnancy and maternity;
- Marriage and civil partnerships; and
- Other protected and/or socially excluded groups, for example ex-prisoners and those on low incomes).

Overall, this report provides a comprehensive Equality Impact Assessment (EqIA) of the policies and proposals contained within the Local Plan, in accordance with the Public Sector Equality Duty under the Equality Act 2010, and seeks to identify any disproportionate impacts that may arise from the implementation of the plan.

This updated assessment supports the Pre-Submission (Regulation 19) version of the Local Plan and reflects amendments made throughout the plan preparation process. The Regulation 19 Local Plan will be subject to public consultation during August and September 2026, providing stakeholders with an opportunity to comment on the proposed policies before submission for independent examination. The findings of this EqIA will help inform decision-making and ensured that during the production of the Local Plan equality considerations remained embedded throughout the Local Plan.

2. Baseline Data for each group

Table 1 displays contextual information for each characteristic protected by the Equality Act 2010 across the Borough which includes the settlements of Barwell, Burbage, Earl Shilton and Hinckley. This data illustrates the complexities that the Council needs to positively plan for in Local Plan policies.

Table 1: Contextual information for each characteristic protected by the Equality Act 2010

Characteristic	Hinckley and Bosworth Summary
Age	The 2021 census shows that 5% of the borough's population is under the age of 5, 16.2% is aged 5-19, 56.5% is aged 20-64 and 22.3% of the population is over 65. In comparison, 18.6% of the population of England and Wales is aged over 65, while 23.1% is aged 19 or under. This indicates that the borough has a higher-than-average proportion of older residents and a lower-than-average proportion of younger residents.
Disability	The current share of the boroughs population who report a disability under the Equality Act that limits their day-to-day activities by a lot is 6.8%, with a further 10.8% of the population reporting a disability under the Equality Act that limits day-to-day activity by a little. 8.1% of the population is not counted as disabled under the Equality Act but have a long-term mental or physical health condition that doesn't limit day-to-day activity. 74.4% of the population are not disabled under the equality act and don't report having any long-term mental or physical health condition. The share of residents who report a disability under the equality act (17.6%) is in-line with the average for England (17.7%).
Gender/Sex	At the 2021 Census of the borough's 113,640 residents 50.7% are female and 49.3% are male.
Religion and Belief	The largest religious group in the borough are Christians (49.8%) with the second largest group being those with no religion (41.7%). The largest religious minority is Hindu's (1.1%) with all other religions making up less than 1% of the borough's population. Compared with the national average, the borough has a higher share of residents who identify as Christian or as having no religion, and a lower share of residents from other religious groups.
Racial Group	At the 2021 Census 94.3% of the borough's population was White, 2.8% Asian, 0.6% Black, 1.8% mixed and 0.6% other.

Sexual Orientation	The 2021 Census found that 91.8% of the population is Heterosexual, 1.2% Gay or Lesbian, 0.9% Bisexual, 0.1% Pansexual, 0.1% Asexual, 0.1% other and 5.9% did not answer.
Gender Re-Assignment	The 2021 Census found that 95.2% of the population has the same Gender Identity as the sex registered at birth, 0.1% have a different, but unspecified identity that their sex at birth, 0.2% are Transgender or Non-binary and 4.5% did not answer.
Pregnancy and Maternity	The borough has a low birth weight of term babies' rate of 2.7% lower than the East Midlands (2.8%) and English (3%) Averages. The under 18s contraception rate is 18.3 per 1000 which is higher than the East Midlands (14.4) and English (13.9) figures. The rate of smoking at delivery in the borough of 8.3% is higher than the East Midlands average of 7.9% and English average of 6.1%. In the borough there were 931 live births in 2024, a fall of 108 when compared to 2023 (NOMIS). Maternity care in the borough is provided by the University Hospitals of Leicester NHS trust.
Marriage and Civil Partnerships	The 2021 Census showed that of all residents over 16 31.4% have never been married or in a civil partnership, 49.7% are married or in a civil partnership, 10.1% have been divorced or in a dissolved civil partnership and 6.6% are widowed.
Other protected and/or socially excluded groups, for example ex-prisoners and those on low-incomes	The borough is ranked 218th out of 296 by the Indices of Deprivation 2025 (where 1 represents the most deprived). When further broken down by lower layer super output areas (LSOAs) the urban centres of the borough (Hinckley and Earl Shilton) have a higher rate of deprivation than the English average while the villages and rural areas have a lower level of deprivation than the English average. The borough has an unemployment rate of 3.4%, this is lower than the East Midlands average of 3.7% and the national average of 3.7%. (ONS 2024) The share of lone-parent households in the borough is 9.2%, which is lower than the average for both the East Midlands (10.3%) and the English Average (11.1%)

3. Local Plan Policies Assessment

The following table shows if groups are affected by policies positively (P), adversely (A) or neutrally (N)

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Civil Partnerships	Other protected and/or socially excluded groups	Commentary
PS01	Presumption in Favour of Sustainable Development	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. The policy also requires consideration of health, wellbeing, inclusive design and affordable housing, so any positive equality effects are plan-wide and indirect rather than targeted at a specific group.
PS02	Hinckley Western Link Road	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. As the policy safeguards a corridor rather than authorising a road scheme, direct equality impacts are limited at this stage. Any future scheme would need to consider accessibility, severance, air quality, noise and health impacts through more detailed assessment.
PS03	Nuneaton Parkway	P	P	N	N	P	N	N	P	N	P	This policy will expand access to the rail network providing new opportunities for active travel. The expansion of the rail network will provide further opportunities to travel without the need for a car or other motor transport . This will particularly benefit the elderly, those with disabilities, racial groups and those on low-income by improving access to the environment, employment opportunities, and healthy living habits previously perceived as physically and socially inaccessible. The positive effects are linked to improved rail access and interchange, which may widen sustainable travel choices for older people, disabled people, people without access to a car, people on low incomes and families with children. The benefits will depend on accessible design and strong walking, cycling and public transport connections.
PS04	Delivering Sustainable Growth	P	P	N	N	P	N	N	P	N	P	This policy sets out the overall approach to housing and employment land delivery over the plan period. Increasing the supply of housing will create new opportunities for people to access homes for sale or rent, while increasing the amount of employment land will support job creation and improve access to employment. Those likely to benefit most from this policy include young people, older people, groups requiring specialist accommodation, such as disabled people, Gypsies and Travellers, pregnant women, and other vulnerable groups. It should be noted that the policy's broader role in delivering housing, affordable housing, self-build and custom housing, Gypsy and Traveller accommodation, employment land and supporting infrastructure. These are likely to create positive equality effects for groups affected by housing need, access to employment or infrastructure provision.
PS05	Housing Development Sites	P	P	N	N	N	N	N	P	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. The equality benefits are likely to arise through the delivery of additional homes, affordable housing, accessible and adaptable homes, housing mix and associated infrastructure. These benefits are most relevant to younger people, older people, disabled people, families including pregnant women, and households on lower incomes, subject to viability and detailed delivery.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
PS06	Strategic Site: Earl Shilton Sustainable Urban Extension	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. It should be acknowledged that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.
PS07	Strategic Site: Barwell Sustainable Urban Extension	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. It should be acknowledged that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.
PS08	Strategic Site: Lindley Meadows, Land North of Watling Street, A5	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. It should be acknowledged that that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.
PS09	Strategic Site: Land North of Normandy Way, 'Hinckley North', Hinckley	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. The choice of different types of new homes that meet the needs of the local community. It should be acknowledged that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
PS10	Strategic Site: Land West of Hollycroft Grange, Hinckley	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. The choice of different types of new homes that meet the needs of the local community. It should be acknowledged that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.
PS11	Strategic Site: South of the A47, Earl Shilton	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. The choice of different types of new homes that meet the needs of the local community. It should be acknowledged that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.
PS12	Strategic Site: Land South of Desford, Desford	P	P	N	P	P	N	N	N	N	P	This policy will provide housing and appropriate associated infrastructure, subject to viability. Affordable housing supply increase will increase opportunities to acquire a home for sale or to rent. Those likely to gain the greatest benefits from the this policy are young people, the elderly and those on low incomes, including disabled people. The choice of different types of new homes that meet the needs of the local community. It should be acknowledged that the wider package of affordable housing, education, community facilities, open space, active travel, green and blue infrastructure and site-specific mitigation may create wider positive equality effects. The benefits are likely to be strongest for younger people, older people, disabled people, families including pregnant women and lower-income households, but will depend on detailed masterplanning, infrastructure delivery and viability.
PS13	Employment Development Sites	P	P	N	N	N	N	N	N	N	P	It will allocate land for employment uses and allow for sites that have reached the end of their viable lifespan to be redeveloped, potentially increasing the number of available jobs for people that are currently out of employment or on low-income jobs. The positive effects are likely to be indirect and most relevant to those seeking work or progression, including younger people, disabled people and people on lower incomes, where employment sites are accessible by sustainable transport.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
PS14	Strategic B8 Employment Site: Land at Wapping and Harrow Farm, Watling Street, Hinckley	P	P	N	N	N	N	N	N	N	P	This policy will allocate land for employment uses providing new jobs located within the borough. This policy will provide particular benefit for young people, disabled people and other vulnerable groups who can struggle with higher than average unemployment rates. The equality benefits are indirect and arise mainly through job creation, investment and improved access to employment opportunities. The benefits are most relevant to younger people, disabled people and people on lower incomes, particularly where sites are accessible by sustainable transport and designed inclusively.
PS15	Strategic B8 Employment Site: Land South of Soar Brook, Burbage	P	P	N	N	N	N	N	N	N	P	This policy will allocate land for employment uses providing new jobs located within the borough. This policy will provide particular benefit for young people, disabled people and other vulnerable groups who can struggle with higher than average unemployment rates. The equality benefits are indirect and arise mainly through job creation, investment and improved access to employment opportunities. The benefits are most relevant to younger people, disabled people and people on lower incomes, particularly where sites are accessible by sustainable transport and designed inclusively.
PS16	Strategic B8 Employment Site: Land East of Hinckley Park, Burbage	P	P	N	N	N	N	N	N	N	P	This policy will allocate land for employment uses providing new jobs located within the borough. This policy will provide particular benefit for young people, disabled people and other vulnerable groups who can struggle with higher than average unemployment rates. The equality benefits are indirect and arise mainly through job creation, investment and improved access to employment opportunities. The benefits are most relevant to younger people, disabled people and people on lower incomes, particularly where sites are accessible by sustainable transport and designed inclusively.
PS17	Strategic B8 Employment Site: Land at Cliffe Hall Farm, (Junction 22 M1) Markfield	P	P	N	N	N	N	N	N	N	P	This policy will allocate land for employment uses providing new jobs located within the borough. This policy will provide particular benefit for young people, disabled people and other vulnerable groups who can struggle with higher than average unemployment rates. The equality benefits are indirect and arise mainly through job creation, investment and improved access to employment opportunities. The benefits are most relevant to younger people, disabled people and people on lower incomes, particularly where sites are accessible by sustainable transport and designed inclusively.
PS18	Circumstances for an early review of the Local Plan	P	P	P	P	P	P	P	P	P	P	This policy helps ensure that the borough maintains an up-to-date local plan that reflects changes in the local context throughout the plan period. By responding to the latest local circumstances, the policy will benefit all groups.The benefit is indirect: an early review mechanism helps ensure the Local Plan can respond to updated evidence, changing needs, delivery issues and equality considerations over the plan period.
PS19	Strategy for the Urban Areas	P	P	N	N	P	N	N	N	N	P	This policy outlines the overall strategy for housing delivery in the boroughs urban areas. This policy will help steer development into the most appropriate areas, ensure that new infrastructure is provided and contribute towards the regeneration of the boroughs urban areas. This policy will provide particular benefit for those who are in need of accomodation as well as groups already living in the borough's urban areas including young people, the disabled, racial minorities and other protected groups. Directing growth to appropriate settlements can support access to homes, services,

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
												facilities, open space and sustainable transport. The positive effects are likely to be greatest for younger people, older people, disabled people and lower-income households, although the extent of the benefit will depend on site-specific delivery and infrastructure provision.
PS20	Strategy for the Key Rural Centres	P	P	N	N	P	N	N	N	N	P	This policy outlines the overall strategy for housing delivery in the key rural centres of the borough. This will ensure that development is located in the most appropriate areas and support the provision of new infrastructure including outdoor sports facilities. This policy will have the greatest impact on young people, the elderly and the disabled who are likely to recieve the greatest benefit from the new development. Directing growth to appropriate settlements can support access to homes, services, facilities, open space and sustainable transport. The positive effects are likely to be greatest for younger people, older people, disabled people and lower-income households, although the extent of the benefit will depend on site-specific delivery and infrastructure provision.
PS21	Strategy for the Rural Villages	P	P	N	N	P	N	N	N	N	P	This policy outlines the overall strategy for housing delivery in the rural villages of the borough. This will ensure that development is located in the most appropriate areas, support the provision of new infrastructure including outdoor sports facilities, and maintain the villages community spaces. This policy will have the greatest impact on young people, the elderly and the disabled who are likely to receive the greatest benefit from any new development. Directing growth to appropriate settlements can support access to homes, services, facilities, open space and sustainable transport. The positive effects are likely to be greatest for younger people, older people, disabled people and lower-income households, although the extent of the benefit will depend on site-specific delivery and infrastructure provision.
PS22	Strategy for the Rural Hamlets	P	P	N	N	P	N	N	N	N	P	This policy outlines the overall strategy for housing delivery in the rural hamlets of the borough. This will ensure that development is located in the most appropriate areas, support the creation of new active travel routes and support the creation and maintenance of community spaces. This will provide the greatest benefit to the elderly and the disabled. Directing growth to appropriate settlements can support access to homes, services, facilities, open space and sustainable transport. The positive effects are likely to be greatest for younger people, older people, disabled people and lower-income households, although the extent of the benefit will depend on site-specific delivery and infrastructure provision.
PS23	Development in the Countryside	P	P	N	N	P	N	N	P	N	P	This policy outlines the rules governing development in the countryside, including the creation of new employment, community and sports facilities where appropriate. This policy will probide the greatest benefit to members of a vulernable group already living in a rural location including the elderly, young people, the disabled and other protected groups. The policy is permissive only for specified forms of countryside development. Positive effects are most likely where appropriate rural housing, employment, community or recreation facilities

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
												improve access to homes, jobs or services for rural residents, including older people, disabled people and lower-income households.
PS24	Small-scale Residential Development Immediately Adjacent to the Settlement Boundary	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
HPD01	High Quality Design	P	P	N	N	N	N	N	P	N	P	Development proposals will be required to assess their impact upon existing services and facilities, specifically those relating to health, social wellbeing, culture and recreation. This will be of particular benefit to the elderly, those with disabilities and pregnant women. The design focus of the policy, including high-quality, inclusive, safe and accessible places, site-specific design codes for strategic allocations and proportionate design information can particularly benefit older people, disabled people, children, families and people with mobility or sensory needs.
HPD02	Design Principles	P	P	N	N	N	N	N	P	N	P	Development proposals will be required to assess their impact upon existing services and facilities, specifically those relating to health, social wellbeing, culture and recreation. This will be of particular benefit to the elderly, those with disabilities and pregnant women. Design principles including layout, movement, accessibility, safety, public realm, amenity and environmental performance can particularly benefit older people, disabled people, children, families and other users who may experience barriers in poorly designed places.
HPD03	Enabling Active Design and Sustainable Travel Choice	P	P	N	N	P	N	N	N	N	P	This policy seeks to improve the safety and accessibility of walking, cycling and wheeling routes across the borough and support improvement of public transport services. It also seeks to make active travel routes more available to, from and across new development and other key areas in the borough. This will particularly benefit the elderly, those with disabilities, racial groups, and those on low incomes by improving access to the environment and healthy living habits previously perceived as physically and socially inaccessible. The benefits are linked to safer and more accessible walking, cycling, wheeling and public transport options, particularly for those without access to a car or with mobility needs.
HPD04	Preventing Pollution	P	P	N	N	N	N	N	P	N	N	This policy seeks to limit the impact new development has on local pollution, including air and water pollution. This is of particular benefit for groups that are acutely vulnerable to pollution including children, the elderly, the disabled and pregnant women, through impacts covered by the policy, including air, noise, light, odour and water pollution. The positive effects are likely to be strongest for groups more vulnerable to environmental health impacts, including children, older people, disabled people and pregnant women.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
HPD05	Health and Wellbeing	P	P	P	N	N	N	N	P	N	P	Development proposals will be required to assess their impact upon existing services and facilities, specifically those relating to health, social wellbeing, culture and recreation. This should be of particular benefit to the elderly, those with disabilities, women and girls, and young families. Benefits refer more clearly to health, social wellbeing, culture, recreation, active environments, green space and community infrastructure. The policy can support the reduction of health inequalities where development responds to local need and improves access for vulnerable groups.
HPD06	Hot Food Takeaways and Fast-Food Outlets	P	P	N	N	N	N	N	N	N	P	By restricting the number of hot food takeaways and their cumulative impacts, this policy protects a healthy diversity of areas such as town centres which need to be particularly accessible for the elderly, those with disabilities and those on low incomes. This policy could result in healthier food environments, particularly near schools and in areas affected by health inequalities. The main positive effects are likely to be for children and young people and communities experiencing health deprivation or lower incomes.
HPD07	Waste, Recycling & Refuse: Storage, Access and Collection	P	P	N	N	N	N	N	N	N	N	This policy sets out the requirements for waste, recycling and refuse provision in new developments. It ensures that new development includes dedicated space for the storage of waste bins, with sufficient room for all users to access and use these facilities safely and conveniently. This will be of particular benefit to disabled and elderly people, who may require additional space to move around and manage waste disposal effectively. The policy aims to deliver safe, convenient and inclusive access to waste and recycling facilities, including sufficient space, accessible routes and avoidance of obstruction within the public realm. This is particularly relevant to older and disabled residents.
HH01	Gypsies, Travellers and Travelling Showpoeple	N	N	N	N	P	N	N	N	N	P	This policy sets out the requirements for the provision of pitches, plots and sites for Gypsies, Travellers and Travelling Showpeople. It ensures that any changes to existing pitch provision, or the creation of new pitches, respect the traditional way of life of these communities while also being delivered to a high standard, with appropriate space, infrastructure and facilities. The policy will be of particular benefit to Gypsies, Travellers and Travelling Showpeople by supporting the provision of suitable, secure and culturally appropriate accommodation. In equality terms, Gypsies and Irish Travellers are recognised within the Race protected characteristic, while Travelling Showpeople and other travelling communities are often recognised as socially excluded groups who can experience disadvantage in accessing accommodation and services. By supporting the delivery and retention of appropriate sites and pitches, the policy represents a clear positive equality measure that promotes inclusion, helps meet identified accommodation needs and supports the wellbeing of these communities.
HH02	Affordable Housing	P	P	N	N	N	N	N	P	N	P	This policy seeks to secure a range of housing types, sizes and tenures to meet the differing needs of the wider community. It should have a particularly positive impact on the elderly, those with disabilities and families through a retained stock of existing suitable housing and the provision of new housing that ensures high quality of life in the home. There should also be benefit to those on low incomes through the provision of affordable

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
												housing. The delivery of affordable housing benefits households unable to access market housing, younger people, families, disabled people, pregnant women and people on low incomes, subject to viability and tenure mix.
HH03	Housing Mix, Size and Type	P	P	N	N	N	N	N	P	N	P	This policy seeks to secure a range of housing types, sizes and tenures to meet the differing needs of the wider community. It should have a particularly positive impact on older people, people with disabilities and families through the retention of existing suitable housing and the provision of new homes that support a high quality of life. Benefits are also expected for those on lower incomes through the delivery of affordable housing. By requiring an appropriate mix of housing sizes and types, including family homes, smaller dwellings, specialist accommodation and adaptable housing, the policy will help ensure that housing provision responds to identified local needs, thereby promoting equality of opportunity and supporting diverse communities.
HH04	Space Standards	P	P	N	N	N	N	N	P	N	P	This policy seeks to secure a range of housing types, sizes and tenures to meet the differing needs of the wider community. It should have a particularly positive impact on older people, people with disabilities and families through the retention of existing suitable housing and the provision of new housing that ensures a high quality of life in the home. Benefits are also expected for those on lower incomes through the provision of affordable housing. By promoting adequate internal space standards, the policy will help improve the usability, functionality and overall quality of new homes. This is likely to have positive equality impacts for families with children, older people, disabled people and pregnant women, as well-designed homes with sufficient space are better able to support day-to-day living, changing household needs and independent living.
HH05	Housing Density	P	P	N	N	N	N	N	P	N	P	This policy seeks to secure a range of housing types, sizes and tenures to meet the differing needs of the wider community. It should have a particularly positive impact on the elderly, those with disabilities and families through a retained stock of existing suitable housing and the provision of new housing that ensures high quality of life in the home. There should also be benefit to those on low incomes through the provision of affordable housing with sufficient space. Appropriate densities can support housing delivery and access to services, but the benefits depend on high-quality design, amenity and accessibility. The equality effects of housing density may be indirect however.
HH06	Accessible Housing	P	P	N	N	N	N	N	P	N	P	This policy seeks to secure a range of housing types, sizes and tenures to meet the differing needs of the wider community. It should have a particularly positive impact on the elderly, those with disabilities and families through a retained stock of existing suitable housing and the provision of new housing that ensures high quality of life in the home. There should also be benefit to those on low incomes through the provision of affordable housing. This could be specifically through accessible and adaptable housing and wheelchair user dwellings. This is likely to have a strong positive impact for disabled people, older people and households with mobility needs, with wider benefits for families and pregnant women through more flexible homes.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
HH07	Redundant Rural Buildings	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
HH08	Self-Build and Custom Housing	P	P	N	N	N	N	N	P	N	N	This policy provides the framework for self-build and custom housebuilding within the borough. Self-build and custom housing can offer greater flexibility than conventional housing, enabling homes to be designed and adapted to meet the specific needs of occupants. This may provide particular benefits for older people, disabled people, pregnant women and other vulnerable groups through the incorporation of accessible design features, bespoke layouts and opportunities for future adaptation as household needs change. However, the potential benefits should be considered in the context that self-build and custom housebuilding may not be financially accessible or practical for all households. As a result, while the policy has the potential to support equality outcomes for some groups, the extent of those benefits may be limited by affordability and access to the self-build market.
HH09	Rural Needs Housing	P	P	N	N	N	N	N	N	N	P	This policy sets out the requirements for rural needs housing, including the provision of rural affordable housing. The delivery of affordable homes in rural areas is likely to have a positive impact on a range of groups, particularly younger people, older people, disabled people and lower-income households, who may face significant barriers to accessing suitable housing within rural communities. By helping to meet identified local housing needs, the policy can support people to remain within, or move to, rural settlements close to family, employment, services and support networks. In doing so, it can help reduce the risk of rural exclusion and contribute to the sustainability and vitality of rural communities. As a result, the policy is expected to have positive equality impacts for groups that may otherwise struggle to access affordable and appropriate housing in rural areas.
IU01	Infrastructure and Delivery	P	P	N	N	N	N	N	P	N	N	This policy would have a positive to neutral impact on all groups. It is also notable that timely infrastructure delivery may have indirect equality benefits by supporting access to services, facilities, education, health, transport and utilities for existing and new communities.
IU02	Water Supply and Wastewater Management	N	N	N	N	N	N	N	N	N	N	This policy is expected to have a neutral impact on all protected groups, as it primarily relates to the technical requirements for water supply and wastewater infrastructure. However, reliable and resilient water and wastewater services play an important role in supporting public health, safe and healthy living conditions, and the overall quality of life for residents. The policy also helps to facilitate the delivery of planned housing and employment growth, ensuring that essential infrastructure is in place to support sustainable communities. As such, while no direct equality impacts are identified, the policy contributes positively to the wider environmental and social conditions that benefit all sections of the community.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
IU03	Telecommunications Infastructure	N	N	N	N	N	N	N	N	N	N	This policy is expected to have a neutral impact on all protected groups. However, it may provide indirect equality benefits through the improvement of digital connectivity and communications infrastructure. Enhanced access to reliable digital services can support access to employment, education, healthcare, public services and social networks, helping to reduce barriers for those who rely on online connectivity in their daily lives. These benefits may be particularly significant for disabled people, older people and residents of rural areas, who can experience greater challenges in accessing services and opportunities. While the policy is not specifically targeted at any equality group, it has the potential to support digital inclusion, improve access to essential services and contribute to wider social and economic participation.
IU04	Highways and Transportation	P	P	N	N	N	N	N	P	N	N	This policy is expected to have a neutral impact on all protected groups. However, the policy's highways and transport requirements can provide indirect equality benefits by helping to secure safe, accessible and inclusive movement throughout the borough. Measures that support walking, cycling, public transport use and accessibility for wheelchair users and people with mobility impairments can improve access to services, employment, education and community facilities. The policy may also benefit people who do not have access to a private car, including some older people, younger people and lower-income households, by promoting transport networks that support a choice of travel options. As such, while no direct equality impacts are identified, the policy has the potential to contribute positively to social inclusion and accessibility for a wide range of groups.
IU05	Electric Vehicle Charging Infastructure	P	P	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. Accessible siting and design of EV charging points and indirect air quality benefits result in the positive ratings for age and disability.
NE01	Protecting Biodiversity and Geodiversity	P	P	N	N	P	N	N	P	N	P	This policy contributes to protecting the green environment, in turn promoting sustainable development and mitigating the impacts of climate change. This will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts. The benefits are generally indirect, arising through environmental protection, climate resilience, access to nature, health and wellbeing and the provision of green and blue infrastructure. These benefits are particularly relevant to children, older people, disabled people, pregnant women and people on lower incomes, who may be more vulnerable to environmental harm or have greater reliance on accessible local open space.
NE02	Enhancing Biodiversity and Habitat Connectivity	P	P	N	N	P	N	N	P	N	P	This policy contributes to protecting the green environment, in turn promoting sustainable development and mitigating the impacts of climate change. This will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts. The benefits are generally indirect, arising through environmental protection, climate resilience, access to nature, health and wellbeing and the provision of green and blue infrastructure. These benefits are particularly relevant to children, older people, disabled people, pregnant women and people on lower incomes, who may be more vulnerable to environmental harm or have greater reliance on accessible local open space.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
NE03	Green Infastructure	P	P	N	N	P	N	N	N	N	P	This policy seeks to maintain, preserve, enhance and extend green and blue infrastructure assets in the Borough. It is especially important for the young and elderly, people with disabilities, different racial groups and those on low incomes to have easy access to Green Infrastructure. Access to green and blue infrastructure has positive health, wellbeing and social inclusion effects. These benefits are particularly relevant to children, older people, disabled people, pregnant women, people without private gardens and lower-income households, subject to the quality, safety and accessibility of provision.
NE04	Blue Infastructure	P	P	N	N	P	N	N	N	N	P	This policy seeks to maintain, preserve, enhance and extend green and blue infrastructure assets in the Borough. It is especially important for the young and elderly, people with disabilities, different racial groups and those on low incomes to have easy access to Green Infrastructure. Access to green and blue infrastructure has positive health, wellbeing and social inclusion effects. These benefits are particularly relevant to children, older people, disabled people, pregnant women, people without private gardens and lower-income households, subject to the quality, safety and accessibility of provision.
NE05	Landscape Character and Sensitivity	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
NE06	Green Wedges	P	P	N	N	P	N	N	P	N	P	This policy contributes to protecting the green environment, in turn promoting sustainable development and mitigating the impacts of climate change. This will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts. The benefits are generally indirect, arising through environmental protection, climate resilience, access to nature, health and wellbeing and the provision of green and blue infrastructure. These benefits are particularly relevant to children, older people, disabled people, pregnant women and people on lower incomes, who may be more vulnerable to environmental harm or have greater reliance on accessible local open space.
NE07	National Forest & Charnwood Forest	P	P	N	N	P	N	N	P	N	P	This policy contributes to protecting the green environment, in turn promoting sustainable development and mitigating the impacts of climate change. This will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts. The benefits are generally indirect, arising through environmental protection, climate resilience, access to nature, health and wellbeing and the provision of green and blue infrastructure. These benefits are particularly relevant to children, older people, disabled people, pregnant women and people on lower incomes, who may be more vulnerable to environmental harm or have greater reliance on accessible local open space.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
NE08	Trees, Hedgerows & Woodlands	P	P	N	N	P	N	N	P	N	P	This policy contributes to protecting the green environment, in turn promoting sustainable development and mitigating the impacts of climate change. This will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts. The benefits are generally indirect, arising through environmental protection, climate resilience, access to nature, health and wellbeing and the provision of green and blue infrastructure. These benefits are particularly relevant to children, older people, disabled people, pregnant women and people on lower incomes, who may be more vulnerable to environmental harm or have greater reliance on accessible local open space.
NE09	Local Green Space	P	P	N	N	P	N	N	P	N	P	This policy will protect Local Green Space designations. It provides a benefit to all living near Local Green Spaces and will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts. The benefits are generally indirect, arising through environmental protection, climate resilience, access to nature, health and wellbeing and the provision of green and blue infrastructure. These benefits are particularly relevant to children, older people, disabled people, pregnant women and people on lower incomes, who may be more vulnerable to environmental harm or have greater reliance on accessible local open space.
NE10	Soils and Best & Most Versatile Agricultural Land	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
HC01	Conserving and Enhancing the Historic Enviroment	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
HC02	Heritage Assets	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
HC03	Preserving the Borough's Archaeology	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
ER01	Net Zero Carbon: New Residential Development	N	N	N	N	N	N	N	N	N	N	This policy is expected to have a neutral impact on all protected groups. However, it may provide indirect equality benefits through the promotion of energy-efficient, climate-resilient and thermally comfortable buildings. Such measures can help reduce household running costs and improve living conditions, which may be particularly beneficial for lower-income households, older people, disabled people and families who can be more affected by fuel poverty, extreme temperatures and the impacts of climate change. By supporting homes and buildings that are more comfortable, resilient and affordable to operate, the policy has the potential to contribute positively to health, wellbeing and quality of life. These benefits should, however, be considered alongside viability and affordability considerations to ensure that policy requirements remain proportionate and do not adversely affect the delivery of new development.
ER02	Net Zero Carbon: New Non-Residential Development	N	N	N	N	N	N	N	N	N	N	This policy is expected to have a neutral impact on all protected groups. However, it may provide indirect equality benefits through measures that reduce energy demand, improve building performance and enhance resilience to the effects of climate change. These benefits can contribute to lower operating costs, improved comfort and healthier internal environments within workplaces and community buildings, supporting the wellbeing of employees, service users and the wider community. Such benefits may be particularly important for organisations and facilities serving more vulnerable groups, as well as for those affected by rising energy costs. While no direct equality impacts are identified, the policy has the potential to contribute positively to affordability, health and overall quality of life through the delivery of more efficient and resilient buildings.
ER03	Overheating in New Buildings	P	P	N	N	N	N	N	P	N	N	This policy sets out measures to reduce the risks of overheating in new buildings. This is of particular benefit to groups that are more impacated by the heat including children, the elderly, the disabled and pregnant women. The overheating risk is a health issue, with particular relevance for children, older people, disabled people, people with health conditions and pregnant women.
ER04	Renewable and Low Carbon Energy Generation	N	N	N	N	N	N	N	N	N	N	This policy is expected to have a neutral impact on all protected groups. However, it may provide indirect equality benefits through support for renewable and low-carbon energy generation, which can help contribute to climate change mitigation and improved energy resilience. Over the longer term, these outcomes may be particularly important for vulnerable communities, including lower-income households, older people and people with health conditions, who can be disproportionately affected by the impacts of climate change and disruptions to energy systems. While the policy is not specifically targeted at any equality group, it supports broader environmental and resilience objectives that can help promote the long-term wellbeing, sustainability and resilience of communities across the borough.
ER05	Embodied Carbon and Waste	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
ER06	Flood Risk	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. Flood risk management can have indirect positive equality impacts because older people, disabled people, families with children, pregnant women and low-income households may be more vulnerable to flood impacts or less able to recover from them.
ER07	Sustainable Drainage Systems	N	N	N	N	N	N	N	N	N	N	This policy is expected to have a neutral impact on all protected groups. However, it may provide indirect equality benefits through the use of sustainable drainage systems, which can help reduce flood risk, improve resilience to the impacts of climate change and support the creation of multifunctional green and blue infrastructure. Where these features are designed to be safe, inclusive and accessible, they can enhance access to attractive outdoor spaces and contribute to health, wellbeing and quality of life for a wide range of users, including older people, disabled people, families and children. While no direct equality impacts are identified, the policy has the potential to support more resilient, accessible and sustainable communities through the delivery of well-designed drainage and environmental infrastructure.
EP01	Existing Employment Areas	P	P	N	N	N	N	N	N	N	P	By protecting existing employment land this will potentially increase the number of available jobs for people that are currently out of employment or on lowincome jobs. The policy protects and enables renewal or intensification of existing employment areas rather than directly creating all new jobs. Equality benefits are indirect and linked to job retention, local employment access and accessible employment locations.
EP02	New Employment Development on Non-Allocated Sites	P	P	N	N	N	N	N	P	N	P	Expanding the amount of employment land within the borough could provide new employment opportunities. This would be of particular benefit to young people, the disabled and other vulnerable groups who can struggle with higher than average unemployment rates. New employment development on non-allocated sites may improve local job choice and reduce travel needs where proposals are sustainably located and accessible. Benefits are most relevant to people seeking work, younger people, disabled people and lower-income households.
EP03	Education and Skills for a Stong Local Workforce	P	P	N	N	N	N	N	P	N	P	By requiring large commercial applications to indluce a Local Employment & Training Strategy, local residents will have a greater opportunity to develop commerically useful skills and improve their long-term employment prospects. This will be of particular benefit to young people, the disabled and other vulnerable groups who can struggle with higher than average unemployment rates. Benefits will arrise from The Local Employment and Training Strategy requirement and its role in improving access to skills, training and employment. This is particularly relevant to younger people, disabled people and other residents who may face barriers to employment or progression.
EP04	Growing and Diversifying the Rual Economy	P	P	N	N	N	N	N	P	N	P	This policy supports the growth of rural businesses, including the provision of new community facilities where appropriate. These facilities can have a significant positive impact on rural communities, particularly for elderly and disabled residents. Rural economic diversification can support local jobs, services and community facilities, which may be particularly beneficial for rural residents who face barriers to accessing employment or services, including older people, disabled people and lower-income households.

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
EP05	MIRA Technology Park: Employment and Enterprise Zone Development	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
CT01	Hinckley Town Centre	P	P	N	N	N	N	N	P	N	P	By ensuring main town centre and appropriate uses are located within defined centres in the Borough, the policy contributed to improved accessability, particularly for the elderly, those with disabilities, young families and people with low incomes. Accessible and viable centres can improve access to day-to-day services, facilities, employment, leisure and community activity. The benefits are likely to be most relevant to older people, disabled people, families with young children and people on low incomes, especially where centres are accessible by walking, wheeling, cycling and public transport.
CT02	Vitalising Borough, Local and Neighbourhood Centres	P	P	N	N	N	N	N	P	N	P	By ensuring main town centre and appropriate uses are located within defined centres in the Borough, the policy contributed to improved accessability, particularly for the elderly, those with disabilities, young families and people with low incomes. Accessible and viable centres can improve access to day-to-day services, facilities, employment, leisure and community activity. The benefits are likely to be most relevant to older people, disabled people, families with young children and people on low incomes, especially where centres are accessible by walking, wheeling, cycling and public transport.
CT03	Sequential and Impact Test	P	P	N	N	N	N	N	P	N	P	By ensuring main town centre and appropriate uses are located within defined centres in the Borough, the policy contributed to improved accessability, particularly for the elderly, those with disabilities, young families and people with low incomes. Accessible and viable centres can improve access to day-to-day services, facilities, employment, leisure and community activity. The benefits are likely to be most relevant to older people, disabled people, families with young children and people on low incomes, especially where centres are accessible by walking, wheeling, cycling and public transport.
CT04	High Quality Shop Fronts and Advertisements	P	P	N	N	N	N	N	P	N	P	By ensuring main town centre and appropriate uses are located within defined centres in the Borough, the policy contributed to improved accessability, particularly for the elderly, those with disabilities, young families and people with low incomes. High quality shopfronts and advertisements, will result in including legibility, safety, accessibility, public realm quality and local character. The positive effects are likely to be more limited and mainly relevant to older and disabled people where the public realm and shopfront design are accessible.
LST01	Community, Cultural and Tourism Facilities	P	P	P	P	P	P	P	P	N	P	This policy concerns the creation, diversification and protection of community spaces within the borough. For many groups these community spaces are of particular importance and can attract visitors from a wider geographical area than just the borough. Because of the importance of these community spaces policies that protect them will benefit a number of vulnerable groups, but especially the disabled, religious groups, racial groups and LGBTQ+ groups. The policy may result in increased social inclusion, community cohesion and access to cultural, community and tourism facilities. These facilities can be particularly important for disabled people, older and younger

Policy Ref	Policy Title	Age	Disability	Gender/Sex	Religion and Belief	Racial Group	Sexual Orientation	Gender Re-assignment	Pregnancy and Maternity	Marriage and Cival Partnerships	Other protected and/or socially excluded groups	Commentary
												people, religious groups, racial groups, LGBTQ+ groups and other socially excluded groups.
LST02	Twycross Zoo Special Policy Area	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups. This remains a reasonable neutral assessment because the policy is primarily procedural, safeguarding, technical or protective in nature and does not directly target any protected characteristic. Equality considerations should still be picked up through the relevant linked policies and at application stage where detailed impacts are known.
LST03	Open Space Provision	P	P	P	N	P	N	N	P	N	P	This policy protects existing open space, outdoor sports and recreational facilities and outlines the expectation of new facilities to be accessible and of high quality. It is especially important for young, elderly, people with disabilities, women and girls, pregnant women, racial groups, those with young children and those on low incomes to have easy access to open space, outdoor & indoor sports and recreational facilities. It should be recognised that the health, recreation and social inclusion benefits of accessible, high-quality open space, sport and recreation provision are positive. These benefits are especially relevant to children and young people, older people, disabled people, women and girls, pregnant women and families, racial groups where access inequalities exist, and lower-income households who rely on local public facilities.
LST04	Sport and Recreation Facilities: Outdoor & Indoor Provision	P	P	P	N	P	N	N	P	N	P	This policy protects existing open space, outdoor sports and recreational facilities and outlines the expectation of new facilities to be accessible and of high quality. It is especially important for young, elderly, people with disabilities, women and girls, pregnant women, racial groups, those with young children and those on low incomes to have easy access to open space, outdoor & indoor sports and recreational facilities. The following should be recognised: the health, recreation and social inclusion benefits of accessible, high-quality open space, sport and recreation provision. These benefits are especially relevant to children and young people, older people, disabled people, women and girls, pregnant women and families, racial groups where access inequalities exist, and lower-income households who rely on local public facilities.