



Equalities Impact Assessment Local Plan (2020-2041)

December
2024

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Introduction

This report sets out the results of the Equality Impact Assessment (EqIA) of the Oadby and Wigston Regulation 19 Pre-submission Local Plan 2020-2041.

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 2020-2041 Local Plan's 38 policies and 8 site allocation policies will replace the existing Local Plan 2011-2031, adopted in 2019.

An Equalities Impact Assessment (EqIA) has been undertaken of the Oadby and Wigston Borough 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.

Equality implications 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).

Structure of this Report

An initial assessment was carried out by members of the planning policy team under the Council's [Equality Assessment](#) in order to assess the potential impacts of the draft Local Plan on the different groups. This assessment raised no initial recommendations that any modifications needed to be made to the Plan.

This report outlines a further assessment carried out to capture the changes to the Local Plan policies and assess additional policies that have been included within the plan following public consultation. This assessment now supports the pre-submission version of the Local Plan.

Contextual 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 Oadby, Wigston and South Wigston. Although the Borough is relatively small in size, this data illustrates the complexities that the Council needs to positively plan for in Local Plan policies.

Considered characteristic	Oadby and Wigston Summary
Age	The Census 2021 data also shows that the Borough has a higher-than-average population percentage over the age of 75 years old at 10.8%. This is the highest of all the Leicester and Leicestershire local authority areas and is higher than the East Midlands average (8.9%) and the England average (8.5%).
Disability	The percentage of residents identified as being disabled and who reported that their ability to carry out day-to-day activities is 'limited a lot' in the Borough is 6.5%. The percentage who are disabled and who reported that their ability to carry out day-to-day activities is 'limited a little' is 10.1%. Overall, in 2021, 46.2% of residents described their health as "very good", increasing from 44.4% in 2011.
Gender / sex	According to the 2021 Census data, of the 57,700 total population of the Borough, 51.5% are female and 48.5% are male.
Religion and belief	The religious composition of the Borough's population is very mixed. Of those who answered in the 2021 Census, 34.6% of residents described themselves as Christian, 30.2% as having no religion, 11.2% as Muslim, 10.0% as Hindu, 7.5% as Sikh, 0.3% as Buddhist, 0.2% as Jewish and 0.6% as other.
Racial Group	The cultural composition of the Borough's population is rich in diversity. The Asian population represent 27.9% of the Borough's overall population, the Black population represent 2.2% of the population and the mixed/multiple ethnic groups represent 3.2%. The Asian population figure is approximately three and a half times higher than the East Midlands regional average figure of 8% (Census 2021).
Sexual orientation	The Census 2021 data found that 90.14% of residents identify as straight or heterosexual, 0.90% identify as bisexual, 0.89% identify as gay or lesbian. 0.25% identify as other and 7.8% did not answer.
Gender re-assignment	The 2021 Census results showed that 93.47% aged 16 and over answered that they have the same gender identity as the sex registered at birth.
Pregnancy and maternity	Overall, the Borough averages with national levels of low birth weights, rate of premature births and infant mortality rate (Leicestershire County Council Business Intelligence Service, 2024)
Marriage and civil partnerships	The Census 2021 data shows that of residents aged 16 years and over, 49.6% are married or in a civil partnership and 33.2% have never been married or in a civil partnership (Census 2021).
Other protected and/or socially excluded groups, for example ex-prisoners and those on low-incomes.	<p>The Borough is ranked 249th out of 317, (where 1 is the most deprived) by the Indices of Deprivation 2019 (Indices of Multiple Deprivation 2019 (IMD) ranking with levels of social deprivation varying across the three settlements. On a settlement basis, South Wigston has the highest levels of social deprivation, Wigston has lower levels than South Wigston, and Oadby has the lowest. Of the 36 neighbourhoods assessed in the Borough, one was among the 20% most income deprived in England, this neighbourhood is located north of Blaby Road and south of the railway line in South Wigston. Six neighbourhoods were identified as being in the 20% least income deprived in England.</p> <p>The three settlement areas also have very different perceived levels of affluence (represented by average house prices 2022).</p>

The Borough has an unemployment percentage for the period July 2022 to June 2023 of 4.2%. This compares to an East Midlands unemployment rate of 3.6 per cent and the national unemployment rate of 3.8 per cent (NOMIS 2023).

The percentage of residents identified as being disabled and who reported that their ability to carry out day-to-day activities is 'limited a lot' in the Borough is 6.5%. The percentage who are disabled and who reported that their ability to carry out day-to-day activities is 'limited a little' is 10.1%. Overall, in 2021, 46.2% of residents described their health as "very good", increasing from 44.4% in 2011.

Oadby and Wigston had the second-largest percentage-point rise in the proportion of lone-parent households across the East Midlands', from 9.0% in 2011 to 10.5% in 2021 (Census 2021).

Local Plan Policies Assessment

Important information: the following table shows if groups are affected by policies positively (P), Adversely (A) or Neutrally (N).

Policy	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
Policy 1: Spatial Strategy for Development within the Borough (Strategic)	P	P	N	N	N	N	N	P	P	P	<p>This policy seeks to set the spatial strategy for the Borough.</p> <p>It will allocate land to provide a range of housing choices from a delivery of mixed types, sizes and tenures to meet the differing needs of the wider community. It should have a positive impact on all social groups, including the elderly, those with disabilities, young people and families.</p> <p>It will allocate land for employment uses and allow for churn in the Borough, potentially increasing the number of available jobs for people that are currently out of employment or on low-income jobs. It will provide additional retail space improving accessibility for an ageing population, people with disabilities and people on low incomes.</p>

Policy	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
Policy 2: Regeneration Schemes and Large Scale Change (Strategic)	P	P	N	N	N	N	N	P	N	P	Regeneration Schemes and large Scale Change will provide overall benefits to the wider community. Particular advantage could be achieved where development responds to accessibility issues such as those felt by the elderly, parents with young children (i.e. mobility of prams/ buggies), and those with disabilities (i.e. wheelchair users, partially sighted/ blind) and new community facilities are provided. The delivery of affordable Housing could also help to provide homes for groups such as young people and other socially excluded groups.
Policy 3: Infrastructure and Developer Contributions (Strategic)	P	P	N	N	N	N	N	P	N	P	Developer contributions will be sought to facilitate sustainable growth and mitigate the impact of development that cannot be mitigated through planning conditions. This will be of benefit to the wider community, but have a particularly positive impact

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											on the elderly, those with disabilities, those with low incomes and families with young children.
Policy 4: Sustainable Development (Strategic)	P	P	N	N	P	N	N	P	N	P	The objective of sustainable development and therefore this policy can be summarised as meeting the needs of the present without compromising the ability of future generations to meet their own needs. Promoting sustainable development will be of greatest benefit to more vulnerable groups who often suffer the greatest impacts.
Policy 5: Climate Change (Strategic)	P	P	N	N	P	N	N	P	N	P	This policy ensures the impacts of climate change are fully considered in planning application so that development and associated infrastructure is future proofed and resilient to a changing climate. Tackling climate change will be of greatest benefit to more vulnerable groups who often suffer the greatest impacts.
Policy 6: Flood Risk and	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups.

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Sustainable Water Management (Strategic)											
Policy 7: Preventing Pollution (Non-Strategic)	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups.
Policy 8: Renewable and Low Carbon Energy (Non-Strategic)	P	P	N	N	N	N	N	N	N	N	This policy seeks to reduce the detrimental impact that development has on climate change. Encouraging the use of renewable and low carbon energies on-site will be of greatest benefit to more vulnerable groups who often suffer the greatest impacts.
Policy 9: Affordable Housing (Strategic)	P	P	N	P	P	N	N	N	N	P	By seeking to increase the affordable housing supply in the Borough, those unable to afford market housing will have improved opportunities to acquire a home for sale or rent. Those likely to gain the greatest benefits from the application of this policy are young people, the elderly and those on low incomes, including disabled people. The policy will contribute to

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											providing a more balanced housing market.
Policy 10: Housing Density (Strategic)	P	P	N	N	N	N	N	P	N	P	The Council is committed to delivering new homes in an effective and efficient manner, locating people close to everyday services, facilities and jobs. This will make the most efficient use of land and will have a positive impact on the elderly, those with disabilities, those with low incomes and families.
Policy 11: Gypsy, Travellers and Travelling Showpeople (Strategic)	N	N	N	N	P	N	N	N	N	N	The policy aims to address the accommodation needs of Gypsies, Travellers and Travelling Showpeople within the Plan period, as well as enhance access to services and facilities that will help reduce social exclusion.
Policy 12: Housing Choices (Non-Strategic)	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

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											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.
Policy 13: Urban Infill Development (Non-Strategic)	N	N	N	N	N	N	N	N	N	N	The policy seeks to protect the Landscape Character of the borough through preventing inappropriate development, which is to the benefit of the wider community. There is no group seen to be more in benefit than another.
Policy 14: Management of New and Existing Identified Employment Areas (IEA) (Strategic)	N	N	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 low-income jobs.
Policy 15: Retail and Related Policies (Non-Strategic)	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 accessibility, particularly for the elderly, those with disabilities, young

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											families and people with low incomes.
Policy 16: Hot Food Takeaways (Non-Strategic)	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.
Policy 17: Sustainable Transport and Initiatives (Strategic)	P	P	N	N	P	N	N	P	N	P	Encouraging a modal shift to walking, cycling and wheeling will reduce vehicular emissions but also improve physical health and reduce the reliance and pressure of private car ownership. This will benefit all, but particularly those with a disability, young adults, the elderly, racial groups and those on low-income.
Policy 18: Active Design and Travel (Strategic)	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

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											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-income by improving access to the environment and healthy living habits previously perceived as physically and socially inaccessible.
Policy 19: Improving Health and Wellbeing (Strategic)	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.
Policy 20: Car Parking and Electric Vehicle Charging (Non-Strategic)	N	P	N	N	N	N	N	N	N	N	The policy seeks to improve parking standards which have a positive impact on all group in accessibility to the use of electric vehicles. It also seeks to make provision for disabled parking and so is

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											of particular benefit to those with disabilities.
Policy 21: Community Facilities and Indoor Sports Facilities (Non-Strategic)	P	P	P	N	P	N	N	P	N	P	This policy manages the loss, refurbishment, replacement and establishment of new community facilities in the Borough. 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 community services and facilities.
Policy 22: Open Space, Outdoor Sport and Recreational Facilities (Non-Strategic)	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 sports and recreational facilities.

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Policy 23: Public Realm (Strategic)	P	P	N	N	N	N	N	P	N	P	Provision of high quality public realm and improvements to current public realm will provide overall benefits to the wider community. However, particular advantage could be achieved where good design responds to accessibility issues such as those felt by the elderly, parents with young children (i.e. mobility of prams/ buggies), and those with disabilities (i.e. wheelchair users, partially sighted/ blind).
Policy 24: High Quality Design and High Quality Materials (Non-Strategic)	P	P	N	N	N	N	N	P	N	N	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.
Policy 25: Landscape and Character	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups.

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(Non-Strategic)											
Policy 26: Culture and Historic Environment Assets (Non-Strategic)	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups.
Policy 27: Development in Conservation Areas (Non-Strategic)	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups.
Policy 28: Sustainable Design and Construction (Non-Strategic)	P	P	N	N	P	N	N	P	N	P	This policy seeks to maximise the sustainability of buildings whilst reducing the waste that buildings produce, both during construction and through on-going use. Sustainable design and construction will be of greatest benefit to more vulnerable groups who often suffer the greatest impacts.
Policy 29: Phone Masts (Non-Strategic)	N	N	N	N	N	N	N	N	N	N	This policy would have a neutral impact on all groups.
Policy 30: Green and Blue	P	P	N	N	P	N	N	N	N	P	This policy seeks to maintain, preserve, enhance and extend green and blue

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Infrastructure (Strategic)											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 and Blue Infrastructure.
Policy 31: Protecting Biodiversity and Geodiversity (Strategic)	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.
Policy 32: Local Green Space (Non-Strategic)	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.
Policy 33: Green Wedges (Non-Strategic)	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

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											the impacts of climate change. This will be of greatest benefit to the more vulnerable groups who often suffer the greatest impacts.
Policy 34: Countryside (Non-Strategic)	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.
Policy 35: Trees, Woodlands and Hedgerows (Non-Strategic)	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.
Policy 36: Soils and Agricultural Land (Non-Strategic)	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

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											greatest benefit to the more vulnerable groups who often suffer the greatest impacts.
Regeneration Policy (RP1) : Kilby Bridge Settlement Envelope (Non-Strategic)	P	N	N	N	N	N	N	P	N	P	The Council will consider small scale development proposals within the defined settlement envelope. This will be of benefit to the wider community, but in particular to those for whom rural living is currently unaffordable and should in particular help, the young, the elderly, families and those on low incomes.
Allocation Policy 1 (AP1): Land North of Newton Lane, Wigston (Strategic)	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.
Allocation Policy 2 (AP2): Wigston Meadows Phase 3, Wigston (Strategic)	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.
Allocation Policy 3 (AP3): Land North of Glen Gorse	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.

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Golf Course , Wigston (Strategic)											
Allocation Policy 4 (AP4): Land West of Welford Road, Wigston (Strategic)	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.
Allocation Policy 5 (AP5): Land South of Gartree Road and North of the A6, Oadby (Strategic)	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.
Allocation Policy 6 (AP6): Land South of Gartree Road and East of Stoughton Road, Oadby (Strategic)	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.
Allocation Policy 7 (AP7): Land at Oadby Grange, Oadby (Strategic)	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate associated infrastructure, subject to viability.
Allocation Policy 8 (AP8): Land South of	N	N	N	N	N	N	N	N	N	N	This policy will provide housing and appropriate

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Sutton Close, Oadby (Strategic)											associated infrastructure, subject to viability.