

BRAINTREE DISTRICT | LOCAL PLAN

Equality Impact Assessment

June 2022



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1. Introduction

1.1 Local Authorities are required under legislation to undertake an Equality Impact Assessment (EQIA) when reviewing or developing new policies, strategies, and functions to determine if there is any adverse impact or illegal discrimination or any unmet need or requirements.

1.2 This duty is set out in the Equality Act 2010, including age discrimination and public sector Equality Duty. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

1.3 The legislation imposes duties on local authorities to promote equality and tackle discrimination related to:

- **Age**
- **Disability**
- **Gender**
- **Gender Reassignment**
- **Marriage and Civil Partnership**
- **Race**
- **Religion or Belief**
- **Pregnancy or Maternity**
- **Sexual Orientation**

1.4 This assessment seeks to comply with the National Planning Policy Framework (NPPF). Specifically, the paragraphs detailed below:

- Paragraph 50. To deliver a wide choice of high quality homes, widen opportunities for home ownership and create sustainable, inclusive and mixed communities, local planning authorities should plan for a mix of housing based on current and future demographic trends, market trends and the needs of different groups in the community (such as, but not limited to, families with children, older people, people with disabilities, service families and people wishing to build their own homes)
- Paragraph 69. The planning system can play an important role in facilitating social interaction and creating healthy, inclusive communities. Local planning authorities should create a shared vision with communities of the residential environment and facilities they wish to see. To support this, local planning authorities should aim to involve all sections of the community in the development of Local Plans
- Paragraph 155. Early and meaningful engagement and collaboration with neighbourhood, local organisations and businesses is essential. A wide section of the community should be proactively engaged, so that Local Plans, as far as possible, reflect a collective vision.

2. Screening

Name of policy, strategy or function being assessed	Section 2 Local Plan (Draft for Adoption)
Is this a new or existing Policy, Strategy or Function?	New – Replaces remaining parts of the Braintree District Local Plan Review 2005 and the Cores Strategy 2011 not already replaced by the Section 1 Local Plan (2021)
Person responsible for the assessment	Alan Massow – Principal Planning Policy Officer
Service area	Planning Policy
Manager	Emma Goodings – Head of Planning and Economic Development
Head of Service	Dominic Collins – Corporate Director for Growth
Date	June 2022

2.1 What is the main purpose of the Policy, Strategy or Function?

The Local Plan is a long term strategy for the development that will take place within the Braintree District. The plan will replace The Local Plan Review 2005, The Core Strategy 2011 and the interim planning policy statement 2014. The National Planning Policy Framework (NPPF) requires local planning authorities to plan positively and significantly boost the number of new homes being built. The Local Plan will include development management policies and key objectives and sites allocated for development within the district.

During the preparation of the Local Plan there have been formal stages of public consultation this includes so far consultation on the:

- Issues and Scoping (6 weeks)
- Draft Local Plan Public Consultation (8 weeks)

The public consultations have been carried out in accordance with the Statement of Community Involvement and at each stage the Council has sought feedback from public and key consultees on the emerging Local Plan to help guide its development.

The Local Plan will be subjected to the final formal stage of public consultation for 6 weeks in June / July 2017 prior to submission to the planning inspectorate.

The Section 2 Local Plan was subject to Examination in July 2021. This has now concluded with the receipt of the final Inspector's Report. This report included modifications to policies in the Plan in order for it to be made "sound". This document includes those changes as part of the assessment.

2.2 Who are you delivering your service to/who will be affected by the Strategy, Policy or Function?

All those who engage with the planning system and require planning guidance and advice. The main stakeholders for both documents include:

- Private individuals/residents of Braintree District
- Developers/landowners
- Local organisations and agencies
- Community and interest groups
- Town and Parish Councils
- Neighbouring Authorities
- Existing communities
- Service providers
- Local businesses/employers
- All protected groups that live, work and travel to the District will be affected by the Local Plan.

- 2.3** As stated in 1.6 the Local Plan has gone through various formal stages of consultation where members of the public have been invited to comment on the proposals in Local Plan at consultation events, newsletters, questionnaires and email. Organisations that represent the interest of various equality groups have also been consulted throughout these stages of consultation (please see Appendix 1).
- 2.4** For the submission consultation we will use a range of methods to inform the public and organisations (including various equality groups) including notification by letter, email and newsletter. Following this public consultation period, the submission Local Plan, together with all the comments and responses received will be sent to a Government Planning Inspector. The Planning Inspectorate at a Public Hearing will then be required to determine whether or not the Local Plan is sound and legally compliant.

3. Appraisal of the Local Plan

3.1. The following symbols have been used in the appraisal of the draft Local Plans general appraisal where the plan is considered as a whole:

Key	
++	The Local Plan is likely to have significant positive effect upon the protected group
+	The Local Plan is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The Local Plan is considered to have a neutral effect.
-	The Local Plan could have a negative effect upon a protected group
--	The Local Plan could have a significant negative effect upon a protected group

3.2. The following symbols have been used in the appraisal of the draft Local Plans when looking at specific policies:

Key	
++	The policy is likely to have significant positive effect upon the protected group
+	The policy is likely to have positive effect or no to prejudice the protected group
/	The forward slash denotes a mixed effect upon the protected group
0	The policy is considered to have a neutral effect.
-	The policy could have a negative effect upon a protected group
--	The policy could have a significant negative effect upon a protected group

3.3 Assessment of the Section 2 Local Plan

Does the Local Plan as a whole improve access to public transport, promote car pools, car sharing and voluntary mini bus service, and encourage cycling and walking? Ensure development is located so as to reduce reliance on private car?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan seeks to ensure that new development is sustainable and accessible to jobs and local services, retail, public transport, education, healthcare, recreational facilities and open space. It seeks to encourage and promote cycling and walking by making these modes of transport more integrated, accessible, safer to use. The effects of the above would be beneficial to the elderly, the young, people at home with young children and those with disabilities. People living in rural communities would also benefit. The Local Plan seeks to ensure that Gypsies and Travellers and Travelling Showpersons sites should be located close to public transport to improve accessibility to services, shops, education.	The following policies are viewed to support the question: LPP1 Development Boundaries LPP34 Gypsy and Traveller and Travelling Showpersons Accommodation LPP43 Parking Provision Policy LPP45 New Road Infrastructure LPP78 Infrastructure and impact mitigation policy
	Gender	0		
	Race	0		
	Gender Reassignment	0		
	Pregnancy or Maternity	+		
	Sexual Orientation	0		
	Religion or Belief	0		
	Disability	+		
	Marriage or Civil Partnership	0		

Does the Local Plan as a whole Protect, enhance and manage quality and diversity of natural environment and habitats of Braintree District?	From the view point of:		
	Equality Group	Supporting Comments	Evidence
	Age	+ Although the Braintree District is predominately rural, the	The following policies are viewed to support the question: Policy LPP63 Natural Environment and Green Infrastructure Policy LPP66 Protection, Enhancement, Management and Monitoring of Biodiversity Policy LPP67 Landscape Character and Features Policy LPP68 Green Buffers Policy LPP70 Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards Policy LPP72 Resource Efficiency, Energy Generation and Energy Efficiency Policy LPP73 Renewable Energy Schemes Policy LPP75 Surface Water Management Plan Policy LPP76 Sustainable Urban Drainage Systems Policy LPP77 External Lighting
	Gender	+ Local Plan seeks to meet the local recreational needs of the community by	
	Race	+ identifying, protecting, enhancing and	
	Gender Reassignment	+ managing the natural and informal open spaces across the whole District.	
	Pregnancy or Maternity	+ This therefore has benefits for those	
	Sexual Orientation	+ living in rural and urban communities.	
	Religion or Belief	+ However, this objective has the potential	
	Disability	+ to positively affect all the equality groups.	
Marriage or Civil Partnership	+ The Local Plan seeks to address		
	+ air/noise/light pollution, the excessive use of water and generation of waste. This objective has the potential to positively affect all the equality groups particularly those groups which may suffer health problems related to air pollution for example Asthma.		

Does the Local Plan as a whole Protect and enhance tourist and visitor facilities and infrastructure?	From the view point of:			Evidence The following policies are viewed to support the question: Policy LPP7 Rural Enterprise Policy LPP8 Tourist Development LPP78 Infrastructure Delivery and impact mitigation
	Equality Group		Supporting Comments	
	Age	+	The protection and enhancement of tourist facilities and infrastructure could potentially benefit all equality groups providing employment and recreational opportunities. The creation of holiday lets (conversion of rural buildings) in the rural areas could positively impact on the rural communities supporting the local economies. To ensure there is not a negative impact on the rural character and communities it is important that holiday lets are provided in suitable locations and conversions are sympathetic to the surrounding character. Improving tourist facilities – provide ramps etc. to improve accessibility for disabled groups.	
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			

Does the Local Plan as a whole Diversify and strengthen rural economy?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	<p>The Braintree District is predominately rural. The Local Plan supports the rural economy by encouraging and facilitating developments that give priority to reuse of suitable previously developed land or buildings.</p> <p>The Local Plan seeks to help towards the promotion and viability of local farming enterprises, and diversification of agriculture and recreational uses appropriate to countryside. This will benefit the rural communities, providing local jobs and reduces the need for people to travel.</p> <p>It could be argued that this potentially adversely affects those in urban areas, because as the rural economy is strengthened the urban economy is neglected.</p> <p>Disabled groups may benefit from local employment opportunities in rural areas as it reduces need to travel to jobs.</p> <p>The Local Plan seeks to encourage expansion of broadband provision and appropriate home working. Improved internet accessibility will inevitably benefit those in rural areas, and those who may not have internet improving social inclusion.</p>	<p>The following policies are viewed to support the question:</p> <p>Policy LPP7 Rural Enterprise</p> <p>Policy LPP8 Tourist Development</p> <p>Policy LPP38 Rural Workers Dwellings in the Countryside</p> <p>Policy LPP46 Broadband</p> <p>Policy LPP48 An Inclusive Environment</p> <p>Policy LPP51 Equestrian Facilities</p>
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			

Does the Local Plan as whole Improve employment opportunities in Braintree District?	From the view point of:			
	Equality Group		Supporting Comments	
			Evidence	
	Age	+	<p>The Local Plan broadens opportunities for business and secures delivery of employment land in the District. This could positively impact on all equality groups improving accessibility to employment opportunities and supporting the economy of the Braintree District as a whole.</p> <p>The Local Plan seeks a flexible and broadly skilled workforce to support the economy. This could assist those people who would benefit from flexible working conditions including parents with children, retired persons and carers.</p>	<p>The following policies are viewed to support the question:</p> <p>Policy SP3 Providing for Employment</p> <p>Policy SP4 Infrastructure and Connectivity</p> <p>Policy SP7 Development and Delivery of New Garden Communities in Essex</p> <p>Policy SP8 East Colchester/West Tending New Garden Community</p> <p>Policy SP9 West of Colchester/East of Braintree New Garden Community</p> <p>Policy SP10 West of Braintree New Garden Community</p> <p>Policy LPP2 Location of Employment Land</p> <p>Policy LPP3 Employment Policy Areas</p> <p>Policy LPP6 Business Parks</p> <p>Policy LPP7 Rural Enterprise</p> <p>Policy LPP8 Tourist Development</p> <p>Policy LPP38 Rural Workers Dwellings in the Countryside</p> <p>Policy LPP46 Broadband</p> <p>Policy LPP48 An Inclusive Environment</p> <p>Policy LPP51 Equestrian Facilities</p>
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
Disability	+			
Marriage or Civil Partnership	+			

Does the Local Plan as a whole Provide affordable housing? Provide sites in suitable locations to cater for gypsies and travellers and travelling show people?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	<p>The Strategic Housing Market Assessment which forms part of the evidence base for the Local Plan confirms the need for more affordable housing in the Braintree District.</p> <p>The provision of affordable housing could benefit younger people (unable to access to private ownership), elderly, those on low incomes, people with disabilities and key workers.</p> <p>The location of affordable housing is an important factor. The Local Plan seeks to ensure they are located in close proximity to local services.</p> <p>The Local Plan also includes the use of exception site policies for affordable housing to meet particular local needs in small villages this could benefit and support the rural communities.</p> <p>The Local also seeks to provide suitable accommodation for Gypsies, Travellers and Travelling Showpersons.</p>	<p>The following policies are viewed to support the question: Policy LPP31 Affordable Housing Policy LPP32 Affordable Housing in Rural Areas Policy LPP34 Gypsy and Traveller and Travelling Showpersons' Accommodation</p>
	Gender	0		
	Race	+		
	Gender Reassignment	0		
	Pregnancy or Maternity	0		
	Sexual Orientation	0		
	Religion or Belief	0		
	Disability	+		
	Marriage or Civil Partnership	+		

Does the Local Plan as a whole Ensure that the services and facilities required meet the future needs of the community (including health, education, policing, sport, the arts, and local community facilities)?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan seeks to ensure the Council works in partnership with partners, service delivery organisations and development industry to ensure that services and facilities required to provide for the future needs of the community are delivered in a timely, efficient and effective manner. This could potentially positively benefit all the equality groups. The Local Plan seeks to ensure that in the rural area, services and facilities will be supported, developed and located to meet the defined needs of each settlement, and immediate local area. The loss or reduction of existing services and facilities will be resisted unless they are no longer viable or satisfactory alternatives are available. This could benefit those living in rural communities, the elderly, disabled who use their local facilities and services such as post offices, public houses, shops etc.	The following policies are viewed to support the question: Policy LPP61 Local Community Services and Facilities Policy LPP68 Green Buffers
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
	Marriage or Civil Partnership	+		

Improve health, and promote healthy lifestyles?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan promotes cycle and pedestrian links this could encourage a healthier lifestyle and reduce reliance on the private modes of transport, reducing carbon emissions. Elderly people, young children and those with particular illnesses may particular benefit from better air quality. Providing cycle/pedestrian routes to schools may also assist in reducing obesity in school age children. The Local Plan promotes energy efficient design in new developments. Elderly people, those with younger families and the disabled may benefit from energy efficient design and warmer homes more demonstrably. The Local Plan promotes the provision of recreational and community facilities which could encourage an increase in sports and other healthy activities. This may benefit those who commute regularly using less active modes of travel (car, bus train).	The following policies are viewed to support the question: Policy LPP13 Leisure and Entertainment Policy LPP49 Health and Wellbeing Impact Assessment Policy LPP50 Provision for Open Space, Sport and Recreation Policy LPP51 Equestrian Facilities Policy LPP61 Local Community Services and Facilities Policy LPP72 Energy Efficiency
	Gender	0		
	Race	0		
	Gender Reassignment	0		
	Pregnancy or Maternity	0		
	Sexual Orientation	0		
	Religion or Belief	0		
	Disability	+		
Marriage or Civil Partnership	0			

Create environments which are safe and reduce crime & fear of crime?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	The Local Plan aims to create environments which are safe and seeks to provide community and recreational facilities to reduce the fear of crime and facilitate community cohesion. This could positively impact across all the equality groups.	The following policies are viewed to support the question: Policy LPP52 Layout and Design of Development <i>“Designs and layouts shall promote a safe and secure environment, crime reduction and prevention, and shall encourage the related objective of enhancing personal safety with the maximum amount of natural surveillance of roads, paths and all other open areas and all open spaces incorporated into schemes”</i>
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Marriage or Civil Partnership	+		

Secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design and waste recycling facilities?	From the viewpoint of:			
	Equality Group		Supporting Comments	Evidence
	Age	++	The Local Plan seeks to secure the maximum possible use of renewable energy, recycled and or energy efficient building materials and design, waste recycling facilities. Providing energy efficient homes could particularly benefit the elderly and those on lower incomes, reducing fuel bills.	The following policies are viewed to support the question: Policy LPP70 Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards Policy LPP71 Climate Change Policy LPP72 Resource Efficiency, Energy Generation and Energy Efficiency Policy LPP73 Renewable Energy Schemes Policy LPP75 Surface Water Management Plan Policy LPP76 Sustainable Urban Drainage Systems Policy LPP77 External Lighting
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	++		
Marriage or Civil Partnership	+			

Minimise land, water, air, light and noise pollution?	From the view point of:			
	Equality Group		Supporting Comments	Evidence
	Age	+	Minimising all forms of pollution could positively benefit all the equality groups. Reducing air pollution could impact positively on the very young, elderly and those with certain disabilities. Reduce likelihood of water pollution	The following policies are viewed Policy LPP49 Health and Wellbeing Impact Assessment LPP70 Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards Policy LPP71 Climate Change Policy LPP72 Resource Efficiency, Energy Generation and Energy Efficiency LPP75 Surface Water Management Plan LPP76 Sustainable Urban Drainage Systems Policy LPP77 External Lighting
	Gender	+		
	Race	+		
	Gender Reassignment	+		
	Pregnancy or Maternity	+		
	Sexual Orientation	+		
	Religion or Belief	+		
	Disability	+		
Marriage or Civil Partnership	+			

3.4 Policy specific assessment of the Section 2 Local Plan

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP1 – Development Boundaries	The policy seeks to encourage development within the right locations within the district	++	+	+	+	++	+	+	++	+	The policy seeks to encourage retail, employment and residential development generally within the development boundaries which are seen to be more sustainable locations within the district generally. In broad terms the policy is positive for all groups however the preference of development with more sustainable location in terms of transport links and the relationship between development and existing settlements could be seen to be particularly beneficial for the young, elderly and physically disabled.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP2 - Location of Employment Land	The policy outlines the quantity of employment land required through the plan period. The policy also sets out 6 strategic sites for employment.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. Each employment area highlighted within the policy has been chosen as a strategic location that is considered sustainable and viable for all sectors of the community.
LPP3 - Employment Policy Areas	The policy sets out the type of businesses usages that are likely to be allowed on employment sites.		+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy seeks the retention of appropriate employment associated uses within 21 employment areas throughout the district which enables some employment distribution throughout the district; increasing the sustainability of some locations within the district, particularly the rural north.
LPP4 - Kelvedon Park	The policy seeks to enable the appropriate development of the Essex Fire and Rescue HQ.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.
LPP5 - Allshot's Farm, Rivenhall	This policy seeks the appropriate development of employment uses at Allshot's Farm, Rivenhall	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.
LPP6 - Business Parks	Retention of land for Use Class E(g) , office use, research and development, and industrial processes other than use class	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues. The policy could lead to further employment opportunities for all groups within the community.

B2.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP7 - Rural Enterprise	Change of use of rural buildings or use of a site for employment use in rural areas.	+	+	+	+	+	+	+	+	+	The policy could enable the economic development of the rural areas; leading to higher levels of sustainability for all sectors of the community.
LLP8 - Tourist Development within the countryside	The enable appropriate tourist development within the countryside.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP9 - Retailing and Regeneration	Ensures the long term viability of Town, District and Local Centres.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP10 - Primary Shopping Areas	Looks to ensure an appropriate level of different use classes remain in town centres.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP11 - District Centre	Looks to ensure the vitality of District Centres.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP12 – Braintree Village Designer Outlet Centre	Sets out the Freeport is for discount shopping.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP13 - Leisure and Entertainment	Retention of Leisure and Entertainment usage.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP14 - Retail Warehouse Development	Ensures preferential placement of Retail Warehousing	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP15 - Retail Site Allocations	Identifies 6 sites for Retail usage.	+	+	+	+	+	+	+	+	+	The policy is unlikely to have any significant equalities issues.
LPP16 - Housing Provision and Delivery	This policy sets out the provision of housing required over the plan period to 2033 and its broad distribution.	+	+	+	+	+	+	+	+	+	The requirement is based on meeting local housing needs and therefore aims to meet the needs of all people.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP17 - Strategic Growth Location - Land East of Great Notley, South of Braintree	The delivery of up to 1,750 new homes, of a mixed size and type; affordable housing; appropriate employment uses; primary and secondary education facilities including a contribution to or a location for NHS facilities; a village centre with local retail and food outlets; public open space and informal and formal recreation; a gypsy and traveller site or financial contribution.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
<p>LPP18 - Strategic Growth Location - Land East of Broad Road</p>	<p>The delivery of up to 1,000 new homes, of mixed size and type; affordable housing, employment development; a new primary school; local retail facilities and contributions to other community facilities including local health facilities; public open space and informal and formal recreation including improvements to the River Walk to the south of the site and pedestrian and cycle way links to the town centre; a gypsy and traveller site.</p>	+	+	+	+	+	+	+	+	+	<p>It is important to ensure that new developments are in areas accessible to all sectors of the community.</p>

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP19 - Strategic Growth Location - Former Towerlands Park Site	The delivery of up to 575 new homes, of a mixed size and type; affordable housing; a new primary school; local retail facilities; community facilities including contributions to local NHS facilities; public open space and informal and formal recreation including landscaping to the rural edge.	+	+	+	+	+	+	+	++	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.
LPP20 - Strategic Growth Location - North West Braintree	The delivery of up to 825 new homes, of a mixed size and type; affordable housing; a new primary school; local retail facilities; community facilities including contributions to local NHS facilities; public open space and informal and formal recreation including landscaping to the rural edge.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
<p>LPP21 - Strategic Growth Location - Land at Feering</p>	<p>The delivery of around 835 new homes, of a mixed size and type; affordable housing; appropriate employment uses to support the new community; a new primary school or community centre; community facilities including a contribution to, or location for, new NHS facilities; public open space and informal and formal recreation including a new country park to the south of the A12; cycle and pedestrian links between the development and the village; provision or contribution to a Gypsy and Traveller site.</p>	++	+	+	+	+	+	+	++	+	<p>It is important to ensure that new developments are in areas accessible to all sectors of the community.</p>

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP22 - Strategic Growth Location - Wood End Farm, Witham	The delivery of up to up to 400 new homes, of a mixed size and type; affordable housing; a site for, or contributions to, a new primary school and contributions to early years and secondary education; contributions to other community facilities including health provision as required by the NHS; informal and formal open space, play space and allotments; an appropriate countryside edge to the development and buffering to the railway line.	+	+	+	+	+	+	+	+	+	It is important to ensure that new developments are in areas accessible to all sectors of the community.
LPP23 - Comprehensive Redevelopment Area - Land East of Halstead High Street	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP24 - Specialist Housing - Mount Hill Halstead	the delivery of specialist housing and the minimum amount of ancillary market housing to enable the specialist housing to be viable.	+	+	+	+	+	+	+	++	+	The development could enable a provision of specialist housing that would be of particular benefit to those with disabilities. The policy also allows for a minimum level of market housing that could benefit the wider community, including all protected groups.
LPP25 - Comprehensive Redevelopment Area - Factory Lane West/Kings Road Halstead	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.
LPP26 - Comprehensive Redevelopment Area - Kings Chase	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP27 - Newlands Precinct	The Comprehensive redevelopment of the area where a combination of retail, employment, leisure, community facilities, car parking and residential uses will be allowed.	+	+	+	+	+	+	+	+	+	The redevelopment of the site will benefit all sectors of the community.
LPP28 - Rickstones Neighbourhood Centre	The redevelopment of the site could enable improvements of the public realm, through the introduction of new and improved community uses.	+	+	+	+	+	+	+	+	+	The redevelopment of the site will benefit all sectors of the community.
LPP29 - Comprehensive Redevelopment Area - Land between A12 and GEML, Hatfield Peverel	The mixed use redevelopment of the site.	+	+	+	+	+	+	+	+	+	It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this. The policy notes that sufficient infrastructure contributions should be sought.

<p>LPP30 - Residential Allocation - Gimsons, Witham</p>	<p>The redevelopment of the site for 40 dwellings.</p>	+	+	+	+	+	+	+	+	+	+	<p>It is important to ensure that redevelopments are inclusive of the young, elderly and disabled. Where site constraints may limit the accessibility of the disabled currently every reasonable effort should be made to correct this. The policy also seeks public realm improvements which would benefit the wider community, including all protected groups.</p>
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Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP31 - Affordable Housing	The delivery of affordable housing as part of development sites	++	+	+	+	+	+	+	++	+	Developments shall be built with required level of affordable housing including units suitable disabled people. The council where possible should require units to be built to lifetime homes standards.
LPP32 - Affordable Housing in the Countryside	To deliver rural affordable housing	++	+	+	+	+	+	+	++	+	Consideration should be given to ensuring that accommodation is suitable to meet the needs of an ageing population. New properties need to be appropriately sized and be adaptable in their internal structure. It is important to ensure that new housing developments are in areas accessible and are well served by public transport.
LPP33 - Specialist Housing	The delivery of specialist housing for those who need it	++	++	+	+	+	+	+	++	+	Specialist housing can benefit all sectors of the community however particularly with regards to age, gender and disability.
LPP34 - Gypsy and Traveller and Travelling Showpersons' Accommodation	The delivery of 40 pitches for Gypsy and Travellers and 1 Travelling Showpersons pitch	+	+	++	+	+	+	+	+	+	The sufficient provision of pitches is required. This is particularly relevant to the protected group race however would also be related to all subsections of the group including those with other protected characteristics.
LPP35 - Housing Type and Density	The density and massing of residential development will be related to criteria within the policy	+	+	+	+	+	+	+	++	++	This policy will ensure that developments are in accordance with the national space standards. On sites of 10 or more dwellings 10% of dwellings will be required to be Building Regulations Part M compliant. The National Space Standards enable a proportion of dwellings to be appropriate for wheelchair users. This policy will likely be advantageous to this protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP36 - Residential Alterations, Extensions and Outbuildings.	The policy sets out the criteria for Extensions and Alterations to existing buildings.	+	0	0	0	0	0	0	+	0	The policy safeguards the amenity of the community however has a negligible effect upon all protected group. The policy could enable the suitable modification of a home for the any group however this could be of particular benefit to those with impaired mobility including the elderly or disabled.
LPP37 - Replacement Dwellings in the Countryside	To safeguard the character of rural areas	0	0	0	0	0	0	0	0	0	Consideration should be given to ensuring that accommodation is suitable to meet the needs of an ageing population. There is no significant impact likely to affect any particular safeguarded group.
LPP38 - Rural Workers Dwellings in the Countryside	The policy sets out the criteria for replacement dwellings within the countryside.	0	0	0	0	0	0	0	0	0	The policy safeguards the amenity of the community however has a negligible effect upon any protected group.
LPP39 - Infill Developments in Hamlets	To safeguard the character of rural areas	++	+	+	+	+	+	+	++	+	New properties need to be appropriately sized and be adaptable in their internal structure. It is important to ensure that new housing developments are in areas accessible to the young, elderly and disabled, and are served by public transport. Older or younger people may well have a lower than average income; therefore, it is important to provide housing that is affordable to these groups.
LPP40 - Residential Conversion of Buildings in the Countryside	The policy sets out when the conversion of buildings within the countryside will be permitted.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant effect upon any protected group. Ensuring that residential units are located within sustainable locations benefits the community as a whole.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP41 - Garden Extensions	The policy sets out the criteria for a garden extension to be allowed.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant effect upon any protected groups.
LPP42 - Sustainable Transport	The policy sets out the hierarchy of importance for different modes of transport.	+	+	+	+	+	+	+	+	+	The policy safeguards routes for pedestrians and cyclists through larger sites which can benefit all user groups. The policy could be seen to be beneficial for all sectors of the community.
LLP43 - Parking Provision	Development will be required to provide vehicular and cycle parking in accordance with the Essex County Council's adopted Vehicle Parking Standards.	++	+	+	+	+	+	+	++	+	The policy requires developments to have regard for the Essex County Council Vehicle Parking Standards and this requires sufficient parking for those who are disabled or have children where appropriate.
LPP44 - Transport Related Policy Areas	The policy sets out criteria for the development of 3 specific transport related sites.	+	+	+	+	+	+	+	+	+	The policy is viewed to have no impact upon any particular protected group.
LPP45 - New Road Infrastructure	The delivery of a series of new road infrastructure projects	+	+	+	+	+	+	+	+	+	To ensure suitable access and road infrastructure across the District. No particular negative impact is envisaged for any protected group however at design stage consideration of different user groups should be considered.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP46 - Broadband	To ensure suitable broadband access across the District within new developments.	+	+	+	+	+	+	+	+	+	The policy is beneficial for all sectors of the community.
LPP47 - Built and Historic Environment	The policy seeks all development within conservation areas and within the vicinity of Historic Buildings to be required to meet the criteria within the policy that will safeguard the setting.	+	+	+	+	+	+	+	+	+	The policy is beneficial for all sectors of the community.
LPP48 - An Inclusive Environment	The policy seeks development to be accessible to all regardless of disability, age, gender, ethnicity or economic circumstances.	++	+	++	+	+	+	+	++	+	The policy is beneficial for all sectors of the community however it is noted within the policy that the policy has specific regard for gender, age, disability and gender. Notwithstanding this it is suggested that the policy could benefit from not discounting some protected groups within the text or could discount all groups and simply leave the wording to reflect that inclusivity should be sought as far as feasible for all groups.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP49 - Health and Well Being Impact Assessment	The District Council will require Health and Wellbeing Impact Assessments to be prepared in accordance with the advice and best as published by the Department of Health and other agencies such as the NHS.	++	+	+	+	+	+	+	+	+	The policy may have particular benefit for younger age groups when considering the third paragraph. The policy seeks to ensure the health and wellbeing of all groups.
LPP50 - Provision of Open Space, Sports and Recreation	To secure the appropriate provision of open space	++ / -	+	+	+	+	+	+	++ / -	+	Open spaces may promote social cohesion. It is important to ensure that open space is usable and accessible to the young, elderly and disabled. The design of any new open spaces will have to be heavily critiqued for their accessibility. Open space should be located in safe, accessible locations with good public transport links as identified in the Playing Pitch Strategy.
LPP51 - Equestrian Facilities	The policy sets out the qualifying criteria for the development of equestrian facilities.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP52 - Layout and Design of Development	Planning permission will only be granted where all the criteria within the policy are met.	++	+	+	+	+	+	+	++	+	This policy is likely to benefit the whole community by ensuring that development is to a high standard of design and layout. This could be potentially more beneficial for those with mobility issues which may fall under the protected groups of age and disability.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP53 - Conservation Areas	The Council will only allow development that meets the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP54 - Demolition in Conservation Areas	The Council will only allow demolition of building within conservation areas under the criteria set out within the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP55 - Shop Fronts, Fascias and Signs in Conservation Areas	The Council will shop frontage changes that meet the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP56 - Illuminated Signs in Conservation Areas	The Council will shop frontage changes that meet the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP57 -Heritage Assets and their Settings	The Council will only allow development that meets the criteria of the policy.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP58 - Demolition of Listed Buildings or Structures	The Council will only allow demolition where the criteria of the policy is met.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP59 - Archaeological Evaluation, Excavation and Recording	Seeks to ensure the appropriate mitigation on archaeological sites.	0	0	0	0	0	0	0	0	0	The policy is unlikely to have a significant impact upon any particular protected group.
LPP60 - Educational Establishment	Seeks to ensure the retention of educational establishments where appropriate.	++	+	+	+	+	+	+	+	+	The policy is likely to be beneficial for all sectors of the community. The policy seeks to specifically to promote adequate and reliable public transport provision for students. This will be beneficial for students who would likely be of school and college age and those who they may be dependent upon.
LPP61 - Local Community Services and Facilities	The policy seeks the retention of all existing community facilities and services where they meet an identified local need.	++	++	++	++	++	++	++	++	++	The policy is beneficial for all sectors of the community.
LPP62 - Cemeteries and Churchyards	The policy seeks the retention of cemeteries and churchyards unless specific criteria is met.	++	++	++	++	++	++	++	++	++	The policy is beneficial for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP63 - Natural Environment and Green Infrastructure	The policy seeks to safeguard the natural environment and improve green infrastructure.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP64 – Protected Sites	Safeguarding protected sites.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard protected sites for all sectors of the community.
LPP65 - Tree Protection	Safeguarding protected trees	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP66 - Protection, Enhancement, Management and Monitoring of Biodiversity	The safeguarding of biodiversity	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP67 - Landscape Character and Features	Requires development to have regard for the context.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP68 - Green Buffers	Seeks to ensure that development is restricted by the criteria of the policy.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP69 - Protected Lanes	The policy seeks to conserve protected lanes.	+	+	+	+	+	+	+	+	+	The policy is viewed to have no impact upon any particular protected group.
LPP70 - Protecting and Enhancing Natural Resources, Minimising Pollution and Safeguarding from Hazards	The policy seeks to protect and enhance natural resources, minimising pollution and safeguarding from hazards.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP71 - Climate Change	The policy seeks the district to have a low carbon future.	++	+	+	+	+	+	+	++	+	The policy is unlikely to have a significant impact upon any protected group however the impacts of climate change, which the policy is trying to mitigate and adapt to in part, have potentially more negative impacts upon the young, old and disabled.
LPP72 Resource Efficiency, Energy Generation and Energy Efficiency	The policy encourages the conservation of energy within development.	+	+	+	+	+	+	+	+	+	The conservation of energy is beneficial generally and the potential cost savings could be significantly beneficial to those with lower incomes however this is not particularly linked to any protected group. The policy is unlikely to have a significant impact upon any protected group.
LPP73 - Renewable Energy Schemes	Seeks to ensure that a proportion of development is powered by renewable energy.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.

Policy	Expected Outcomes	Age	Gender	Race	Gender Reassignment	Pregnancy or Maternity	Sexual Orientation	Religion Or Belief	Disability	Marriage or Civil Partnership	Comments Recommendations
LPP74 - Flooding Risk and Surface Water Drainage	The policy will seek to discourage inappropriate development within areas prone to flooding	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP75 - Surface Water Management	The policy will seek to safeguard against flooding in CDAs and LFRZs.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP76 - Sustainable Urban Drainage Systems	Ensures that sites of over 10 dwellings have a demonstrable suds scheme.	+	+	+	+	+	+	+	+	+	The policy seeks to safeguard the natural environment for all sectors of the community.
LPP77 - External Lighting	To protect the environment from light pollution that can result from new developments	+	+	+	+	+	+	+	+	+	It is important to protect the amenity of all sectors of the community; likely that there will be no particular impact upon protected groups.
LPP78 - Infrastructure Delivery and Impact Mitigation Plan	The policy seeks the appropriate infrastructure or financial provision for infrastructure required to enable development. The policy does not allow for development where capacity cannot be realised from the proposed development.	+	+	+	+	+	+	+	+	+	The policy ensures development receives that sufficient infrastructure is sought with developments; this benefits all groups however important contributions towards healthcare and education could be seen to be of particular benefit to young, elderly, disabled and pregnant.

11. Monitoring and Review Arrangements

These are as follows:

- The Annual Monitoring Report (AMR) indicators cover the number of affordable homes built, skills and economic inclusion, working age population qualified to NVQ Level 4 or higher, improving community health and the design of new buildings.
- There is also the potential in the future of using an indicator based on equality / related policy within the Annual Monitoring Report and the performance indicators once we have an established baseline for this area of work/policy.
- The use of equality impact assessments carried out at a project/planning application level locally. These could be monitored on a two yearly basis: due to the life span of the Local Plan document.
- When a review of the Braintree District Local Plan takes place, it would be appropriate to carry out an equality impact assessment, to assess any policies changes and their effects.

Appendix 1

Table of equality groups contacted during the Local Plan consultation.

Action with Communities in Rural England
Adult Community College
Age Concern (Halstead) Drop-In- Centre
Age Concern Essex
Age Concern Essex Home Support Service
Age Concern Halstead
Age Concern Witham & Busy Bees
Al-Falah Braintree Islamic Centre
All Saints & St Marys Rayne & Panfield
All Saints Church
All Saints Church/Holy Trinity Bradwell
Alzheimer's Society Mid Essex Branch
Anglia Housing Association
Anglican Church
Asthma Society (Halstead)
Baptist Church
Beckers Green Primary School
Belchamp St Paul's Church of England (Voluntary Aided) Primary School
Bethel Christian Fellowship
Bocking Church Street Primary School
Bocking South Tenants & Residents Association
Bocking South Tenants & Residents Association
Boys Brigade (2nd Witham)
Braintree & District Carers Support Group for the Mentally Ill
Braintree & District Social Club for the Blind
Braintree & Witham Action Group

Braintree Arthritis Care
Braintree District Access Group
Braintree District Youth Council
Braintree East Tenants & Residents Association
Braintree Elim Pentecostal Centre
Braintree Fellowship of Churches
Braintree Indian Society
Braintree Mencap
Braintree Pensioners Action Group
Braintree Rural Isolation Project
Braintree Witham & Halstead Citizens Advice Bureau
Buddhist Centre
Campaign for Real Ale Ltd
Care Trust
CHANCES
Chelmsford & District MIND
Christ Church Methodist & United Reform Church
Christchurch
CHUMS
Church
Coffee Mill (Christ Church)
Colchester Gay Switchboard
Colchester MIND
Colchester Quaker Housing Association
Community 360
Congregational Church
Council for the Protection of Rural Essex
Cressing Evangelical Church
Cressing Good Companions (Over 60's)
Cressing Primary School
Deafblind UK (National Centre for Deafblindness)
Diabetes UK

Earls Colne Baptist Church
East Anglian Gypsy Council
Elderly Accommodation Counsel
Elim Pentecostal Church
Independent Living Advocacy (Essex)
Kids Club Network
Lancaster Way Christian Fellowship
Mencap
MENTA
Methodist Church
Mid Essex Drug Awareness Service
Mid Essex Primary Care Trust
MIND Social Centre
Multiple Sclerosis Society
Muscular Dystrophy Campaign
National Travellers Action Group
NEECS (Outreach)
North East Essex Care Alliance
Notley Baptist Fellowship
One Voice 4 Travellers
Over 60's Club
PARC Essex
Parentline Plus
Parkinsons Disease Society
Physically Handicapped Swimming Club
Polish Mothers Gp
Pre-School Learning Alliance
Quaker Friends Meeting House
RAD (Centre for Deaf People)
Rape Crisis Line (Colchester)
Relate North Essex & East Herts
Religious Society of Friends

Rickstones Evangelical Church

Rickstones Youth Centre

Riding for the Disabled Twinstead Group

Roman Catholic Church

Rural Community Council of Essex

SCOPE

SENSE (Essex Branch)

Shaftesbury Housing Group

St Andrews Church

St Bartholomew C of E Church

St Catherine's C of E Church

St Giles Church

St James Church

St Katherine's Church

St Mary Church

St Mary Immaculate & The Holy Archangels

St Michael Anglican Church

St Michael's CofE Primary School

St Nicholas C of E Church

St Paul's Church

St Pauls Parish Church

St Peter & St Paul Church

St Peter's Anglican Church

St Peters Church of St Peter ad Vincula

Stroke Support Group (Braintree District)

T.D. Ridley & Sons

Tabor Centre for Physically Handicapped Adults

The Baha'I Faith

The Chapel

The Church in Great Notley

The National Gypsy Council

The Parish Church of St Michael

The Presbytery

The Samaritans

United Reform Church

Victim Support Essex (North Division)

Wethersfield Parish Church

White Notley Parish Church

Witham Baptist Church - Children's Club

Witham Braintree & Halstead Care Trust

Witham Child Contact Centre

Witham Citizen Advocacy

Witham United Charities