



# Three Rivers District Council Local Plan

## Integrated Health and Equality Impact Assessment

### Three Rivers District Council

Three Rivers House, Northway, Rickmansworth WD3 1RL

Prepared by:

#### SLR Consulting Limited

Broadwalk House, Southernhay West, Exeter, EX1  
1GE

SLR Project No.: 430.000113

Client Reference No: C0427

18 February 2026

Revision: 3

## Revision Record

Revision	Date	Prepared By	Checked By	Authorised By
1	16 January 2026	CT/AG	KH	VP
2	11 February 2026	CT	KH/VP	JM
3	18 February 2026	CT	KH	KH

## Basis of Report

This document has been prepared by SLR Consulting Limited (SLR) with reasonable skill, care and diligence, and taking account of the timescales and resources devoted to it by agreement with Three Rivers District Council (the Client) as part or all of the services it has been appointed by the Client to carry out. It is subject to the terms and conditions of that appointment.

SLR shall not be liable for the use of or reliance on any information, advice, recommendations and opinions in this document for any purpose by any person other than the Client. Reliance may be granted to a third party only in the event that SLR and the third party have executed a reliance agreement or collateral warranty.

Information reported herein may be based on the interpretation of public domain data collected by SLR, and/or information supplied by the Client and/or its other advisors and associates. These data have been accepted in good faith as being accurate and valid.

The copyright and intellectual property in all drawings, reports, specifications, bills of quantities, calculations and other information set out in this report remain vested in SLR unless the terms of appointment state otherwise.

This document may contain information of a specialised and/or highly technical nature and the Client is advised to seek clarification on any elements which may be unclear to it.

Information, advice, recommendations and opinions in this document should only be relied upon in the context of the whole document and any documents referenced explicitly herein and should then only be used within the context of the appointment.



## Table of Contents

<b>Basis of Report</b> .....	<b>i</b>
<b>1.0 Introduction</b> .....	<b>1</b>
1.1 Overview .....	1
1.2 Purpose of this Document .....	1
1.3 Equality Impact Assessment .....	1
1.4 Health Impact Assessment .....	2
1.5 Sustainability Appraisal .....	2
1.6 Habitats Regulation Assessment .....	3
<b>2.0 Three Rivers Local Plan</b> .....	<b>4</b>
2.1 Plan Area .....	4
2.2 Development of the Local Plan .....	5
2.3 Local Plan Policies .....	5
<b>3.0 Methodology</b> .....	<b>7</b>
3.1 Policy Context .....	7
3.2 Work Undertaken to Date .....	9
3.3 Scope of Assessments .....	10
3.3.1 Equalities Impact Assessment .....	10
3.3.2 Health Impact Assessment .....	11
3.4 Spatial and Temporal Scope .....	15
3.5 HIA Methodology .....	15
3.6 EqIA Methodology .....	16
3.7 Stakeholder Engagement .....	17
3.8 Assumptions and Limitations .....	18
<b>4.0 Baseline and Key Issues</b> .....	<b>19</b>
4.1 Introduction .....	19
4.2 Key Equality Baseline Trends .....	19
4.3 Key Equality Issues .....	19
4.4 Key Health Baseline Trends .....	19
4.5 Key Health Issues .....	20
<b>5.0 Assessment</b> .....	<b>22</b>
5.1 Introduction .....	22
5.2 Assessment Overview .....	22
5.3 Strategic Policies .....	28
5.4 Housing .....	29
5.5 Employment and Economy .....	30



5.6	Green Belt.....	31
5.7	Climate Change and Net Zero.....	32
5.8	Biodiversity, Green and Blue Infrastructure and Landscapes.....	33
5.9	Environment.....	34
5.10	Design and Heritage.....	35
5.11	Transport and Connections .....	36
5.12	Social, Health and Wellbeing.....	37
5.13	Northwood Headquarters .....	38
<b>6.0</b>	<b>Mitigation, Enhancements and Recommendations .....</b>	<b>40</b>
<b>7.0</b>	<b>Next Steps.....</b>	<b>45</b>

## Tables in Text

Table 2-1: Local Plan Policies .....	5
Table 3-1: Relevant Planning Policy Context .....	7
Table 3-2: Protected Characteristics .....	10
Table 3-3 – Key Determinants of Health .....	11
Table 3-4 – HIA Vulnerable Groups .....	13
Table 3-5 - Key to Health Effects .....	16
Table 3-6 – Key to Equality Effects .....	17
Table 5-1: Summary of HIA Findings .....	22
Table 5-2: Summary of EqIA Findings.....	24
Table 6-1: Mitigation and Enhancement Measures .....	40

## Figures in Text

Figure 2-1 – The Three Rivers District .....	4
--	---

## Appendices

<b>Appendix A</b>	<b>Baseline Information</b>
<b>Appendix B</b>	<b>HIA Assessment Matrices</b>
<b>Appendix C</b>	<b>EqIA Assessment Matrices</b>



## 1.0 Introduction

### 1.1 Overview

Three Rivers District Council (TRDC) is preparing a Local Plan to manage the future development and growth of the area between 2026 and 2041. This is intended to replace the previous Core Strategy (adopted October 2011)<sup>1</sup>, the Development Management Policies Local Development Document (adopted July 2013)<sup>2</sup> and the Site Allocations Local Development Document (adopted on 2014)<sup>3</sup>. It will also reflect relevant legislative requirements, as well as those of the National Planning Policy Framework (NPPF) 2024 and National Planning Practice Guidance (NPPG).

The Three Rivers Local Plan will be subject to a Sustainability Appraisal (SA), Habitats Regulations Assessment (HRA), an Equalities Impact Assessment (EqIA) and Health Impact Assessment (HIA).

The EqIA and HIA are being undertaken together and reported on as an Integrated Health and Equalities Impact Assessment (IHEIA) - this document.

### 1.2 Purpose of this Document

This IHEIA pulls together both the HIA and EqIA assessment processes into one streamlined assessment process. It identifies the potential impacts on protected and vulnerable groups and identifies opportunities within the power of the Local Plan for more positive health and equality outcomes.

### 1.3 Equality Impact Assessment

An EqIA is a way of measuring the potential impact (positive, negative or neutral) that a policy, function or service may have on different groups protected by equalities legislation, notably the Equalities Act 2010<sup>4</sup>. This Act places a Public Sector Equality Duty on the Council as a public body to pay due regard to advancing equality, fostering good relations and eliminating discrimination for people sharing certain protected characteristics. The Equality Duty came into force in April 2011 and covers the following Protected Characteristics:

- **Age** (a person belonging to a particular age or range of ages);
- **Disability** (a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities);
- **Gender reassignment** (people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) for the purpose of reassigning their sex);
- **Marriage and civil partnership** (marriage can be between a man and a woman or between two people of the same sex. Same-sex couples can also have a civil partnership);

---

<sup>1</sup> Core Strategy Adopted 17 Oct 2011.doc ([threeivers.gov.uk](http://threeivers.gov.uk))

<sup>2</sup> Final Development Management Policies LDD Adopted July 2013.doc ([threeivers.gov.uk](http://threeivers.gov.uk))

<sup>3</sup> d70a5a90-9ff4-11ed-8d80-6dc425ce7e94-site-allocations-ldd-adopted-25-november-2014 (1).pdf ([threeivers.gov.uk](http://threeivers.gov.uk))

<sup>4</sup> Equality Act, 2010



- **Pregnancy and maternity** (pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth);
- **Race** (a group of people defined by their colour, nationality (including citizenship) ethnic or national origins);
- **Religion or belief** (religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical beliefs including lack of belief);
- **Sex** (a man or a woman, or to a group of people of the same sex); and
- **Sexual orientation** (whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes).

## 1.4 Health Impact Assessment

A HIA is a means of assessing the potential health impacts of policies, plans and projects. The HIA process is designed to help decision-makers ensure that health and wellbeing is being properly considered in planning policies and proposals. HIA is not a statutory requirement of the plan preparation process. However, planning practice guidance states that 'local planning authorities should ensure that health and wellbeing and health infrastructure are considered in local and neighbourhood plans and in planning decision making'<sup>5</sup>. It also states that 'a health impact assessment may be a useful tool to use where there are expected to be significant impacts'.

In addition, Hertfordshire County Council's Public Health Department and Spatial Planning Unit have produced a Health Impact Assessment Position Statement<sup>6</sup>, which outlines the countywide stance on HIAs in relation to planning. This sets clear thresholds for HIAs, for which plans and projects that support the development of 100 or more residential dwellings, should have a supporting HIA.

## 1.5 Sustainability Appraisal

A SA of Development Plan Documents (DPDs) is required under Section 19 of the Planning and Compulsory Purchase Act 2004<sup>7</sup>. The SA must incorporate the requirements of the Environmental Assessment of Plans and Programmes Regulations 2004 (the SEA Regulations)<sup>8</sup>. The SEA Regulations transpose the SEA Directive (2001/42/EC)<sup>9</sup> into English law and applies to a range of plans and programmes, including DPDs. The purpose of the SEA Directive is to ensure a high level of environmental protection, and to integrate the consideration of the environment into the preparation and adoption of plans, with a view to promoting sustainable development.

The purpose of SA is to appraise the environmental, social and economic effects of plans and programmes. The SA 'testing' of the DPD policies and their reasonable alternatives will help to develop the most sustainable policies and proposals as an integral part of the plan's development. The Local Plan objectives, policies and development sites will be appraised against a set of objectives to identify whether there is the potential for significant effects (either positive or negative) and recommendations will be put forward to mitigate any

---

<sup>5</sup> [\[Withdrawn\] New national planning policy and guidance aims to promote health and reduce inequalities - GOV.UK \(www.gov.uk\)](#)

<sup>6</sup> [Hertfordshire County Council, Position Statement: Health Impact Assessments, Version 1.2, 2019](#)

<sup>7</sup> [Planning and Compulsory Purchase Act 2004](#)

<sup>8</sup> [The Environmental Assessment of Plans and Programmes Regulations 2004](#)

<sup>9</sup> [European Commission, SEA Directive \(2001/42/EC\)](#)



significant adverse effects. Guidance for Sustainability Appraisal (SA) sets out an objectives-led, staged process.

A separate SA is being carried out by WSP UK Ltd. SLR Consulting Ltd are working closely with WSP to ensure the baseline data used in both assessments are aligned. Results of the SA and IHEIA will also feed into each assessment.

## **1.6 Habitats Regulation Assessment**

In the UK, the Habitats Directive (92/43/EEC) has been transposed into domestic legislation as the Conservation of Habitats & Species Regulations 2017 (as amended), also known as the 'Habitats Regulations', which requires an assessment of any plans which are likely to have a significant effect on any protected Habitat Sites, i.e. Special Areas of Conservation (SACs), Special Protection Areas (SPAs) and Ramsar wetland sites. This is commonly referred to as a Habitats Regulations Assessment (HRA). This requirement includes strategic plans with an impact on land use.

Natural England was consulted on the scope of the HRA in July 2024 and responded in August 2024 to confirm that it does not consider that the Three Rivers Local Plan poses any likely risk or opportunity in relation to its statutory purpose, and did not wish to comment on the consultation.

A HRA screening exercise has been undertaken to determine if the preferred options (either in isolation and/or in combination with other plans or projects) would generate an adverse impact upon the integrity of a Habitat Site, in terms of its conservation objectives and qualifying interests. Natural England will be given an opportunity to comment on the findings of the HRA screening exercise.

The HRA identified potential impact pathways from sixteen housing sites which could lead to LSEs in relation to physical damage or degradation of habitats and increased disturbance on one European site, Chilterns Beechwoods SAC. Therefore, the next stage of the HRA, Stage 2: Appropriate Assessment, has been undertaken.

The HRA has been prepared separately by SLR Consulting Ltd and will be consulted on alongside the Local Plan, SA and this IHEIA.



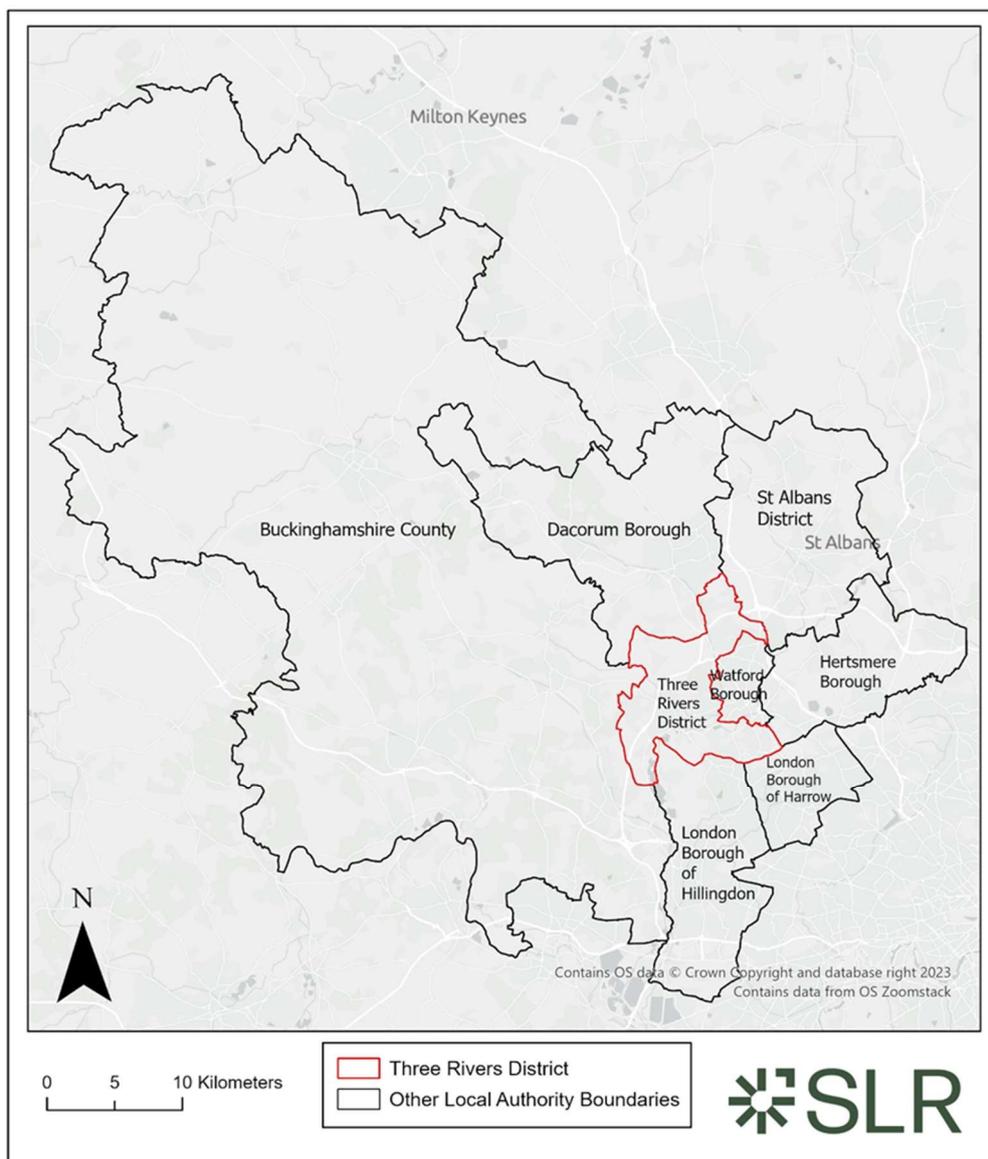
## 2.0 Three Rivers Local Plan

### 2.1 Plan Area

Three Rivers is a local government district in south-west Hertfordshire. Figure 2-1 below shows that the district is bordered by Buckinghamshire County to the west, Dacorum Borough to the north, St Albans District in the north east, Watford and Hertsmere to the east and the London boroughs of Harrow and Hillingdon in the south.

The district is approximately 88.8 km<sup>2</sup> in size and, it has a population of roughly 95,800 and includes towns like Rickmansworth, Chorleywood, Croxley Green, and Abbots Langley. The district combines suburban and rural landscapes, with extensive Green Belt land and good transport links via the M1, M25, and rail services into London (both overground and underground services). It is home to major employers such as Warner Bros Studios Leavesden and British Telecom.

**Figure 2-1 – The Three Rivers District**



## 2.2 Development of the Local Plan

The Three Rivers Local Plan will replace the previous Core Strategy (adopted October 2011), the Development Management Policies Local Development Document (adopted July 2013) and the Site Allocations Local Development Document (adopted on 2014). The new Local Plan will replace these documents by providing replacement strategic and development management policies and site allocations in a single document along with an overall vision and key objectives. The Local Plan will cover the period 2026-2041.

One of the key requirements for producing a new Local Plan will be to identify sufficient land for housing, economic development and other uses to meet the identified needs of the district, whilst at the same time ensuring that such land can be readily brought forward for development, including to enable TRDC to demonstrate a five-year supply of deliverable housing sites.

A number of consultations have been carried out in order to determine the scale of housing growth to be taken forward in the Local Plan. Following changes to the NPPF<sup>10</sup> in 2022, a low growth housing approach was consulted on between October and December 2023. This approach set out that all sites that held a low to moderate harm level to the Green Belt would be considered. Sites with a moderate-high harm level were considered acceptable if they were strategic in scale, in sustainable locations and delivered infrastructure and community benefits. Sites with a high harm rating were considered acceptable if they were strategic in scale, in sustainable locations and delivered infrastructure and considerable community benefits. Sites with a very high harm rating were not considered acceptable for residential development. A low growth housing option was taken forward by Council members, however, following the General Election in 2024, consultation on a new NPPF was launched on 30th July 2024 which has caused a review of the Local Development Scheme for the Local Plan in order to undertake additional and updated evidence base studies and in order to ascertain where further scale and distribution options require consideration.

The Local Plan is now at the Regulation 19 stage – this is the final public consultation stage before the plan goes for independent examination.

## 2.3 Local Plan Policies

**Table 2-1** outlines the local plan policies that have been assessed in the IHEIA.

**Table 2-1: Local Plan Policies**

Policy Theme	Policy
Strategic Policies	SP1: Overall Levels of Growth
	SP2: Overarching Policy on Sustainable Development
	SP3: Infrastructure Delivery
	SP4: Local Distinctiveness and Place Shaping
Housing	HOU1: Housing Mix and Type
	HOU2: Housing Density
	HOU3: Affordable Housing
	HOU4: Provision for Gypsies, Travellers and Travelling Showpeople

<sup>10</sup> Ministry of Housing, Communities and Local Government, National Planning Policy Framework, 2024



Policy Theme	Policy
Employment and Economy	EE1: Employment and Economic Development
	EE2: Retail
	EE3: Warner Brothers Allocation
Green Belt	GB1: Green Belt
Climate Change and Net Zero	CNZ1: Renewable and Low Carbon Energy Developments
	CNZ2A: Net Zero Operational Carbon in New Build Residential Development
	CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development
	CNZ2C: Climate-adapted Design and Construction
	CNZ2D: Embodied Carbon and Minimising Waste
	CNZ2E: Reducing Carbon Emissions in Existing Buildings
Biodiversity, Green and Blue Infrastructure and Landscapes	BGL1: Biodiversity
	BGL2: Trees, Woodlands, Hedgerows and Landscaping
	BGL3: Green and Blue Infrastructure
	BGL4: Open Space, Play Space, Sport and Recreation
	BGL5: Chiltern Beechwoods Special Area of Conservation (SAC)
	BGL6: Landscape Character
Environment	ENV1: Flood Risk and Water Resources
	ENV2: Ground Conditions, Contamination and Pollution
	ENV3: Waste Management and Recycling
Design and Heritage	DH1: Residential Design and Layout
	DH2: Heritage and the Historic Environment
	DH3: Advertisements and Shop Fronts
Transport and Connections	TC1: Sustainable Transport and Travel
	TC2: Parking
	TC3: Construction, Deliveries, Collections and Servicing
	TC4: Waterways
	TC5: Broadband and Electronic Communication
Social, Health and Wellbeing	SHW1: Social and Community Facilities
	SHW2: Health and Wellbeing
Northwood Headquarters	NH1: Northwood Headquarters (MOD)



## 3.0 Methodology

### 3.1 Policy Context

The relevant national and local policy context relevant for both equalities and health is set out in Table 3-1 below. This isn't an exhaustive list but includes those most relevant to the IHEIA. At the previous scoping stage, a more extensive policy review was undertaken. This can be found in Appendix A.

**Table 3-1: Relevant Planning Policy Context**

Policy/ Guidance Document	Key Messages
<b>National</b>	
National Planning Policy Framework (NPPF) (December 2024) <sup>11</sup>	<p>Section 8 relates to the promotion of healthy and safe communities. Paragraph 96 refers to planning decisions, stating as follows:</p> <p>“Planning policies and decisions should aim to achieve healthy, inclusive and safe places and beautiful buildings which: promote social interaction...; are safe and accessible...; and enable and support healthy lifestyles...”.</p> <p>Paragraph 98 states that: “To provide the social, recreational and cultural facilities and services the community needs, planning policies and decisions should: ...take into account and support the delivery of local strategies to improve health, social and cultural well-being for all sections of the community...”.</p>
Planning Practice Guidance (PPG): Healthy and Safe Communities (August 2022) <sup>12</sup>	<p>Planning Practice Guidance: Healthy and Safe Communities is a web-based resource which is updated as necessary. It advises that HIA may be a useful tool to use where there are expected to be significant impacts. The range of issues to be considered in decision-making in respect of health and health infrastructure include:</p> <ul style="list-style-type: none"> <li>• Opportunities for healthy lifestyles have been considered (e.g., planning for an environment that supports people of all ages in making healthy choices, helps to promote active travel and physical activity, and promotes access to healthier food, high quality open spaces, green infrastructure and opportunities for play, sport and recreation);</li> <li>• Potential pollution and other environmental hazards, which might lead to an adverse impact on human health, are accounted for in the consideration of new development proposals; and</li> <li>• Access to the whole community by all sections of the community, whether able-bodied or disabled, has been promoted.</li> </ul>
Public Health England, Health Impact Assessment in Spatial Planning (October 2020) <sup>13</sup>	<p>Public Health England (PHE) published the Guide ‘Health Impact Assessment in Spatial Planning’ (2020) for use of HIA in the land use planning system. The Guide sets out how, in the case of planning applications, applicants should determine the approach to HIA depending on the scale and nature of the Proposed Development, and how HIA should contribute to informing planning decisions.</p>

<sup>11</sup> Ministry of Housing, Communities and Local Government, National Planning Policy Framework: December 2024 [National Planning Policy Framework](#) (Accessed 9/1/25)

<sup>12</sup> Ministry of Housing, Communities and Local Government, Healthy and Safe Communities [Healthy and safe communities - GOV.UK](#) (Accessed 9/1/25)

<sup>13</sup> Public Health England, Health Impact Assessment in Spatial Planning [Health Impact Assessment in spatial planning - GOV.UK](#)



Policy/ Guidance Document	Key Messages
The Housing Act 2004 <sup>14</sup>	The Act covers housing conditions, and licensing of houses in multiple occupation and residential accommodation. It requires local housing authorities to assess the accommodation needs of Gypsies and Travellers in their area and produce a strategy on how these needs can be met.
Future of an Ageing Population, 2016 <sup>15</sup>	The report brings together evidence about today's older population, with future trends and projections, to identify the most critical implications for government policy and the socioeconomic resilience of the UK.
Health Impact Assessment (HIA) and Local Development Plans (LDPs): A Toolkit for Practice, 2021, Wales Health Impact Assessment Support Unit <sup>16</sup>	This Toolkit aims to support the collaboration between the planning and public health sectors in order to maximize positive health and well-being outcomes through land use planning policies that create healthy, equitable and cohesive communities.
<b>Local</b>	
Hertfordshire Health and Wellbeing Strategy 2022-2026 <sup>17</sup>	The Health and Wellbeing Strategy sets out our vision and strategic priorities for improving health and wellbeing and reducing health inequalities in the County. The vision of the strategic is 'Working in partnership and with our communities to improve their health, wellbeing, and their quality of life to reduce health inequalities and help people live longer and healthier lives'. The ambitions of the strategy are: <ol style="list-style-type: none"> <li>1. Strong communities</li> <li>2. Healthy and fulfilling lives</li> <li>3. Effective, joined up health and care services</li> </ol>
Three Rivers District Council Equality, Diversity and Inclusion Policy, 2023 <sup>18</sup>	This policy highlights the District's vision for equality, diversity and inclusion ("A district where everyone feels welcome, that they belong and that they are safe"), as well as the objectives in place in order to achieve this vision: <ol style="list-style-type: none"> <li>1. To promote equality of opportunity in employment and training</li> <li>2. To improve equality and access to services for all residents</li> <li>3. To strengthen knowledge and understanding of all Three Rivers communities</li> <li>4. To celebrate diversity, promote inclusion and enhance community life in partnership with communities</li> </ol>
Three Rivers Safeguarding and Managing Crime Plan 2021/24 <sup>19</sup>	The plan indicates through specified actions and objectives how the CSP will address the six priority areas of work. All Priorities listed are areas that need focus and attention in 2021-2024. The priorities are: <ol style="list-style-type: none"> <li>1. Serious Violence and Exploitation.</li> <li>2. Domestic Abuse</li> <li>3. Exploitation Prevention</li> </ol>

<sup>14</sup> [The Housing Act, 2004](#)

<sup>15</sup> [Government Office for Science, Future of an Ageing Population, 2016](#)

<sup>16</sup> [Wales Health Impact Assessment Support Unit, Health Impact Assessment \(HIA\) and Local Development Plans \(LDPs\): A Toolkit for Practice, 2021](#)

<sup>17</sup> [Hertfordshire Health and Wellbeing Strategy 2022-2026](#)

<sup>18</sup> [Three Rivers District Council Equality, Diversity and Inclusion Policy, 2023](#)

<sup>19</sup> [Three Rivers Safeguarding and Managing Crime Plan 2021/24](#)



Policy/ Guidance Document	Key Messages
	4. Motor Vehicle Crime 5. Burglary and Fraud 6. Hate Crime and Prevent
Three Rivers Community Strategy 2023-2028 <sup>20</sup>	The vision of the Three Rivers Community Strategy is for Three Rivers to be a district: <ol style="list-style-type: none"> <li>1. that is inclusive and where people feel they are welcome and belong</li> <li>2. where local infrastructure supports healthy lifestyles and addresses health inequalities</li> <li>3. where our residents are supported and feel safe</li> <li>4. that takes action to mitigate and adapt to the climate emergency</li> <li>5. where our local businesses are beneficial to and benefit from local people</li> </ol>

### 3.2 Work Undertaken to Date

In early 2025, work started on producing a Scope and Methodology Report (SMR) which sets out the methodology and criteria to be used for assessing and determining likely equality and health effects arising as a result of the Regulation 19 Local Plan. It provided an outline description of the development of the draft plan, as well as outlining the proposed scope of the EqlA and HIA, identifying the issues to be addressed, the geographical coverage and the periods in time for which impacts will be assessed.

The SMR set out the key policy context and baseline information – from this key health and equality issues were identified. Following the review of the baseline information, key issues and relevant plans, policies and guidance, the scope of the EqlA and HIA was determined including the identification of protected characteristics, vulnerable groups and key determinants of health to be considered.

The SMR was shared with relevant stakeholders at TRDC and the Public Health Healthy Places team at Hertfordshire County Council, in order to agree the scope and methodology. Both TRDC and the Public Health Healthy Places team agreed with the proposed scope and methodology.

<sup>20</sup> [Three Rivers Community Strategy 2023-2028](#)



### 3.3 Scope of Assessments

Due to the differences in assessment processes between the EqIA and the HIA, the two assessments have been undertaken separately. However, this report combines findings and where appropriate combines mitigation and enhancement measures. The scope of the two assessment processes has been outlined below.

#### 3.3.1 Equalities Impact Assessment

The EqIA has considered the effects of the Local Plan objectives and policies on the protected characteristics, as listed under the Equality Act. Table 3-2 below outlines those protected characteristics scoped in or out of the EqIA element of the IHEIA. A precautionary approach has been taken to ensure that all effects can be captured.

Whilst not a protected characteristic as listed under the Equality Act, consideration of socio-economic status is widely included within EqIAs, as people who face socio-economic disadvantage can experience inequality of outcomes such as poorer health, poorer housing and fewer opportunities for education and jobs.

**Table 3-2: Protected Characteristics**

Personal Protected Characteristics	Scope In/ Out?	Justification
Age	✓	Different age groups are likely to experience the effects of the Local Plan differently, some of which may be disproportionate. The Local Plan will likely help address the needs of an ageing population.
Disability	✓	Some disability groups may benefit from policies that encourage wider accessibility, better wayfinding and accessible housing, whilst some types of developments and policies may disproportionately exclude some disability groups.
Gender Reassignment	✓	Those undergoing or planning on undergoing gender reassignment may benefit from greater protection from policies that address commuting safety and inclusivity.
Marriage and civil partnership	x	The Local Plan is unlikely to generate any positive or negative effects on marriage or civil partnerships.
Pregnancy and maternity	✓	This group may benefit from policies that encourage wider accessibility, social interaction and the increase in community infrastructure.
Race	✓	Different racial groups may benefit from greater protection from policies that address commuting safety and support inclusivity and diversity. Additionally, the plan may make provision for accommodation to meet the needs of Gypsy and Traveller groups.
Religion or belief	✓	Different religious groups may benefit from greater protection from policies that address commuting safety and support inclusivity and diversity. Additionally, policies may support the development of community facilities which may benefit some religious groups
Sex	✓	Males and females are likely to experience the effects of the Local Plan differently, some of which, may be disproportionate. Females



Personal Protected Characteristics	Scope In/ Out?	Justification
		are likely to benefit from policies which support community safety and inclusive design.
Sexual Orientation	✓	The LGBTQI+ community are likely to experience the effects of the Local Plan differently, some of which, may be disproportionate. This groups may benefit from policies that support increased community safety and support diversity.
Socio-economic Status	✓	Those lower socio-economic groups will likely benefit from policies and housing allocations that support affordable housing as well as supporting improvements to the existing housing stock. This group are also likely to benefit from policies that support greater employment opportunities.

### 3.3.2 Health Impact Assessment

For the purposes of the HIA, both vulnerable groups and determinants of health have been identified. The assessment has provided evidence of how key determinants of health will be affected by the general principles and policies are likely effects on the study area population, and any specific vulnerable groups.

The key determinants of health that have been considered and the rationale for their inclusion are set out in Table 3-3 below.

**Table 3-3 – Key Determinants of Health**

Determinant of Health	Rationale
Air Quality	<p>Poor air quality is the largest environmental risk to public health. Exposure to air pollution can lead to chronic conditions such as cardiovascular and respiratory diseases as well as lung cancer, ultimately leading to reduced life expectancy. As identified in the baseline, there are existing air quality issues in the district.</p> <p>The Local Plan may include policies that increase accessibility, reducing the need to travel and improving air quality. However, there may be some short-term effects associated with construction that could temporarily reduce air quality (in particular dust) which may exacerbate some chronic conditions.</p>
Noise	<p>Exposure to high levels of noise can lead to both short term health effects such as annoyance and sleep disturbance which can go on to cause longer term health issues such as hearing impairment, reduce performance and learning attainment and even cardiovascular disease. As identified in the baseline, there are some areas in the district experiencing high levels of noise.</p> <p>Policies in the Local Plan may include policies that increase accessibility and reduce the need to travel which may help to reduce noise from the transport network. However, some policies may support new town centre developments as well as the nighttime economy which could increase levels of noise in some locations.</p>



Determinant of Health	Rationale
Housing and Homelessness	<p>The lack of housing or poor-quality housing can negatively affect both physical and mental health and wellbeing, particularly through physical attributes such as mould, damp, lack of insulation, noise exposure and overcrowding. Conditions can lead to respiratory conditions, cardiovascular disease and communicable disease transmission, and subsequently increased mortality. Poor housing conditions or lack of housing can also lead to increased stress and a reduction in a sense of empowerment and control over life which can lead to depression and anxiety<sup>21</sup>.</p> <p>The Local Plan is likely to include policies that will address the housing demand (including affordable, accessible and adaptable homes) as well as poor quality housing.</p>
Economy and Employment	<p>Stable and secure work can improve health and wellbeing through regular income, social interaction, and sense of purpose. In comparison, those in poor-quality jobs or unemployment are known to suffer worse health than those in good quality work<sup>22</sup>.</p> <p>The Local Plan is likely to include policies that make provision for increasing employment provision and improving access to employment centres.</p>
Skills and Education	<p>Education is important for health as it provides the skills and specialist knowledge needed to secure good jobs and participate in society<sup>23</sup>. Access to further training can help to support who are in poor quality to retrain and upskill and gain more secure employment.</p> <p>The Local Plan is likely to support greater access to skills and education through employment opportunities as well as provision of social infrastructure which may include educational facilities. Conversely, increasing the population in the district could put greater strain on existing facilities.</p>
Social Cohesion and Community Safety	<p>Strong social connections are linked to lower rates of depression and anxiety and greater resilience to stress. Poor social relationships have also been found to increase the likelihood of a stroke by almost a third (32%)<sup>24</sup>.</p> <p>Areas with high levels of crime often have lower levels of social interaction. Additionally, people with a strong fear of crime are almost twice as likely to show symptoms of depression<sup>25</sup>.</p> <p>Local Plan policies are likely to lead to improve safety, provision of social infrastructure and support community engagement and empowerment.</p>
Access to Services	<p>Research has suggested that ‘access to local shops, post offices, places of entertainment and community activity all contribute to well-being’<sup>26</sup>, and access</p>

<sup>21</sup> [The role of homes and buildings in levelling up health and wellbeing, 2022 | House of Commons Library](#)

<sup>22</sup> [Employment, Productivity and Work | Manchester University](#)

<sup>23</sup> [Lifelong Learning and Levelling Up: Building Blocks for Good Health, 2021 | The Health Foundation](#)

<sup>24</sup> [Older people living alone are 50% more likely to visit A&E than those who live with others | The Health Foundation](#)

<sup>25</sup> [Individuals with high fear of crime twice as likely to suffer from depression | UCL](#)

<sup>26</sup> Harding, T., 1997, A Life Worth Living: The Independence and Inclusion of Older People, London: Help the Aged, cited in Randall, C., 2012.



Determinant of Health	Rationale
	<p>to good health services was a key contributor to how good somewhere is to live<sup>27</sup>.</p> <p>The Local Plan is likely to increase and enhance existing community facilities providing greater access to services. Conversely, increasing the population in the district could put greater strain on existing facilities.</p>
Physical Activity	<p>Being physically active plays an essential role in ensuring health and wellbeing. Exercise and physical activity can reduce some of the risk factors for non-communicable diseases such as diabetes, heart disease and some cancers, including reducing blood pressure, improving cholesterol levels, and lowering body mass index (BMI)<sup>28</sup>.</p> <p>The Local Plan is likely to include policies that make provision for active travel and community facilities which help increase levels of physical activity of the district's population.</p>
Landscape quality and green/ blue infrastructure	<p>The quality of the landscape in which people lead their lives makes a difference to the quality of their lived experience<sup>29</sup>. Landscape quality can encompass many elements of which can benefit the population including mitigation against environmental pollution, respite and tranquillity, provision of green and blue infrastructure, and providing a perception of personal security and a sense of place.</p> <p>The Local Plan is likely to include policies and site allocations which likely improved the district's landscape setting and increase and enhance green and blue infrastructure. Conversely, some site allocations could result in the release of greenbelt which may detract from the overall landscape quality.</p>
Healthy food environments	<p>Access to healthy food is crucial for overall health, and inequalities in access contribute to health disparities, particularly affecting those in lower-income areas, the disabled, and certain ethnic groups.</p> <p>In line with the NPPF, local planning authorities should refuse applications for hot food takeaways and fast-food outlets. This should be a consideration with regards to site allocations as well as planning policy.</p>

As outlined above, the HIA has considered the effects on each determinant of health and consider the impact they may have on vulnerable groups of the population. Whilst some of these vulnerable groups may overlap with the protected characteristics identified for the EqIA, these are more specific and represent smaller sub-populations that may experience differential health effects. Table 3-4 below sets out these vulnerable groups and the rationale for their inclusion, in line with those potential effects on determinants of health, identified in Table 3-3 above.

**Table 3-4 – HIA Vulnerable Groups**

Vulnerable Group	Rationale
Children and young people	Children and young people can be more affected by the effects of noise and air pollution. There is a strong link between air pollution and the worsening of asthma symptoms in children and can play a part in causing

<sup>27</sup> [Department for Communities and Local Government, 2008, Place survey | UK Government](#)

<sup>28</sup> [The Economic Benefits of Walking and Cycling | The Department for Transport](#)

<sup>29</sup> [Landscape and Quality of Life | C, Thompson et al](#)



Vulnerable Group	Rationale
	asthma in some <sup>30</sup> . Children are vulnerable partly because they breathe more rapidly and are closer to the ground, where pollutants are more highly concentrated <sup>30</sup> .
Older people	Older people are especially vulnerable to loneliness and social isolation, which can have a serious effect on their health. With more people living longer, a quarter of all people nationally aged 50 and over now live alone and it is predicted that this number will rise significantly by 2043 <sup>31</sup> . The number aged 65 and over in the district is also set to continue to rise. Additionally, as older people will most likely suffer from chronic diseases (such as chronic lung, heart or circulatory conditions) which may worsen following exposure to environmental pollutants <sup>32</sup> .
People with disabilities and mobility impairment	People with disabilities can face additional barriers when trying to access services, which can include online services that are not accessible, infrastructure that can be physically inaccessible and attitudinal barriers <sup>33</sup> . Sustrans identified that disabled people felt less safe walking alone in all settings than non-disabled people <sup>34</sup> . People with disabilities are likely to have a limited capacity to adapt to change.
People with existing physical and mental health conditions	Those with existing health conditions are likely to be susceptible to the effects of air and noise pollution. Noise pollution can exacerbate mental health conditions such as stress, anxiety, Attention-Deficit/Hyperactivity Disorder (ADHD) and autism. As stated above, chronic diseases (such as chronic lung, heart or circulatory conditions) which may worsen following exposure to air pollution. People with existing physical and mental health conditions are likely to have a limited capacity to adapt to change.
Women and girls	Every three days, a woman in the UK is killed by a man and one in four women experience domestic abuse in their lifetimes <sup>35</sup> . Women and girls are also disproportionately affected by feeling unsafe and as a result, are often changing the way that they live and move. Half of all women felt unsafe walking alone after dark both in a quiet street near their homes and within a busy public space <sup>34</sup> . This increased to 80% when walking alone in a park or other open space <sup>34</sup> .
Care leavers	Adults who were in residential care as a child are between three and four times more likely to report their health as 'not good' compared with 'good'. They are also more likely to experience barriers to employment and housing, experience social isolation, live in poverty and be at a higher chance of committing a crime <sup>36</sup> .
Unemployed and low-income groups	Unemployment is associated with lower life expectancy and poorer physical and mental health, both for unemployed individuals and their households <sup>37</sup> . Unemployment can be linked to depression, anxiety and low self-esteem.

<sup>30</sup> [Air Pollution in Children | Impact on Urban Health](#)

<sup>31</sup> [The State of Ageing 2023-2024 | Centre for Aging Better](#)

<sup>32</sup> [Adverse Effects of Outdoor Pollution in the Elderly | Journal of Thoracic Disease](#)

<sup>33</sup> [Challenges faced by people with disabilities | House of Lords Library](#)

<sup>34</sup> [Personal safety: Women's experiences of being alone after dark | Sustrans](#)

<sup>35</sup> [A Whole-Society Approach to Ending Violence Against Women and Girls: VAWG Sector Manifesto | End Violence Against Women](#)

<sup>36</sup> [Children's Commissioner, New findings on how children in care interact with the criminal justice system, 2022](#)

<sup>37</sup> [What are Health Inequalities | The King's Fund](#)



Vulnerable Group	Rationale
	<p>Money and resources can affect health in a number of ways as people need a certain level of income to be able to afford the basics for a healthy life, such as food, utilities and quality housing. Beyond a basic level of income, stresses still exist and can eventually harm physical health<sup>38</sup>.</p> <p>Whilst the district is amongst the least deprived nationally, there are pockets of deprivation in South Oxhey.</p>
Socially excluded or isolated groups	<p>There are clear racial inequalities when it comes to healthcare. Several socially excluded groups have been shown to experience higher rates of mental ill-health than the general population<sup>37</sup>.</p> <p>Romany and Traveller people face life expectancies between ten and 25 years shorter than the general population. Some of this comes down to Lack of trust in services as a result of fear of and experiences of discrimination<sup>39</sup>.</p> <p>Beyond just access to healthcare, socially excluded groups may not be able or be willing to access facilities and services or interact with their communities, which can lead to isolation and loneliness.</p>

### 3.4 Spatial and Temporal Scope

Effects have been considered at varying spatial levels according to the nature of the effect and the aspect of the plan that gives rise to the effect. For example, some effects have occurred within the land temporarily or permanently required for the allocations within the plan, with potential effects for communities both inside and outside the land requirements. Other effects, including noise and air quality effects, will take place at varying distances from the allocation, and may affect neighbouring settlements and communities.

The IHEIA has assessed the direct and indirect health effects on local communities anticipated to result from the implementation of the Local Plan. The geographic study area of the assessment is therefore contained to the Three Rivers District.

Equality and health effects will be considered for the duration of the plan period (2024-2041) and beyond.

### 3.5 HIA Methodology

Whilst there is no formally adopted guidance for undertaking HIA, there are a number widely accepted best practice guides. Most notable and relevant to this HIA is the Wales Health Impact Assessment Support Unit’s (WHIASU) guidance<sup>40</sup>. In addition, the Hertfordshire’s HIA Assessment Matrix<sup>41</sup> has also been utilised.

As per the WHIASU guidance, this is a prospective Rapid HIA exercise, which means it’s a being undertaken alongside the plan development and *‘involves a brief investigation of health impacts, including a short literature review of quantitative and qualitative evidence and the gathering of knowledge and further evidence from a number of local stakeholders’*.

<sup>38</sup> [Relationship between income and health | The Health Foundation](#)

<sup>39</sup> [Briefing: Health inequalities experienced by Gypsy, Roma and Traveller communities | Friends, Families and Travellers](#)

<sup>40</sup> [WHIASU, Health Impact Assessment, A Practical Guide](#)

<sup>41</sup> [Hertfordshire County Council, HIA Assessment Matrix for developers](#)



This is less resource intensive than a comprehensive HIA which often includes extensive literature searches, development of a steering group and the collection of primary data.

For the HIA, the proposed policies and policy themes within the Local Plan have been considered and assessed against each of the identified determinants of health outlined above. It has provided evidence of how each determinant impacts human health and the effect that the general principles and policies are likely to have on the health of the study area population, and any specific vulnerable groups.

In line with Hertfordshire’s Health Impact Assessment Matrix<sup>42</sup> the HIA assessment has not applied significance, but instead assigned types of effects as detailed in Table 3-6 below. Policy themes have been assessed as groups and will identify the effects against each of the health determinants scoped into the assessment.

**Table 3-5 - Key to Health Effects**

Symbol	Effect
+	Beneficial health outcomes
-	Adverse health outcomes
+/-	Mixed health outcomes, which may come from differential effects on different vulnerable groups
?	Uncertain health outcomes, which may be dependent upon implementation or further detail may be required
0	Neutral

### 3.6 EqlA Methodology

There is a limited range of guidance available that is specifically driven by practical application of EqlA, and none of which is statutory guidance. Relevant guidance on fulfilling the Public Sector Equality Duty (PSED) is listed in Section 3.1 of this report.

Meeting the Equality Duty in Policy and Decision-Making Guidance<sup>43</sup> states that *‘there is no prescribed methodology for assessing the impact on equality’* but recognises that established methods of equality assessment can be useful in enabling public sector bodies to appraise and report on their consideration of equality.

The EqlA has not assessed the significance of effects. Instead, qualitative descriptive judgments will be made regarding the nature of potential equality effects. Equality effects are defined as where an impact is identified as likely to have disproportionate or differential effect on groups of people on the grounds of their protected characteristics.

A disproportionate equality effect arises when an impact has a proportionately greater effect on protected characteristic groups than on other members of the general population at a particular location. For the purposes of this EqlA, disproportionality has arisen in two main ways, either:

<sup>42</sup> [Hertfordshire County Council, HIA Assessment Matrix for developers](#)

<sup>43</sup> [Equality and Human Rights Commission, Meeting the Equality Duty in Policy and Decision-Making, 2014](#)



- Where an impact is predicted on a residential area, where protected characteristic groups are known to make up a greater proportion of the affected resident population than their representation in the wider local authority district and/or county/region; or
- Where an impact is predicted on a community resource predominantly or heavily used by protected characteristic groups (e.g. primary schools attended by children; care homes catering for very elderly people).

A differential equality effect is one which affects members of a protected characteristic group differently from the rest of the general population because of specific needs, or a recognised sensitivity or vulnerability associated with their protected characteristic, irrespective of the number of people affected.

In some cases, protected characteristic groups have been subject to both disproportionate and differential equality effects.

The EqIA has considered impacts on groups of people rather than on individuals. Individuals may experience equality effects, but these are not reported, due to data protection considerations.

An assessment matrix has been used which will assess each policy individually and will identify the effects against each of the protected characteristics scoped into the assessment. Effects are set out in Table 3-5 below.

**Table 3-6 – Key to Equality Effects**

Symbol	Effect
+	Beneficial equality outcomes
-	Adverse equality outcomes
+/-	Mixed equality outcomes, which may come from differential effects on a protected characteristic
?	Uncertain equality outcomes, which may be dependent upon implementation or further detail may be required
0	Neutral

There is no legally prescribed form or structure for the content of an EqIA or HIA Report. The IHEIA Report is structured in a logical and comprehensible manner, taking account of the need for the information to be accessible, understandable and readable to a broad audience and drawing on information contained within the separate SA.

### 3.7 Stakeholder Engagement

The process of consultation and engagement, and the feedback which this generates, can also be instrumental in influencing the development of plan policies. As both the EqIA and HIA are progressed, wider stakeholder engagement may be undertaken. Early engagement with the TRDC's Community Partnership Team and Hertfordshire County Council's Public Health department has helped to identify key groups. As work progresses, we will continue to consult further as part of the Regulation 19 consultation processes. Those groups identified for further engagement include:

- Hertfordshire and West Essex Integrated Care System;
- Hertfordshire's Citizens Panel;



- Three River's Local Strategic Partnership Board Members (such as Watford and Three Rivers Trust, Herts Mind Network);
- NHS Hertfordshire Community;
- Charity groups such as Age UK and the Royal National Institute of Blind People;
- Herts Interfaith Forum;
- Trans Unite;
- Three Rivers Youth Council (including the Youth Council for young people special educational needs and disabilities); and
- Community groups.

### **3.8 Assumptions and Limitations**

Changes in public policy, economic and other wider factors will shape, in both intended and unintended ways, the social, economic and environmental conditions that influence inequality and the way it is experienced amongst affected communities.

The assessment has been focussed on the Local Plan policies and has not considered the site allocations. This is to avoid duplication with the SA.

For assessment purposes it has been necessary to assume that the baseline characteristics established during the EqIA and HIA processes will remain largely unchanged. Where information on forecast changes to population characteristics or planned community facilities are available, these have been incorporated into the assessment where relevant.

The assessment of the Local Plan has been undertaken as a desk-based exercise using the baseline information collated within this report. No site visits have been undertaken specifically for the purposes of the IHEIA.

The assessment has been undertaken using professional judgement, identifying qualitative potential effects.



## 4.0 Baseline and Key Issues

### 4.1 Introduction

This section sets out the key baseline trends and issues that were identified within the SMR. For the purposes of the assessment, health and equality issues have been presented separately. The baseline data included within the SMR has been set out in Appendix A.

### 4.2 Key Equality Baseline Trends

The population of the district will continue to increase, and the average age of the population will continue to get older. The proportion of residents aged 65 and over will continue to increase, as residents live longer and birth rates fall. This increase could lead to changes to the types of accommodation required, and how healthcare and leisure facilities are used within the district.

General improvement in deprivation levels could be possible which would be consistent with recent trends, but large variations between different parts of the district are likely to persist. Indices of Multiple Deprivation is derived from seven topic areas including income; employment; health and disability; education, skills and training; barriers to housing services; crime; and living environment deprivation. Multiple agencies are responsible for tackling different forms of deprivation, including healthy lifestyles. This makes prediction difficult.

The number of children in care is increasing nationally, which will lead to an increase in the number of care leavers requiring additional support, such as access to healthcare, employment, further education and housing.

### 4.3 Key Equality Issues

The following key baseline issues have been identified:

- The population of the district is expected to increase;
- The district has an ageing population, with 24.2% of residents predicted to be aged 65 or older by 2041. This is likely to lead to a higher number of residents with increased care and housing needs;
- The number of frail and disabled residents, and those requiring Adult Social Care, is likely to increase with the ageing population;
- The district is ethnically diverse and is likely to become more diverse. Whilst diversity should be celebrated, work is needed to address inequalities particularly with regards to health, crime and income;
- The district is generally not deprived, however pockets of deprivation exist in wards such as South Oxhey;
- Hertfordshire has the second highest number of care leavers in the region. Care leavers can often experience discrimination, stigma, and prejudice in their day to day lives; and
- The number of children care is increasing nationally, leading to an increase in the number of care leavers requiring additional support.

### 4.4 Key Health Baseline Trends

As the population grows and ages, health prospects may worsen, creating more pressure on the NHS and poor health in residents e.g. childhood obesity, cancer, frailty and health issues



associated with poor air quality. Development pressure will continue to place pressure on open space and allotments.

Mental health issues associated with financial pressures are likely to continue as are inequalities in health such as life expectancy, child obesity and physical activity associated with deprivation.

Hertfordshire's Local Transport Plan is promoting more walking and cycling across the county. Further policy intervention would support improving levels of physical activity through walking and cycling, improving access to facilities and services by these modes through improvements to the public realm and improving access to open space.

Continued improvement in education is likely. A range of organisations are responsible for delivering education and training provision.

Housing affordability is largely determined by house prices (themselves largely based on economic cycles and housing supply), and the ability of households to buy property (household income, availability of credit). Given the difficulty in forecasting economic trends and recent uncertainty surrounding inflation, it is difficult to predict whether housing affordability will change in the near term and which direction such change could take. Increased housing provision in the long-term could address the persistent under delivery of homes which supports higher house prices and could therefore help improve the affordability of housing.

## 4.5 Key Health Issues

The following key baseline issues have been identified:

- Levels of deprivation vary throughout the district; life expectancy is 7.2 years lower for men and 5.1 years lower for women in the most deprived areas of Three Rivers than in the least deprived areas;
- Levels of activity vary throughout the district; 87% of residents in the least deprived areas of Three Rivers are found to carry out at least an hour of moderate intensity physical activity a week compared to 61% in the most deprived areas;
- Childhood obesity is a growing issue within some wards the district; 38% of primary school children in South Oxhey leave school overweight, compared to 29.7% of primary school children in other wards;
- There is a need to encourage more walking and cycling to encourage further physical activity in residents;
- The number of older residents suffering with dementia and loneliness is likely to increase with the ageing population;
- Air Quality Focus Areas may be exacerbating inequalities related to air pollution health issues;
- There is a lack of allotment space within the District.
- Access to green space within the district is below the recommended provision per person<sup>44</sup>. Three Rivers District Council aims to have no net loss of public open space, sport and recreation facilities;
- There is a need for flexibility for any future increased/changing health infrastructure need over the lifespan of the plan, due to the Three Rivers' rapidly ageing population, among other health issues (e.g.: childhood obesity, cancer).
- Crime rates within Three Rivers are low, but fear of crime remains an issue locally;
- The highest rate of offenses is violence against persons and burglaries;

---

<sup>44</sup> [Green Space Index 2024 \(arcgis.com\)](https://arcgis.com) (Accessed 05/08/24)



- Housing affordability is a key issue, meaning there is a need to increase the supply of affordable housing (particularly social rented housing);
- Housing development must take into account the needs of those with accessibility issues (including those with disabilities and older people) by building with accessibility in mind, to The Building Regulations (2010) standards (Part M), as well as increasing the provision of accommodation that is suitable for the needs of older people with different requirements;
- There is a need for a mix of housing types, sizes and tenures to be provided to meet the requirements of different groups in the community (e.g.: affordable housing, suitable accommodation for the needs of an aging population etc.);
- In 2023, average weekly earnings for men were significantly higher than the average weekly earnings for women in the district;
- There is a need to reduce the number of unemployed residents on claimant benefits, and encourage them to re-enter the workforce; and
- There is a need to improve and extend the public transport network across the district, in order to support a wide range of residents.



## 5.0 Assessment

### 5.1 Introduction

This section presents the findings from the HIA and EqIA assessments which has focussed on the Local Plan policies (detailed in **Section 2.3**). Further details on these assessments can be found in **Appendix B** (HIA) and **Appendix C** (EqIA).

### 5.2 Assessment Overview

A summary of the HIA findings is shown in Table 5-1 below and the EqIA findings are presented in Table 5-2 overleaf.

**Table 5-1: Summary of HIA Findings**

Policy Grouping	Air Quality	Noise	Housing	Economy and Employment	Education and Skills	Social Cohesion and Community Safety	Access to Services	Physical Activity	Green Infrastructure
Strategic Policies	?	?	+/-	+	0	+	+	+	+
Housing	?	?	+	0	0	+	+/-	?	?
Employment and Economy	?	?	+	+	+	+	+	?	?
Green Belt	0	0	0	0	0	+	+	+	+/-
Climate Change and Net Zero	+	0	+	0	0	+	+	+	?
Biodiversity, Green and Blue Infrastructure and Landscapes	+	+	0	?	0	+	+	+	+
Environment	+	+	0	0	0	+	0	0	0



Policy Grouping	Air Quality	Noise	Housing	Economy and Employment	Education and Skills	Social Cohesion and Community Safety	Access to Services	Physical Activity	Green Infrastructure
Design and Heritage	+	+	+	0	0	+	+	+	+
Transport and Connections	+/-	+/-	0	+	+	+	+	+	0
Social, Health and Wellbeing	+	+	+	?	?	+	+	+	+
Northwood Headquarters	?	?	0	+	+	0	?	0	0



**Table 5-2: Summary of EqIA Findings**

Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status
<b>Strategic Policies</b>									
SP1: Overall Levels of Growth	+/-	+/-	0	+	+	+	+	0	+/-
SP2: Overarching Policy on Sustainable Development	+	+	0	+	+	+	0	0	+
SP3: Infrastructure Delivery	+	+	0	+	+	+	+	0	+
SP4: Local Distinctiveness and Place Shaping	+	+	+	+	+	+	+	+	+
<b>Housing</b>									
HOU1: Housing Mix and Type	+	+	0	0	0	0	0	0	+
HOU2: Housing Density	+	+	0	0	0	0	0	0	+
HOU3: Affordable Housing	+	+	0	+	0	+	0	0	+
HOU4: Provision for Gypsies, Travellers and Travelling Showpeople	0	0	0	0	+	+	0	0	+
<b>Employment and Economy</b>									
EE1: Employment and Economic Development	+	0	0	0	0	0	0	0	+



Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status
EE2: Retail	+/-	+/-	+	+/-	+	+	+	+	+
EE3: Warner Brothers Allocation	+/-	+/-	+	+/-	+	+	+	+	+/-
<b>Green Belt</b>									
GB1: Green Belt	+	+	0	+	0	0	0	0	+
<b>Climate Change and Net Zero</b>									
CNZ1: Renewable and Low Carbon Energy Developments	0	0	0	0	0	0	0	0	0
CNZ2A: Net Zero Operational Carbon in New Build Residential Development	+	+	0	+	0	+	0	0	+
CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development	+	+	0	0	0	0	0	0	+
CNZ2C: Climate-adapted Design and Construction	+	+	0	+	0	+	0	0	+
CNZ2D: Embodied Carbon and Minimising Waste	+	+	0	+	0	+	0	0	+
CNZ2E: Reducing Carbon Emissions in Existing Buildings	+	+	0	+	+	+	0	0	+
<b>Biodiversity, Green and Blue Infrastructure and Landscapes</b>									
BGL1: Biodiversity	0	+	0	0	0	0	0	0	+



Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status
BGL2: Trees, Woodlands, Hedgerows and Landscaping	+	+	0	+	0	0	0	0	+
BGL3: Green and Blue Infrastructure	+	+	0	+	0	0	0	0	+
BGL4: Open Space, Play Space, Sport and Recreation	+	+	0	+	0	0	0	0	+
BGL5: Chiltern Beechwoods Special Area of Conservation (SAC)	0	0	0	0	0	0	0	0	0
BGL6: Landscape Character	0	0	0	0	0	0	0	0	+
<b>Environment</b>									
ENV1: Flood Risk and Water Resources	+	+	0	+	0	+	0	0	+
ENV2: Ground Conditions, Contamination and Pollution	+	+	0	+	0	0	0	0	+
ENV3: Waste Management and Recycling	+/-	+/-	0	+/-	0	0	0	0	0
<b>Design and Heritage</b>									
DH1: Residential Design and Layout	+	+	0	+	+	+	0	+	+
DH2: Heritage and the Historic Environment	+	0	0	0	+	+	0	0	0
DH3: Advertisements and Shop Fronts	0	+	0	0	0	0	0	0	0



Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status
<b>Transport and Connections</b>									
TC1: Sustainable Transport and Travel	+	+	0	+	0	0	0	0	+
TC2: Parking	+/-	+/-	0	+/-	0	0	0	0	+
TC3: Construction, Deliveries, Collections and Servicing	?	?	0	?	0	0	0	0	0
TC4: Waterways	0	0	0	0	0	0	0	0	0
TC5: Broadband and Electronic Communication	+	+	0	0	0	0	0	0	+
<b>Social, Health and Wellbeing</b>									
SHW1: Social and Community Facilities	+	+	0	+	+	+	0	0	+
SHW2: Health and Wellbeing	+	+	+	+	+	+	+	+	+
<b>Northwood Headquarters</b>									
NH1: Northwood Headquarters (MOD)	+/-	+/-	0	+/-	0	0	0	0	+



## 5.3 Strategic Policies

### Summary of Health Impacts

Overall, it is anticipated that the proposed Strategic Policies will have a positive impact on the health determinants listed below:

- **Economy and Employment:** Strategic Policies seek to direct new development to the most sustainable locations such that residents can access employment without being dependent on the use of private vehicles. The Overall Levels of Growth policy also confirms that existing employment sites will be safeguarded which is important in ensuring such sites can continue to positively contribute to the local economy;
- **Social Cohesion and Community Safety:** The development of new housing is anticipated to encourage social interaction and a sense of community belonging. This includes through ensuring development is also directed to sustainable locations which will help ensure all residents in the community have equitable access to essential services. Social cohesion will also be strengthened via the Infrastructure Delivery policy and the Overarching Policy on Sustainable Development that will ensure new development will deliver new infrastructure and service provision, secured by planning obligations;
- **Access to Services:** The Infrastructure Delivery policy and the Overarching Policy on Sustainable Development seeks to ensure new services/infrastructure is delivered to address local needs (both for existing and future residents) which implies new services will be delivered in response to increased demands (e.g. increased school places). The Strategic Policies also seek to direct new development to the most sustainable locations so that residents can access services without being dependent on the use of the car;
- **Physical Activity:** the Infrastructure Delivery policy states that 'footpaths, cycle paths and roads; and green spaces' form part of local infrastructure requirements which suggests opportunities to enhance physical activity will be encouraged. The Strategic Policies also explain that potential sites for housing with 'poor opportunities for walking and cycling' were discounted which is particularly important in ensuring residents are able to engage in active travel.
- **Green Infrastructure:** The Strategic Policies seek to limit Green Belt development, which in turn may protect existing green infrastructure. The Infrastructure Delivery policy also explains green infrastructure will be enhanced and conserved.

Other determinants considered in the HIA are anticipated to be subject to uncertain equality outcomes including air quality and noise impacts which may be exacerbated by new employment related development.

This is aside from the housing determinant which is anticipated to have mixed outcomes. Whilst there will be beneficial effects as a result of housing being directed to the most sustainable locations, the Local Plan significantly underdelivers its housing need. This may have negative health outcomes given the district has an acute affordable housing and specialist accommodation need (particularly given the districts ageing population) and it is unclear if such needs will be delivered in full.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Strategic Policies will have a positive impact on the protected characteristics listed below:



- **Pregnancy and Maternity:** Ensuring development is sustainably located and accessible is beneficial for those who are pregnant/in maternity who sometimes find it more difficult to travel further distances to reach access essential services; and
- **Religion or Belief/Race/Sex:** Ensuring development is sustainably located and accessible is beneficial for all groups is important in ensuring equal access to services.

However, it is anticipated that the proposed Strategic Policies will have mixed impacts on the protected characteristics listed below:

- **Age/Disability:** The Local Plan significantly underdelivers on its calculated housing need which may affect younger persons/future first time buyers if this comes at the expense of affordable units, as well as older persons if the required specialist housing is not delivered. In addition, whilst high density development (as proposed) is important in ensuring greater access to services, where high quality communal open space and shared ground floor facilities is not provided in tall buildings, residents may be subjected to social isolation; and
- **Socio-economic Status:** The Local Plan significantly underdelivers on its calculated housing need which may displace socio-economically deprived groups if this comes at the expenses of affordable units. Such groups may also be subject to reduced economic mobility if housing is not delivered near employment destinations/services.

## 5.4 Housing

### Summary of Health Impacts

Overall, it is anticipated that the proposed Housing policies will have a positive impact on the health determinants listed below:

- **Housing:** These policies support additional housing provision, including high quality housing and a mix of housing types and tenures, contributing to ensuring appropriate housing for current and future populations. Additionally, these policies aid in providing affordable and adaptable homes.
- **Social Cohesion and Community Safety:** The development of new housing is anticipated to encourage social interaction and a sense of community belonging. The Housing Mix and Type policy supports the creation of balanced and sustainable communities as well as ensuring specialised and supported accommodation supports integration with the community, while the Provision for Gypsies, Travellers and Travelling Showpeople policy also contributes to improving social cohesion.
- **Access to Services:** Mixed effects have been identified for Access to Services, as the policies outlined within this theme positively contribute to access to services throughout the district. However, increased population in the district may put pressure on existing services, resulting in increased waiting times and reduced capacity.
- **Air Quality, Noise, Physical Activity and Green Infrastructure:** Uncertain effects have been identified for the Air Quality, Noise, Physical Activity and Green Infrastructure policies. This has been identified where effects are likely to be determined by the type and location of developments that may arise as a result of the Plan.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Housing policies will have a positive impact on the protected characteristics listed below:



- **Age:** These policies support additional housing provision, including affordable, adaptable, and wheelchair accessible homes;
- **Disability:** These policies support additional housing provision, including affordable, adaptable, and wheelchair accessible homes;
- **Pregnancy and Maternity:** Affordable housing provision within the district is anticipated to result in positive effects for single parent households;
- **Religion or Belief:** Providing adequate provision for Gypsies, Travellers and Travelling Showpeople benefits these groups through providing sites and improved access to local services and facilities;
- **Race:** Providing adequate provision for Gypsies, Travellers and Travelling Showpeople benefits these groups, providing sites and improved access to local services and facilities. Additionally, affordable housing provision within the district is anticipated to result in positive effects for racially discriminated groups, ensuring plots are provided for Gypsies, Travellers and Travelling Showpeople; and
- **Socio-economic Status:** These policies support additional housing provision, including affordable, adaptable, and wheelchair accessible homes. Additionally, providing adequate provision for Gypsies, Travellers and Travelling Showpeople aids in improved access to local services and facilities.

## 5.5 Employment and Economy

### Summary of Health Impacts

Overall, it is anticipated that the proposed Employment and Economy policies will have a positive impact on the health determinants listed below:

- **Housing:** Employment development will be delivered alongside new housing, allowing residents to access employment opportunities in a sustainable manner;
- **Employment and Economy:** New opportunities will be provided for the local workforce, and the expansion of the Warner Brother Film Studios will strengthen Leavesden's role as a major visitor location. Additionally, the Retail policy will develop the amenity and service offering of town and district centres which will provide an economic boost to the local economy;
- **Education and Skills:** A range of types and sizes of employment sites and premises will be delivered across the plan period which will provide new opportunities for all members of society with different socio-economic backgrounds;
- **Access to Services:** The Retail policy will improve access to services through new industry and warehousing, public and community, leisure and tourism and town centre developments. Furthermore, the Employment and Economic Development policy prevents development that will cause harm to the amenity of neighbouring uses, suggesting that access to services will not be adversely affected.

Other determinants considered in the HIA are anticipated to be subject to uncertain equality outcomes including Air Quality and Noise impacts which may be exacerbated by new employment-related development. However, mitigation proposed within the Draft Local Plan and as recommended in the HIA is considered to prevent the occurrence of adverse effects.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Employment and Economy policies will have a positive impact on the protected characteristics below:



- Gender Reassignment;
- Religion or Belief;
- Race; and
- Sex.

This is because new employment and retail space is likely to benefit all groups through having a positive multiplier effect in encouraging new investment streams and providing new employment opportunities.

However, the below protected characteristics are considered to be subject to mixed effects:

- **Age/Disability/ Pregnancy and Maternity:** people with mobility impairments may be negatively affected if suitable accessibility measures are not delivered within new retail and employment developments. Residents who spend longer times at home (like the elderly) and live within the vicinity of employment destinations would also be greater exposed to construction impacts (i.e. increased transport) and operational impacts.
- **Socio-Economic Status:** The policies include no detail as to how employees will be employed and how equal opportunities will be made to ensure all groups are not deterred from applying for future positions in new employment developments. Those socio-economically deprived may also need to attain appropriate skills/qualifications to gain employment, depending on the nature of the roles created.

## 5.6 Green Belt

### Summary of Health Impacts

Overall, it is anticipated that the proposed Green Belt policies will have a positive impact on the health determinants below:

- **Social Cohesion and Community Safety:** This policy contributes to preservation of Green Belt land, providing opportunities for improved access and therefore preserving opportunities for socialisation;
- **Access to Services:** It is anticipated that this policy will contribute to inclusively improving public access to the Green Belt, which is likely to benefit those groups who may have access limitations, particularly due to mobility constraints and affordability constraints; and
- **Physical Activity:** The preservation of Green Belt land and open countryside is anticipated to preserve opportunities for physical activity, allowing utilisation of these spaces for leisure and recreation.

Mixed effects have been identified for Green Infrastructure as the policy aims to protect the Green Belt against inappropriate development and enhance the landscape and biodiversity, however, there is still potential for development of Green Belt land under this policy, resulting in a potential loss of green infrastructure.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Green Belt policies will have a positive impact on the protected characteristics below:

- **Age:** Preserving Green Belt and open countryside is likely to benefit people of all ages, providing informal recreation space for children and young people;



- **Disability:** Preserving Green Belt and open countryside provides areas for mental health management and relieving stress, which may benefit those with disabilities or long term health conditions;
- **Pregnancy and Maternity:** Preserving Green Belt and open countryside is likely to benefit new and expectant parents providing informal recreational opportunities which in turn can improve physical and mental health and contribute to better birth outcomes; and
- **Socio-economic Status:** Green Belt land can provide people living in more deprived communities with access to informal open space.

## 5.7 Climate Change and Net Zero

### Summary of Health Impacts

Overall, it is anticipated that the proposed Climate Change and Net Zero policies will have a positive impact on the below health determinants:

- **Air Quality:** The climate change policies require new development to minimise its carbon footprint and energy impact through sustainable design and construction practices;
- **Housing:** The climate change policies require new development sets out strict measures to ensure new housing is designed to high environmental and energy efficiency standards which will have beneficial effects in ensuring development is future proofed. The policies also encourage the decarbonisation of existing housing stock, which is particularly positive given a third of the district's emissions arise from existing buildings.
- **Social Cohesion and Community Safety:** Development will not be permitted in areas identified at being at risk of flooding, nor exacerbate the risk of flooding (taking into account future climate change allowances) which is positive in ensuring community safety, whilst reducing loss of property and stress/anxiety;
- **Access to Services:** The Climate-adapted Design and Construction policy explains that proposals should reduce greenhouse gas emissions by considering factors like site location. This implies that development which is well located and close to sustainable and active travel routes will be advocated which in turn will increase service/amenity accessibility; and
- **Physical Activity:** As stated above, the Climate-adapted Design and Construction policy advocates development that is sustainably located, which will likely promote opportunities for physical activity where development is close to active travel routes and recreational assets, whilst reducing dependency on private car use.

Other determinants considered in the HIA are anticipated to be subject to uncertain equality outcomes, with the exception of the green infrastructure determinant which is considered to have uncertain equality outcomes. This is given that whilst the policy is not expected to cause harm to existing assets, there is a lack of detail as to how green infrastructure could be enhanced and secured by new development to address climate change.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Climate Change and Net Zero policies will have a positive impact on the protected characteristics below:

- **Age/Disability/ Pregnancy and Maternity:** The delivery of net carbon zero buildings and infrastructure will reduce exposure to the cold and harmful emissions, which is



beneficial to all groups, particularly children/younger and older persons, those with disabilities and those who are pregnant/in maternity who are more vulnerable to the effects of climate change;

- **Race:** Climate change mitigation and energy improvements as proposed can advance racial equity through improving living conditions for minority groups; and
- **Socio-economic Status:** Those subject to socio-economic deprivation will also benefit from the other climate change policies which will promote energy efficiency improvements that will lower energy bills.

## 5.8 Biodiversity, Green and Blue Infrastructure and Landscapes

### Summary of Health Impacts

Overall, it is anticipated that the proposed Biodiversity, Green and Blue Infrastructure and Landscapes policies will have a positive impact on the health determinants below:

- **Air Quality:** The community will benefit from new green and blue infrastructure as this contributes to reducing pollution, improving air quality, providing benefits to mental and physical health to residents in the district;
- **Noise:** The community will benefit from new green and blue infrastructure as this contributes to reducing pollution and screening noise, reducing disturbance and increasing levels of tranquility within the district;
- **Social Cohesion and Community Safety:** Preserving existing open spaces, as well as providing new open spaces and play spaces within the district is likely to improve social cohesion by providing areas which foster opportunities for socialisation. The Open Space, Play Space, Sport and Recreation policy also contributes to improving community safety as the policy requires proposals to be designed to minimise the potential for crime and antisocial behaviour;
- **Access to Services:** The policies within Green Blue Infrastructure are anticipated to improve access to open space and sports and recreation facilities through preserving existing facilities as well as providing new facilities;
- **Physical Activity:** These policies contribute to improving access to a greener urban landscape, benefitting people who may not have access to private gardens or outside space. Additionally, providing new open space and promoting the use of public rights of way and sustainable transport links between the green infrastructure network will encourage physical activity; and
- **Green Infrastructure:** These policies contribute to a greener landscape. Improved environmental surroundings will likely generate positive impacts on mental health for those residing in improved areas.

Uncertain effects have been identified for Economy and Employment as the development of new sports and recreation facilities has potential to provide additional employment opportunities. However, this is likely to be determined by the infrastructure that is developed and the available skills in the resident population across the district.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Biodiversity, Green and Blue Infrastructure and Landscapes policies will have a positive impact on the below protected characteristics:

- **Age:** Improvements to green and blue infrastructure is likely to result in benefits to young people and old people as this contributes to reducing pollution, improving air quality, providing benefits to mental and physical health. Additionally, providing green



spaces and play spaces creates opportunities for physical activity and socialisation for children. The development of new green and blue infrastructure is required to be accessible and safe, improving safety for children utilising these spaces;

- **Disability:** Improvements to green and blue infrastructure is likely to result in benefits to disabled people as this contributes to reducing pollution, improving air quality, providing benefits to mental and physical health. The Green and Blue Infrastructure policy also requires new infrastructure to be accessible and safe, whilst the Open Space, Play Space and Recreation policy ensures the design of new open spaces and sports facilities is in line with Sports England and British Standards, improving accessibility to these spaces for disabled users. The biodiversity policy is likely to result in improvements to mental health due to the maintenance and enhancement of a nature;
- **Pregnancy and Maternity:** Providing green spaces and play spaces creates opportunities for physical activity and socialisation for children and parents. The development of new Green and Blue infrastructure is required to be accessible and safe, improving safety for children and parents utilising these spaces;
- **Socio-economic Status:** These policies contribute to improving access to open space, including national landscapes, by preserving existing open space and play space, as well as developing new public infrastructure. This is particularly beneficial to low income groups who may not have access to privately owned green space, or be able to afford private memberships to leisure facilities.

## 5.9 Environment

### Summary of Health Impacts

Overall, it is anticipated that the proposed Environment policies will have a positive impact on the health determinants below:

- **Air Quality:** Development will not be permitted where it would have an adverse effect on air pollution levels, particularly within an Air Quality Management Area (AQMA). The Ground Conditions, Contamination and Pollution policy also requires a suitable assessment to be undertaken to assess impacts of new development (where adverse impacts are likely) to identify suitable mitigation measures;
- **Noise:** Development will not be permitted where it would have an unacceptable adverse impact on the indoor or outdoor acoustic environment and development is encouraged to be located away from noise sensitive receptors, such as residential areas. The Ground Conditions, Contamination and Pollution policy also requires a suitable assessment to be undertaken to assess impacts of new development (where adverse impacts are likely) to identify suitable mitigation measures; and
- **Social Cohesion and Community Safety:** The Ground Conditions, Contamination and Pollution policy encourages artificial lighting to improve local amenity, whilst highlighting buildings and open spaces of character which will improve the safety across the district.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Environment policies will have a mixed impact on the protected characteristics below:

- **Age:** The 'Ground Conditions, Contamination and Pollution' policy will ensure new development does not put residents and communities at risk of unacceptable levels of ground, air, water, light or noise pollution, odour, vibration, disturbance or land



instability. This is beneficial to all groups, particularly children/younger and older persons, given such groups are more susceptible to the health effects of pollution;

- **Disability:** The 'Ground Conditions, Contamination and Pollution' policy will ensure new development does not put residents and communities at risk of unacceptable levels of ground, air, water, light or noise pollution, odour, vibration, disturbance or land instability. This is beneficial to those with disabilities given this group is more susceptible to the health effects of pollution.
- **Pregnancy/Maternity:** The 'Ground Conditions, Contamination and Pollution' policy will ensure new development does not put residents and communities at risk of unacceptable levels of ground, air, water, light or noise pollution, odour, vibration, disturbance or land instability. This is beneficial to those who are pregnant/in maternity given such groups are more susceptible to the health effects of pollution.
- **Socio-economic Status:** The Flood Risk and Water Resources policy will ensure development does not exacerbate flood risk which is particularly positive for people that are subject to higher levels of socio-economic deprivation who are more often located in areas more vulnerable to higher flood risk.

However, the above groups may be subject to mixed effects where accessibility provisions to ensure equal access to refuse and recycling facilities are not in place (such as locating collection points at reasonable distances from dwellings) under the Waste Management and Recycling policy.

## 5.10 Design and Heritage

### Summary of Health Impacts

Overall, it is anticipated that the proposed Design and Heritage policies will have a positive impact on the health determinants below:

- **Air Quality and Noise:** The Design and Heritage policies are supported by Appendix 4: Design Criteria that establishes detailed design requirements new development must achieve to ensure the quality of the built environment is maintained and enhanced which is anticipated to have a positive impact on air quality and noise (alongside the Environment policies);
- **Housing:** The Residential Design and Layout Policy and Appendix 4: Design Criteria sets out specific design criteria for residential development to ensure high design standards are achieved. Such provisions are beneficial in ensuring new housing is accessible and promotes opportunities for social interaction;
- **Social Cohesion and Community Safety:** The Design policies require development to be accessible which is positive in promoting opportunities to foster social cohesion. In addition, the Heritage and Historic Environment policy also seeks to protect and enhance the district's heritage assets which will further advance social cohesion given that the historic environment brings 'social, cultural, economic and environmental' benefits to the community;
- **Physical Activity:** Developments are required to inter alia ensure places, spaces and buildings are accessible to all potential users and provide appropriate levels of parking for cycles to support sustainable travel choices. This is particularly positive in ensuring physical activity is promoted within forthcoming applications across the plan area; and
- **Green Infrastructure:** Across the Design and Heritage policies the importance of high-quality design is emphasised, suggestive that green infrastructure will be delivered and protected as part of new development proposals.



## Summary of Equality Impacts

Overall, it is anticipated that the proposed Design and Heritage policies will benefit all protected characteristic groups.

These policies are anticipated to improve the design quality of new development particularly through creating a strong sense of place and ensuring residents have access to a highly accessible and safe environment and public realm. This is important in ensuring all groups, especially those who often more marginalised (such as different ethnicities and LGBTQ+ people) and people with disabilities/the elderly are able to access and feel safe and comfortable using public and communal spaces.

There is potential that large-scale/tall buildings could lead to social isolation, and as such, high quality communal open space and shared ground floor facilities must also be delivered

## 5.11 Transport and Connections

### Summary of Health Impacts

Overall, it is anticipated that the proposed Transport and Connections policies will have a positive impact on the health determinants below:

- **Economy and Employment:** The Construction, Deliveries, Collections and Servicing policy seeks to support the deliveries and services that are essential to the economic growth of the district. Additionally, this policy has potential to result in employment opportunities, particularly during the construction of new developments;
- **Education and Skills:** Faster broadband will be beneficial for young people, especially students who require the utility for studying. High quality broadband may also provide opportunities for education and upskilling of adults within the district who may not be able to access education in their local area, as well as supporting flexible home working;
- **Social Cohesion and Community Safety:** Improved broadband connections and supporting car clubs will be beneficial to elderly people suffering from social isolation, providing greater opportunities to connect with family and friends, as well as providing access to facilities and services and fostering community relationships. Additionally, provisions of secure cycle parking are anticipated to reduce bicycle theft;
- **Access to Services:** The Waterways policy has potential to result in improved public access to high quality water spaces, whilst the Sustainable Transport and Travel policy ensures that developments are well connected to local facilities, improving accessibility for all groups, but particularly the elderly, disabled, low income groups and children, as well as those without access to private vehicles; and
- **Physical Activity:** Providing improved pedestrian networks and encouraging active travel is anticipated to encourage physical activity amongst the local population by providing higher quality walking and cycling routes.

Mixed effects have been identified for air quality and noise as there is potential for these policies to result in the encouragement of utilising sustainable vehicles, which is likely to reduce emissions from private vehicles, improving air quality and noise. However, there is potential for the construction of developments, as well as implementing parking within developments, to result in negative effects upon air quality and noise, due to encouraging private vehicle use, as well as construction emissions and noise, which could negatively affect vulnerable groups.



## Summary of Equality Impacts

Overall, it is anticipated that the proposed Transport and Connection policies will have a positive impact on the below protected characteristics:

- **Age:** Improvements to broadband infrastructure will be beneficial to elderly people suffering from social isolation, as well as benefitting young people, especially students. Improvements to the accessibility and safety of transport modes and ensuring that developments are well connected to local facilities, improves accessibility for the elderly, and children. Additionally, providing permeable site layouts may further improve accessibility for the elderly;
- **Disability:** Improvements to broadband infrastructure will be beneficial to disabled users, offering greater opportunities to connect with family and friends virtually. Improvements to the accessibility and safety of transport modes and ensuring that developments are well connected to local facilities is also likely to benefit disabled users. Additionally, providing permeable site layouts may further improve accessibility, particularly for the people with disabilities or long term health conditions;
- **Pregnancy and Maternity:** The Sustainable Transport and Travel policy which should provide improved cycle and walking routes to schools is also likely to benefit local children and those accompanying children to school; and
- **Socio-economic Status:** Improvements to broadband infrastructure will support work life balances for all social groups, particularly affecting those in more deprived communities. Additionally, if developed, car clubs can provide opportunities for those who do not own private vehicles. Improvements to secure cycle parking is likely to reduce bicycle theft and benefit those on low incomes, who's only accessible mode of transport is cycling. The Sustainable Transport and Travel policy is anticipated to improve the accessibility of multiple transport modes, ensuring that developments are well connected to local facilities, improving accessibility for those without access to private vehicles.

However, there are also uncertain effects identified for Age, Disability and Pregnancy and Maternity as a result of the Deliveries, Servicing and Construction policy as there is potential for the construction of developments to result in negative effects upon road diversions, air quality and noise, impacting these groups. Whilst this policy includes the implementation of a Construction Environmental Management Plan (CEMP), this does not consider mitigation measures for all developments.

Additionally, mixed effects have been identified for Age, Disability and Pregnancy and Maternity as a result of the Parking policy. Whilst this policy supports parking safety improvements, and the potential for car club infrastructure, the implementation of electric vehicle charging can present barriers to the elderly, those with disabilities, and those with pushchairs through trailing cables, and parking bays being too narrow.

## 5.12 Social, Health and Wellbeing

### Summary of Health Impacts

Overall, it is anticipated that the proposed Social, Health and Wellbeing policies will have a positive impact on the below health determinants:

- **Air Quality and Noise:** Ensuring that development is well located, close to sustainable and active travel routes, is anticipated to reduce private vehicle movements, improving air quality. Additionally, ensuring HIAs are undertaken is anticipated to ensure that air quality and noise, and more specifically the impacts on human health, is considered within developments;



- **Housing:** The preservation and development of new community infrastructure that is well located, accessible by sustainable transport modes, may indirectly improve the quality of housing;
- **Social Cohesion and Community Safety and Access to Services:** The policies proposed should lead to the preservation of existing community facilities and improving access as well as developing new facilities. The development of such facilities may improve social cohesion and encourage those who are socially isolated to utilise facilities. New community facilities should also enhance feelings of safety through the use of passive surveillance;
- **Physical Activity:** Ensuring that development is well located, close to sustainable and active travel routes, is anticipated to encourage physical activity. Additionally, the Health and Wellbeing policy encourages physical exercise and that developments include accessible open space; and
- **Green Infrastructure:** The Health and Wellbeing policy includes the requirement for developments to develop accessible open space, alongside vegetation and landscaping. This is anticipated to improve green infrastructure provision, improving physical and mental health and wellbeing.

Uncertain effects have been identified for Economy and Employment and Education and Skills. This has been identified as there is potential for local residents to take up new employment opportunities, but this will be dependent on the available skills in the resident population in the district. Similarly, it is unclear if new social and community infrastructure facilities will include education provision.

### Summary of Equality Impacts

Overall, it is anticipated that the proposed Social, Health and Wellbeing policies will benefit all protected characteristic groups.

These policies are anticipated to result in improvements to the accessibility open space and sports and recreation facilities, as well as free to access facilities such as open spaces. Not only does this improve access but also has potential to improve senses of community for a number of groups. Additionally, there are anticipated to be improvements to access of new health facilities, due to being well located, close to sustainable transport options and ensuring these spaces are accessible to all community members.

There is potential for safe walking and cycling routes to reduce fear of discrimination and improve feelings of safety. However, these effects are likely to be determined by individual scheme design.

## 5.13 Northwood Headquarters

### Summary of Health Impacts

Overall, it is anticipated that the proposed Northwood Headquarters policies will have a positive impact on the health determinants below:

- **Economy and Employment:** The Northwood Headquarters is key to the economy, acting as a major employer within the district and the policy encourages new employment opportunities to be secured for the local population; and
- **Education and Skills:** There is potential to secure education, skills and training opportunities as part of new employment related development at the site.

However, there is potential for uncertain effects concerning air quality and noise both during construction with respect to material transport and equipment emissions and during



operation dependent on the nature of the activities proposed. It is also uncertain whether the policy will result in additional services at the site as this is likely to be determined by the application of the policy.

### **Summary of Equality Impacts**

Overall, it is anticipated that the proposed Northwood Headquarters (MOD) policy will have a positive impact upon those who are subject to socio-economic deprivation and may be unemployed through new employment opportunities generated via new development.

However, the protected characteristics below are anticipated to be subject to mixed effects:

- Age;
- Disability; and
- Pregnancy and Maternity.

This is because the above groups, whom may be subject to mobility impairments, could be disproportionately affected where an equal opportunity and working environment is not provided (e.g. via implementing appropriate accessibility provisions). Moreover, such groups are likely to spend longer periods of time at home (compared to those economically active) and thus be greater exposed to construction and operational impacts of new developments, particularly those that live in the vicinity of the site.



## 6.0 Mitigation, Enhancements and Recommendations

Mitigation and enhancement measures, to minimise negative effects as well as enhance positive effects, identified within the HIA and EqIA are summarised in **Table 6-1** below. These include measures for changes in policy wording as well as measures to be taken forward through policy implementation.

**Table 6-1: Mitigation and Enhancement Measures**

Source Assessment	Policy Group/Policy	Mitigation/Enhancement Measures
HIA	Strategic Policy	<ul style="list-style-type: none"> <li>Greater context should be included as to how the acute affordable housing and specialist accommodation needs are addressed across the district (with reference to the 'Sustainable Development' policies).</li> <li>Where possible, employment opportunities should seek to provide employment to the local population in the first instance.</li> <li>The Infrastructure Delivery Plan (IDP) should be updated to reflect the current socio-economic/health profile across the Three Rivers District.</li> <li>Development in 'washed-over Green Belt villages' should be supported by the appropriate services to meet resident needs.</li> </ul>
EqIA	Strategic Policy	<ul style="list-style-type: none"> <li>Greater context should be included as to how TRDC's acute affordable housing and specialist accommodation needs will be delivered.</li> <li>Mitigation should be imposed to ascertain that large-scale/tall buildings include appropriate accessibility features for the elderly and for those who are disabled and have mobility impairments.</li> </ul>
HIA	Housing Employment and Economy	<ul style="list-style-type: none"> <li>Additional mitigation could be offered by the consideration of Dust Management Plans (DMP) which should be undertaken prior to demolition and construction of new sites. Consideration should also be given to energy-efficient and electric or hybrid machinery.</li> <li>Additional mitigation could be offered by the consideration of a Construction Environmental Management Plan (CEMP) should be compiled prior to demolition and construction of new sites. Consideration should also be given to ensuring noise buffering at the site.</li> </ul>
HIA	Housing Social, Health and Wellbeing	<ul style="list-style-type: none"> <li>Further assessment as part of scheme design could be undertaken to evaluate the provision of existing facilities and ensure that supply is sufficient to support new communities.</li> </ul>



Source Assessment	Policy Group/Policy	Mitigation/Enhancement Measures
EqlA	Housing	<ul style="list-style-type: none"> <li>Should any additional accommodation be required as a result of improvements to the existing site the Council will need to consider appropriate locations for this to avoid illegal sitings for Gypsy, Travellers and Showpeople.</li> </ul>
HIA	Employment and Economy Biodiversity, Green and Blue Infrastructure and Landscapes Social, Health and Wellbeing Northwood Headquarters	<ul style="list-style-type: none"> <li>New employment opportunities should seek to provide employment to the local population in the first instance and provide equal opportunities for all groups to apply from future employment positions.</li> </ul>
HIA	Employment and Economy	<ul style="list-style-type: none"> <li>The retail policy could be expanded to allow for more creative solutions to ensure town centre viability.</li> </ul>
EqlA	Employment and Economy – Retail	<ul style="list-style-type: none"> <li>The policy should include greater context on town centre viability, particularly in more deprived areas. The policy should also do more to encourage new retail development to include accessibility measures.</li> </ul>
EqlA	Employment and Economy– Warner Bros. Studios	<ul style="list-style-type: none"> <li>Consideration should be given to how equal opportunities will be made for all groups applying for future employment positions at the site. Mitigation should also be imposed to ensure development at the site does not give rise to adverse impacts during construction and operation (although this is likely to be covered by the Ground Conditions, Contamination and Pollution section of the Draft Local Plan).</li> </ul>
EqlA	Employment and Economy – Employment and Economic Development	<ul style="list-style-type: none"> <li>New employment development could be encouraged along major public transport routes to increase accessibility to employment destinations.</li> </ul>
EqlA	Social, Health and Wellbeing Transport	<ul style="list-style-type: none"> <li>Where possible, walking and cycling routes should be designed to incorporate designing out crime principles, including being well lit, and provide clear sightlines.</li> <li>Active travel infrastructure should be accessible and inclusive.</li> <li>Cycleways should provide enough space for adapted cycles such as tricycles, tandems and wheelchair cycles.</li> <li>Cycle infrastructure should be designed in line with LTN 1/20 Cycle Infrastructure Design. This will ensure that cycle tracks and footways are designed to be perceived as wholly separate facilities, ensuring the safety of both pedestrian and cyclist users.</li> </ul>



Source Assessment	Policy Group/Policy	Mitigation/Enhancement Measures
		<ul style="list-style-type: none"> <li>Community infrastructure services should aim to provide a range of services across the district, including spaces that can be utilised for support groups or cultural activities. Community engagement should be undertaken to identify the needs of both the new and existing communities.</li> </ul>
HIA	Climate Change and Net Zero	<ul style="list-style-type: none"> <li>Where possible, opportunities to promote active travel should be encouraged within the climate change policies.</li> <li>Where possible, the climate change policies would benefit from greater context on specific green infrastructure measures/strategies that should be secured by new development to address climate change.</li> </ul>
EqlA	Climate Change and Net Zero – Embodied Carbon and Minimising Waste	<ul style="list-style-type: none"> <li>Major development should be subject to a Whole Life Carbon Assessment to ensure embodied carbon is reported and assessed.</li> </ul>
EqlA	Climate Change and Net Zero – Reducing Carbon Emissions in Existing Buildings	<ul style="list-style-type: none"> <li>Subsidies to facilitate low-income groups in undertaking retrofitting should be considered.</li> </ul>
HIA EqlA	Green Belt	<ul style="list-style-type: none"> <li>Access to the Green Belt and wider countryside should be accessible for all groups inclusively.</li> <li>Development located within the Green Belt should include additional green infrastructure provision and provide open space within development.</li> </ul>
HIA	Environment	<ul style="list-style-type: none"> <li>Air quality and noise assessments should support development where there is potential for adverse impacts to identify mitigation.</li> </ul>
EqlA	Environment – Waste Management and Recycling	<ul style="list-style-type: none"> <li>Provision of refuse and recycling facilities and collection points should be situated in locations that are accessible for those with mobility disabilities and be within a reasonable distance from dwellings. Features such as ramps and raised pavements should be considered within specialist housing/homes for older persons; and</li> </ul>
EqlA	Environment – Ground Conditions, Contamination and Pollution	<ul style="list-style-type: none"> <li>The mitigation identified in the technical assessments (waste, ground conditions, air quality, noise and vibration and lighting) supporting development proposals should be implemented to ensure all groups are not exposed to unacceptable levels of pollution.</li> </ul>



Source Assessment	Policy Group/Policy	Mitigation/Enhancement Measures
EqIA	Biodiversity, Green and Blue Infrastructure and Landscapes	<ul style="list-style-type: none"> <li>• New parks and open spaces should be accessible to all members of the public. Design should especially consider the safety of women and young girls by including appropriate lighting, accessible pathways and access and egress points. Accessibility and safety could be improved in existing spaces by providing lighting, accessible signage, and auxiliary aids to people with reduced mobility. Accessible surfacing should be considered for mobility aid users and people with mobility restrictions. Opportunities for sensory stimulation should be maximised to ensure inclusive enjoyment of spaces.</li> <li>• Where practicable, sensory planting should be encouraged to aid the neurodiverse population in the district.</li> <li>• Enhancements to public access should consider the needs of people with reduced mobility, and auxiliary aids and accessible signage should be used.</li> </ul>
HIA	Design and Heritage	<ul style="list-style-type: none"> <li>• Mitigation should be imposed to ascertain that large-scale/tall buildings include appropriate accessibility features for the elderly and for those who are disabled and have mobility impairments.</li> <li>• High quality communal open space and shared ground floor facilities must also be delivered alongside tall buildings, such that residents are not subjected to social isolation;</li> <li>• The Residential Design and Layout Policy would benefit from greater detail as to how those with accessibility issues will be considered in the design of new developments such as through requiring proposals to comply with The Building Regulations (2010) standards (Part M);</li> <li>• Local services should be integrated into large-scale development to meet local needs and address any deficiencies. The polices could be clearer on the type and nature of services that should be delivered within residential-led mixed-use development.</li> </ul>
EqIA	Design and Heritage – Advertisements and Shop Fronts	<ul style="list-style-type: none"> <li>• Whilst not a planning matter, advertisements and signs should be encouraged to be appropriate and to not include harmful and offensive content through a permissive policy approach.</li> </ul>
EqIA	Design and Heritage - Residential Design and Layout	<ul style="list-style-type: none"> <li>• Mitigation should be imposed to ascertain that large-scale/tall buildings include appropriate accessibility features for the elderly and for those who are disabled and have mobility impairments. High quality communal open space and shared ground floor facilities must also be delivered alongside tall buildings, such that residents are not subjected to social isolation.</li> <li>• Local services should be integrated into large-scale development to meet local needs and address any deficiencies, and the policies could be clearer on the type and nature of services that should be delivered within residential-led mixed-use development.</li> </ul>



Source Assessment	Policy Group/Policy	Mitigation/Enhancement Measures
HIA	Transport and Connections	<ul style="list-style-type: none"> <li>The policy wording could also be expanded to ensure that any construction resulting in negative effects upon air quality should be appropriately mitigated within the CEMP.</li> <li>The policy wording could also be expanded to ensure that any construction resulting in negative effects from noise should be appropriately mitigated within the CEMP.</li> </ul>
EqlA	Transport and Connections	<ul style="list-style-type: none"> <li>Those living in social housing should be made aware of government-backed social tariffs for broadband, aiding in improving broadband connections for these communities.</li> <li>The policy could be expanded to ensure that developments requiring routing changes communicate changes to the local community in advance of works, as well as ensuring diversion routes do not cause undue confusion amongst road users.</li> <li>The policy could also be expanded to ensure that any construction resulting in negative effects upon air quality and noise should be appropriately mitigated</li> <li>Public access should consider the needs of people with reduced mobility, and auxiliary aids and accessible signage should be used.</li> <li>EV charging points should adhere to the British Standards Institution's Electric vehicles Accessible charging – Specification (PAS 1899:2022).</li> <li>Consideration should be made for removing other barriers to active travel for disabled people, such as affordability. The Council should work with charities and other representative groups to help lower the cost of adapted cycles. It is likely that other forms of sustainable travel will be prevalent in the future, such as electric scooters.</li> <li>In order to successfully encourage the uptake of public transport, bus stops should ideally be located so that residents are not required to walk more than 400 metres from their home as per the Governments Guide to Best Practice on Access to Pedestrian and Transport Infrastructure.</li> </ul>
HIA	Northwood Headquarters	<ul style="list-style-type: none"> <li>The policy would benefit from context on the type services and facilities to be delivered at the site, particularly in relation to local needs and any deficiencies.</li> </ul>
EqlA	Northwood Headquarters	<ul style="list-style-type: none"> <li>Consideration should be given to how equal opportunities will be made for all groups applying for future employment positions at the site.</li> </ul>



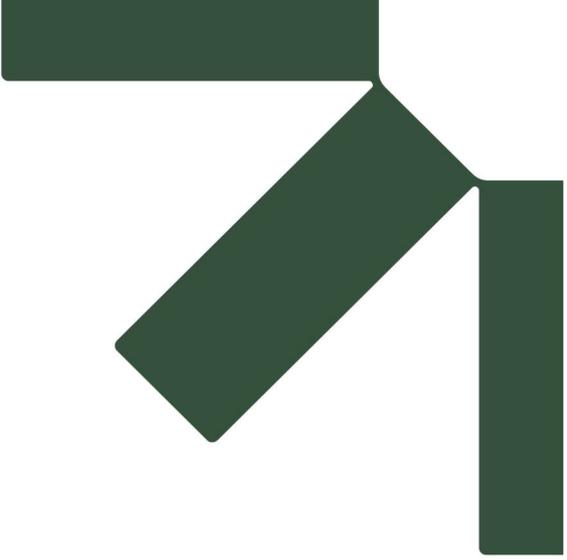
## 7.0 Next Steps

This report will be consulted on alongside the SA, HRA and Local Plan as part of the Regulation 19 consultation. In addition, given the nature of the IHEIA, engagement with a number of different stakeholders will be undertaken to ensure that the assessment and mitigation measures are appropriate and correctly reflects the views of a variety of groups. The stakeholders identified for further engagement include:

- Hertfordshire and West Essex Integrated Care System;
- Hertfordshire's Citizens Panel;
- Three River's Local Strategic Partnership Board Members (such as Watford and Three Rivers Trust, Herts Mind Network);
- NHS Hertfordshire Community;
- Charity groups such as Age UK and the Royal National Institute of Blind People;
- Herts Interfaith Forum;
- Trans Unite;
- Three Rivers Youth Council (including the Youth Council for young people special educational needs and disabilities); and
- Community groups.

Following Regulation 19 consultation, any changes made to the Local Plan will be re-assessed within the IHEIA.





# Appendix A    **Baseline Information**

## **Three Rivers District Council Local Plan**

### **Integrated Health and Equality Impact Assessment**

**Three Rivers District Council**

SLR Project No.: 430.000113

18 February 2026

## Population

In 2021, the estimated population of Three Rivers District was 93,800. There has been a population increase since 2011 of 7.4%. This is similar to the growth experienced in the East of England (7.4%), and higher than the average growth experienced nationally (6.6%)<sup>45</sup>. The latest population density estimate is approximately 1,060 persons per km<sup>2</sup>, an increase from 1,010 persons per km<sup>2</sup> in 2011. Projections from 2018 suggest that the population in Three Rivers is expected to reach 94,120 by 2043. This projection may now be higher/lower, however no recent projections have been made.

There has been an increase in the number of families present in the district since 2011; households with dependent and non-dependent children now make up for 33.3% of households, compared to 31.2% in 2011. This suggests that a growing proportion of the population is young families<sup>46</sup>. However, the average household size is expected to decrease by 2039, due to a rise in the number of one person households.

## Age

In 2021, 17,000 (18.1%) of Three River's residents were aged 65 years and over. Since 2011, the number of residents falling into this age bracket has increased by 1.3% (16.8%)<sup>47</sup>. By 2041, it is predicted that 24.2% of residents will be aged 65 or older<sup>48</sup>. In 2021, 17,600 (18.8%) of residents were aged 15 years and under. Since 2011, the number of residents falling into this age bracket has decreased by 1.2% (20%). In 2041, it is predicted that 17.5% will be aged 15 or younger<sup>49</sup>, a further reduction. This therefore suggests that the district has an ageing population, and a declining birth rate.

These figures suggest that by 2041, a relatively large proportion of the population (41.7%) will be non-working dependents. This is likely to impact infrastructure needs in the district, with further pressure being created for the provision of suitable housing, as well as healthcare places. Radical changes to health and social care systems will be needed in order to provide appropriate care for the ageing population<sup>50</sup>.

Figure A-2 highlights the predicted age range of Three River's population in 2041.

## Marriage and Civil Partnership

Since 2011, there has been a slight increase (2.3%) in the percentage of people aged 16 and over who have never been married/in a civil partnership; this accounts for 32.4% of Three River's adult population. However, the percentage of people who are married/in a civil partnership is higher than those who aren't (52.0%)<sup>51</sup>.

## Gender

---

<sup>45</sup> [Three Rivers population change, Census 2021 – ONS](#) (Accessed 13/06/24)

<sup>46</sup> Family in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](#) (Accessed 13/06/24)

<sup>47</sup> Median Age in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](#) (Accessed 13/06/24)

<sup>48</sup> [Population projections – local authorities: SNPP Z1 - Office for National Statistics](#) (Accessed 05/07/23)

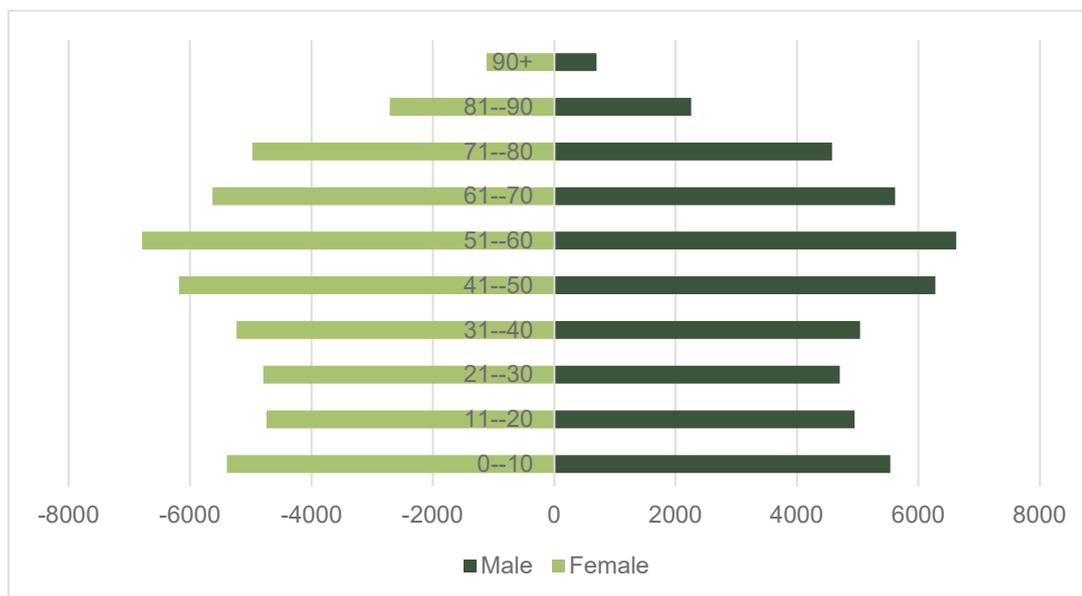
<sup>49</sup> [Population projections – local authorities: SNPP Z1 - Office for National Statistics](#) (Accessed 05/07/23)

<sup>50</sup> Ready for Ageing? [Microsoft Word - FINAL Public Services Report \(parliament.uk\)](#) (Accessed 05/09/23)

<sup>51</sup> Marriage and civil partnership in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](#) (Accessed 13/06/24)



In 2021, the estimated female population of Three Rivers District was 48,121 and the male population 45,650<sup>52</sup>. By 2043, the female population is estimated to decrease to 47,656 and the male population is estimated to increase to 46,464<sup>53</sup>. Predicted gender split by age can be seen in Figure A-2 for 2041.



**Figure A-2: 2041 Gender Predictions in Three Rivers, Split by Age Category (Source: ONS 2018- Population Projections for Local Authorities)**

## Sexual Orientation

The 2021 Census recorded sexual orientation in Three Rivers District for the first time. In total, 1.89% of residents stated that they belonged to the LGBTQ+ community, and 91.5% of residents regarded themselves as heterosexual<sup>54</sup>. This is slightly higher than the national average of 89.4% and regional average of 90.2%.

## Ethnicity

The district is more ethnically diverse than the national average. In the 2021 Census, over 15.2% of District residents identified themselves as Asian, Asian British or Asian Welsh (compared to 9.3% national), 77.1% identified as White (compared to 81.7% nationally), and 2.4% identified themselves as Black, Black British, Black Welsh, Caribbean or African (compared to 4.0% nationally). The remaining residents identified themselves as being mixed or multiple ethnic groups, or 'other'<sup>55</sup>.

<sup>52</sup> Sex - Office for National Statistics (ons.gov.uk) (Accessed 13/06/24)

<sup>53</sup> Population Projections for Local Authorities <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationprojections/datasets/localauthoritiesinenglandtable2> (Accessed 13/06/24)

<sup>54</sup> Sexual orientation, England and Wales - Office for National Statistics (ons.gov.uk) (Accessed 13/06/24)

<sup>55</sup> Ethnic Groups in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](#) (Accessed 13/06/24)



Table A-1 highlights the 2021 ethnic group populations for Three Rivers residents by ward<sup>56</sup>. Statistics have been bolded, where they are above the national average. This table shows that the district has a higher Asian population, most notably in the ward of Moor Park and Eastbury where they make up over the half of the total population.

**Table A-1: Ethnic Group Populations by Ward (2021)**

Ward	White	Asian	Mixed	Black	Other
Abbots Langley and Bedmond	<b>90.4%</b>	4.6%	<b>3.0%</b>	1.3%	0.7%
Carpenders Park	69.4%	<b>22.6%</b>	2.8%	2.5%	<b>2.7%</b>
Chorleywood North and Sarratt	71.6%	<b>21.6%</b>	<b>3.4%</b>	1.7%	1.7%
Chorleywood South and Maple Cross	<b>86.3%</b>	7.2%	<b>4.1%</b>	1.0%	1.4%
Dickinsons	79.0%	<b>13.9%</b>	<b>3.9%</b>	1.7%	1.4%
Durrants	<b>83.9%</b>	<b>10.5%</b>	<b>3.1%</b>	1.2%	1.3%
Gade Valley	<b>86.2%</b>	5.5%	<b>4.0%</b>	3.0%	1.4%
Leavesden	74.1%	<b>15.4%</b>	<b>4.2%</b>	<b>4.6%</b>	1.6%
Moor Park and Eastbury	41.1%	<b>50.1%</b>	<b>3.4%</b>	2.3%	3.1%
Oxhey Hall and Hayling	76.2%	<b>15.1%</b>	<b>3.5%</b>	3.3%	1.9%
Penn and Mill End	<b>83.3%</b>	<b>10.0%</b>	<b>4.1%</b>	1.3%	1.2%
Rickmansworth Town	<b>82.3%</b>	<b>11.2%</b>	<b>3.6%</b>	1.5%	1.4%
South Oxhey	74.3%	<b>15.3%</b>	<b>3.5%</b>	<b>4.9%</b>	2.0%
<b>Total</b>	72,316	14,265	3,390	2,233	1,568
<b>%</b>	77.1	15.2	3.6	2.4	1.7

The 'other' category covers Gypsies and Travellers. The 2021 census identified 3,325 Gypsy Roma and Travellers in Hertfordshire with 176 identified in the district<sup>57</sup>. However, it is anticipated that this number could be much higher.

## Religion/Belief

There are a number of different religions and beliefs present across the district. The 2021 Census recorded 63.6% of Three Rivers' population holding some form of religion/belief. The most prominent religion held is Christianity (47.6%), followed by Hinduism (8.3%), Islam (3.7%), Judaism (1.6%), and Buddhism (0.5%). Over a 3/10 of the district hold no religion or belief system however, with this statistic increasing by 8% since 2011. The percentage of residents defining themselves as Muslim has increased the most since 2011, with a growth of 3.8%. In contrast, the percentage of residents defining themselves as Christian has declined by 12.3% since 2011<sup>58</sup>.

<sup>56</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>57</sup> [Working with Gypsy, Roma & Travellers in Hertfordshire, 2023 | GATE Herts](#)

<sup>58</sup> Religion in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](#) (Accessed 13/06/24)



## Disability

In 2021, 5.2% of residents identified themselves as 'disabled and limited a lot', and 8.6% identified themselves as 'disabled and limited a little'. Both of these figures have decreased since 2011. The percentage of residents considering themselves as 'disabled and limited a lot' is lower than the Hertfordshire average (6.6%) and the England average (7.5)<sup>59</sup>.

The number of residents living with a disability can also be viewed spatially. The wards South Oxhey (17.9%), Carpenders Park (18.9%), and Abbots Langley and Bedmond (17.4%) have the highest recorded rates of residents living with a limiting long term illness or disability<sup>60</sup>.

As the number of residents over 65 years of age increases in Three Rivers, there is likely to be a rise in the number of people living with long term conditions and disabilities. As a result, there is likely to be an increased need for social care services as older people become the main Adult Social Care service users. There is also a need to provide housing (new and existing) that are built to regulation accessible and adaptable standards, so that the elderly can live comfortably and independently for longer.

## Pregnancy and Maternity

In 2022, there were 828 live births in Three Rivers. This was slightly lower than the UK average of 11.8 live births per 1,000 population<sup>61</sup>. The conception rate for under 18's in Three Rivers is 7.0 per 1,000<sup>62</sup>. Over time, infant, neonatal and perinatal mortality rates have decreased, and infant mortality rates are now considered average, at 2.9 deaths per 1,000<sup>63</sup>.

## Deprivation

The English Indices of Multiple Deprivation (IMD) 2025 measures the broad concept of multiple deprivation at the small area level. The Indices provide a set of relative measures of deprivation for small areas (LSOAs (Lower Super Output Areas))<sup>64</sup> across England, based on seven different domains of deprivation:

- Income Deprivation;
- Employment Deprivation;
- Education, Skills and Training Deprivation;
- Health Deprivation and Disability;
- Crime;
- Barriers to Housing and Services; and
- Living Environment Deprivation.

---

<sup>59</sup> Disability in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](#) (Accessed 14/06/24)

<sup>60</sup> [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](#) (Accessed 14/06/24)

<sup>61</sup> Births by mother's usual area of residence in the UK. [Births by mothers' usual area of residence in the UK - Office for National Statistics \(ons.gov.uk\)](#) (Accessed 11/07/23)

<sup>62</sup> Local Authority Health Profiles- Child Health. [Local Authority Health Profiles - Data - OHID \(phe.org.uk\)](#) (Accessed 14/06/24)

<sup>63</sup> Infant Mortality Rates [Local Authority Health Profiles - Data - OHID \(phe.org.uk\)](#) (Accessed 14/06/24)

<sup>64</sup> LSOAs are a geographic hierarchy designed to improve the reporting of small area statistics in England and Wales. They comprise between 400 and 1,200 households and have a usually resident population between 1,000 and 3,000 persons.



According to the 2025 Indices, Three Rivers is ranked 275<sup>th</sup> out of 317 English local authorities nationally (where 1 is the most deprived and 317 is the least deprived) placing it amongst the top 20% of least deprived local authorities nationally<sup>65</sup>.

Table A-2 shows the average rank of each of the districts surrounding Three Rivers<sup>66</sup>.

**Table A-2: IMD Rankings Per Domain**

Local Authority	Overall Rank	Income	Employment	Education	Health	Crime	Housing	Environment
<b>Three Rivers</b>	<b>275</b>	<b>257</b>	<b>258</b>	<b>265</b>	<b>267</b>	<b>248</b>	<b>201</b>	<b>248</b>
Hertsmere	214	164	187	225	205	168	198	184
Watford	175	111	194	201	194	144	174	95
St Albans	288	269	272	292	274	260	285	213

*Source: Ministry of Housing, Communities and Local Government 2019- English Indices of Deprivation 2025*

As shown in Table A-2, housing has the lowest rank of deprivation for the district. This sub-domain measures the physical and financial accessibility of housing and services. This therefore suggests that there is poor access to services and housing across the district. The highest domain ranks are for employment, education and health, indicating that the district has good access to services and opportunities.

Levels of deprivation can be considered spatially. Clusters of high deprivation exist to the North and South/South-East of the District, whereas clusters of low deprivation exist to within the Centre and to the South of the District. Overall, the most deprived ward is South Oxhey found in the South of the District. The least deprived ward is Dickinsons, found in the Centre/East of the District. Residents in the most deprived areas of the district- such as South Oxhey- are more likely to be renting (including high concentrations of social housing), have fewer education and employment opportunities, experience greater barriers to accessing services and have lower household incomes than in other parts of the district<sup>67</sup>.

In 2019, it was estimated that 9.2% of children and 8.7% of older people in the district were living in poverty. Levels of poverty vary spatially across the district, with the most deprived ward (South Oxhey) holding the highest levels of poverty for both children and older people (18% and 22% respectively), and one of the least deprived wards (Durrants) holding some of the lowest levels of poverty for both children and older people (3.9% and 5.8% respectively)<sup>68</sup>.

It is estimated that 10.9% of households in the district are living in fuel poverty. This varies spatially; however, the most deprived ward in the District (South Oxhey) holds 16.7% of households in fuel poverty, whereas one of the least deprived wards (Moor Park and Eastbury) holds 7.5% of households in fuel poverty<sup>69</sup>.

<sup>65</sup> [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk) (Accessed 13/06/24)

<sup>66</sup> [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk) (Accessed 13/06/24)

<sup>67</sup> [Housing, Homelessness & Rough Sleeping Strategy 2023-2028 appendix 1 - Housing Homelessness And Rough Sleeping Strategy 2023-2028 optimised.pdf \(threeivers.gov.uk\)](https://threeivers.gov.uk) (Accessed 14/06/24)

<sup>68</sup> [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](https://hertshealthevidence.org) (Accessed 24/06/24)

<sup>69</sup> [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](https://hertshealthevidence.org) (Accessed 24/06/24)



## Care Leavers

And independent review of Children’s Social Care was published in 2022<sup>70</sup>, which set out evidence for the need for care leavers to be a protected characteristic – ‘*Many care experienced people face discrimination, stigma, and prejudice in their day to day lives. Public perceptions of care experience centre on the idea that children are irredeemably damaged and that can lead to discrimination and assumptions being made*’.

Children and young people who grow up in care are up to four times more likely to suffer poor health 30 years later than those who grew up with their parents<sup>71</sup>. It should, however, be noted that children in care or who have grown up in care, are not a homogenous group, with many experiencing additional difficulties due to their background and/ or characteristics.

The NHS Long Term Plan<sup>72</sup> recognised the impact that “*the most vulnerable children, who need extra help from the state to safeguard their wellbeing, do not reliably get the support or access to the services that their needs demand. This results in poorer health outcomes, particularly for care leavers.*”

In 2023, there were 239 care leavers aged between 17 and 18 in Hertfordshire and 536 aged between 19 and 21<sup>73</sup>. Whilst these numbers are small, it represents the second highest number of care leavers in the region, making up 18.7% and 15.3% of the East England total.

Currently children in care services do not routinely extend to care leavers, and this period of transition can be a time of vulnerability and uncertainty. Health assessments cease at the age of 18 and there is no further specific follow up by health. In Hertfordshire, the Council have a Care Leavers Pledge, which aims to support those aged between 18-25, support gain access to healthcare and counselling services, housing and mentoring support.

In the UK the number of looked after children has increased by 8% over the past five years<sup>74</sup>. Children in care are more likely to be in care if they are male (making up 57% of children in care) or black or of mixed ethnicity (making up 17.6% of children in care)<sup>74</sup>.

The number of children in care is increasing nationally, which will lead to an increase in the number of care leavers requiring additional support, such as access to healthcare, employment, further education and housing.

## Life Expectancy

In 2022, life expectancy for males in the district was estimated to be 82.5 years, whilst life expectancy for females in the district was estimated to be 85.7 years. These statistics are better than the Hertfordshire and England-wide life expectancy, as highlighted in Table A-3<sup>75</sup>.

**Table A-3: Predicted Life Expectancies**

	Three Rivers	Hertfordshire	England
Males (2022)	82.5	80.9	79.3

<sup>70</sup> [J McCallister, The Independent Review of Children’s Social Care, 2022](#)

<sup>71</sup> [Murray, E et al. Non-parental care in childhood and health up to 30 years later: ONS Longitudinal Study 1971-2011. European Journal of Public Health. 2020; 30: 6: 1121-1127.](#)

<sup>72</sup> [NHS, The NHS Long Term Plan, 2019](#)

<sup>73</sup> [ONS, Children looked after in England including adoptions, 2023](#)

<sup>74</sup> [NSPCC, Statistics Briefing: Children in Care, 2024](#)

<sup>75</sup> [Life Expectancy at Birth. Local Authority Health Profiles - Data - OHID \(phe.org.uk\)https://fingertips.phe.org.uk/profile/health-profiles/data](#) (Accessed 13/06/24)



	Three Rivers	Hertfordshire	England
Females (2022)	85.7	84.2	83.2

Source: Public Health England 2024- Local Authority Health Profiles

Life expectancy varies by ward and is highly linked to deprivation. Life expectancy is 7.2 years lower for men and 5.1 years lower for women in the most deprived wards of Three Rivers than in the least deprived wards<sup>76</sup>. South Oxhey holds particularly low life expectancies for residents, compared to Durrants.

When considering healthy life expectancy (HLE)- how long a person can expect to live in full health, without being hampered by disabling illnesses or injuries- females in the district have a higher healthy life expectancy than men<sup>77</sup>. As shown in Table A-4, HLE in Three Rivers is slightly higher than the Hertfordshire average, and significantly higher than the national average.

**Table A-4: Predicted Healthy Life Expectancy**

	Three Rivers	Hertfordshire	England
Males (2018-2022)	69.5	68.4	63.1
Females (2018-2022)	70.9	69.7	63.9

Source: Hertfordshire and West Essex District Profile 2024- Three Rivers

HLE also varies by ward. Oxhey Hall and Hayling holds significantly worse HLE than the Three Rivers average (HLE for males is 66.6 and HLE for females is 67), whereas Durrants holds significantly better HLE than the Three Rivers average (HLE for males is 74.1 and HLE for females is 74.7)<sup>78</sup>.

## General Health

The majority of Three Rivers residents define their health as either 'very good' (52.8%) or 'good' (32.9%) according to the 2021 Census. Only 3.6% of residents deemed themselves to be 'bad' or 'very bad' health<sup>79</sup>. 57.3% of cancer cases in the district are diagnosed at stage 1 or 2<sup>80</sup>.

Tobacco and substance misuse can increase the risk of physical and mental health conditions<sup>81</sup>. In 2022, 7.8% of adults in the district smoked, a 4.5% reduction since 2019. This is also lower than the England average (12.7%). The district has implemented a lung cancer prevention project within local GP surgeries, offering a health and wellbeing survey to GP patients listed as smokers. The survey identifies health improvement priorities for the patient and ensures referral and access to local services<sup>82</sup>.

In 2021/22, 2.8% of GP patients in Three Rivers had coronary heart disease; this is higher than the Hertfordshire average (2.6%) but significantly lower than England average (3.0%). In

<sup>76</sup> [Equalities Duty Information Report \(threeivers.gov.uk\)](https://threeivers.gov.uk/equalities-duty-information-report) (Accessed 17/06/24)

<sup>77</sup> Hertfordshire & West Essex District Profile 2024 Three Rivers [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](https://hertshealthevidence.org) (Accessed 13/06/24)

<sup>78</sup> Hertfordshire & West Essex District Profile 2024 [hertshealthevidence.org](https://hertshealthevidence.org) (Accessed 24/06/24)

<sup>79</sup> Health in Three Rivers [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk) (Accessed 13/06/24)

<sup>80</sup> Injuries and ill health [Local Authority Health Profiles - Data - OHID \(pne.org.uk\)](https://pne.org.uk) <https://fingertips.pne.org.uk/profile/health-profiles/data> (Accessed 24/06/24)

<sup>81</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>82</sup> [Equalities Duty Information Report \(threeivers.gov.uk\)](https://threeivers.gov.uk/equalities-duty-information-report) (Accessed 17/06/24)



2021/22, the prevalence of stroke in Three Rivers was 1.7%, which was higher than the Hertfordshire average (1.6%) but lower than the England average (1.8%). Cardiovascular disease (CVD) is more prevalent in males, those living in the most deprived areas, individuals over the age of 50, and some ethnic minority groups (e.g. Asian groups have higher mortality rates for heart disease)<sup>83</sup>. In 2017 the mortality rate from CVD was 3.7 times higher for males and 4.5 times higher for females living in the most deprived areas compared to males and females living in the least deprived areas<sup>84</sup>. In 2020/21, 6.1% of residents in Hertfordshire had diabetes<sup>85</sup>.

## Cancer

In 2020, the proportion of cancers in Three Rivers diagnosed at stages 1 or 2 was 52%. Screening coverage for breast cancer was 52.9% in Three Rivers in 2022, a significant decrease from 2021 and lower than the Hertfordshire and England averages (56.4% and 64.9% respectively). Screening coverage for bowel cancer was 69.3% in Three Rivers in 2022, a significant increase from 2021 but lower than the Hertfordshire and England averages (71.9% and 70.3% respectively)<sup>86</sup>.

Between 2017-2019, Three Rivers District observed a mortality rate for under 75s from cancer of 95.2 per 100,000. This result was less than the Hertfordshire and the England average<sup>87</sup>. Between 2017-2019, cancer causes of death were significantly higher for females in Three Rivers' (24.4%), than males (13.7%)<sup>88</sup>.

## Obesity and Levels of Activity

Physical activity is vital to health, as it helps to protect against multiple physical and mental illnesses, including Type 2 diabetes, depression and stroke.

Three Rivers is classed as the fifth most active area in Hertfordshire. In total, 64.7% of adults are considered active (150 minutes or more of activity a week), marginally above the Hertfordshire average (63.1%) and above the England average (61.3%). However, 21.8% of adults are considered as inactive (less than 30 minutes of activity a week)<sup>89</sup>. This inactivity is likely to have contributed to 62.9% of adults in the district being classed as overweight or obese<sup>90</sup>. This is similar to the Hertfordshire average (62.0%), and the England average (63.5%) however.

In total, 52.9% of children are considered active (60 minutes or more of activity per day), and 25.4% of children are considered inactive (less than 30 minutes of activity per day)<sup>91</sup>. This inactivity is likely to have contributed to 29.8% of 10–11-year-olds in the district being classed as overweight or obese<sup>92</sup>. This is lower than the Hertfordshire average (31.7%), and the England average (37.8%) however.

---

<sup>83</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>84</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>85</sup> Diabetes JSNA 2022 <https://www.hertshealthevidence.org/microsites/jsna/jsna-documents/diabetes-jsna-2022.pdf> (Accessed 7/1/25)

<sup>86</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>87</sup> [Local Authority Health Profiles - Data - OHID \(phe.org.uk\)](#) (Accessed 05/08/24)

<sup>88</sup> [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](#) (Accessed 24/06/24)

<sup>89</sup> [Sport and Physical Activity Strategy 2022-2025 "Active People, Active Places, Active Together" \(threerivers.gov.uk\)](#) (Accessed 21/06/24)

<sup>90</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>91</sup> [Sport and Physical Activity Strategy 2022-2025 "Active People, Active Places, Active Together" \(threerivers.gov.uk\)](#) (Accessed 21/06/24)

<sup>92</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)



Deprivation is likely to influence levels of activity and therefore obesity rates within the district. 87% of residents in the most affluent ward of Three Rivers are found to carry out at least an hour of moderate intensity physical activity a week compared to 61% in the least affluent ward<sup>93</sup>. This is supported by data that shows that 38% of primary school children in South Oxhey (one of Three Rivers most deprived wards) leave school overweight, compared to 29.7% of primary school children in other wards<sup>94</sup>.

The Three Rivers Sport and Physical Activity Strategy 2022-2025 aims to increase the level of physical activity carried out by residents, leading to a reduction in health inequalities and preventable illness and disease. The strategy also aims to reduce inequalities in sports and physical activity by targeting under-represented groups in particular women and girls, older adults and those with a long-term health condition<sup>95</sup>.

Transport provision, particularly active travel routes, has an important role in tackling health issues such as obesity and in improving overall quality of life. The Hertfordshire Local Transport Plan (2018-2031) includes policies for increasing active travel through walking and cycling. There are currently a number of cycle routes within the District, including the Ebury Way, a 3.5 mile (5.6km) traffic free section of route 6/61 of the National Cycle Network.

Obesity is more prevalent among ethnic minority groups (e.g.: Black residents), men and residents in deprived areas<sup>96</sup>.

## Mental Health

The estimated prevalence of Common Mental Disorders in Three Rivers is 12.9%; this is similar to the Hertfordshire average (14.0%) but significantly lower than the England average (17.0%). Self-harm and suicide rates have decreased over time in the district; however cases of self-harm are most common in females, and cases of suicide most common in males<sup>97</sup>. Between 2017-2019, mental and behavioural causes of death were higher for females in Three Rivers (14.3%), than males (6.5%)<sup>98</sup>.

Poor mental health has been linked to isolation and loneliness, especially in the elderly. South Oxhey has one of the highest risks of loneliness and Moor Park and Eastbury has one of the lowest risks of loneliness<sup>99</sup>. Many Hertfordshire residents- particularly those with pre-existing mental health issues- have also reported that the cost-of-living crisis has worsened their mental health<sup>100</sup>. This is linked to financial stress leading to social isolation<sup>101</sup>.

A number of projects and initiatives are in place across the district, to support residents with mental health issues. The Three Rivers Community Support Service, part funded by TDRC, supports residents with their mental wellbeing needs through proactive outreach. In 2022/23 the service supported 478 people, an increase of 27% residents in comparison to 2021/22. Additionally, a football based mental wellbeing project- "Man On"- has been implemented in the district, designed to support men aged 18+ with their mental health through physical

---

<sup>93</sup> [Sport and Physical Activity Strategy 2022-2025 "Active People, Active Places, Active Together"](https://threeivers.gov.uk) (threeivers.gov.uk) (Accessed 21/06/24)

<sup>94</sup> [Microsoft Word - TCPA report for Three Rivers 30.4.20.docx](#) (Accessed 21/06/24)

<sup>95</sup> [Sport and Physical Activity Strategy 2022-2025 "Active People, Active Places, Active Together"](https://threeivers.gov.uk) (threeivers.gov.uk) (Accessed 24/06/24)

<sup>96</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>97</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>98</sup> [Hertfordshire & West Essex District Profile 2024](https://hertshealthevidence.org) (hertshealthevidence.org) (Accessed 24/06/24)

<sup>99</sup> [Three Rivers Local Authority](https://ageuk.org.uk) (ageuk.org.uk) (Accessed 05/08/24)

<sup>100</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>101</sup> [Mental health and the cost-of-living crisis report: another pandemic in the making? | Mental Health Foundation](#) (Accessed 05/08/24)



activity and a conversation café. This has been running since March 2023 in William Penn Leisure Centre, Mill End. The initiative “Arts on Prescription” provides a creative outlet for adults with mild to moderate mental health issues/poor wellbeing, to learn new skills and develop their creativity within a small group<sup>102</sup>.

### **Frailty and Dementia**

Frailty, characterised by a decline in functioning across multiple organ systems, is emerging as a global health burden, with it being associated with a greater risk of adverse outcomes including falls and fractures, admissions to long-term care, and premature mortality<sup>103</sup>.

The rate of hospital admissions for falls in Three Rivers was 2,568 per 100,000 for residents aged 65+ and 6,525 per 100,000 for residents aged 80+ in 2021/22. These figures are significantly higher than both the Hertfordshire and England averages. The rate of hip fractures in Three Rivers was 533 per 100,000 for residents aged 65+ and 1,365 per 100,000 for residents aged 80+ in 2021/22. These figures are similar to the Hertfordshire and England averages<sup>104</sup>.

Frailty is more common among women and residents in deprived areas<sup>105</sup>.

An estimated 14,838 of Hertfordshire’s population are living with dementia<sup>106</sup>. Within Three Rivers, this accounts to an estimated dementia diagnosis rate of 52.3%<sup>107</sup>.

The ageing population in Three Rivers will likely increase the burden of age-related conditions such as falls, hip fractures and dementia.

---

<sup>102</sup> [Equalities Duty Information Report \(threeivers.gov.uk\)](https://threeivers.gov.uk) (Accessed 17/06/24)

<sup>103</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>104</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>105</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>106</sup> [Local dementia statistics | Alzheimer's Society \(alzheimers.org.uk\)](https://alzheimers.org.uk) (Accessed 17/06/24)

<sup>107</sup> [Local Authority Health Profiles - Data - OHID \(phe.org.uk\)](https://phe.org.uk) (Accessed 24/06/24)



## Access to Services

### Access to Healthcare

In Hertfordshire, there are four major acute hospitals; the nearest one for Three Rivers' residents is the Watford General Hospital. These hospitals provide over 60% of acute care for Hertfordshire residents, with hospitals outside Hertfordshire also being accessible to residents. Close to 98% of Hertfordshire's population live within 30 minutes of an acute hospital (travelling by car). However, congestion within the County and the District of Three Rivers means that travel times may be longer than 30 minutes. In Three Rivers District, the key aspect of health provision is local GP services as there are no strategic health facilities within the district. Watford and Three Rivers practices work together and provide 24 GP practices between them<sup>108</sup>.

Many Hertfordshire residents reported that the cost-of-living crisis has reduced their access to healthcare including dentist and optician visits, purchasing of prescription and equipment, and travel costs<sup>109</sup>.

Ethnic minority groups are more likely to face barriers to accessing healthcare, such as discrimination<sup>110</sup>. Research from the NHS Race and Health Observatory in 2022<sup>111</sup>, found that key areas of healthcare where people from ethnic minority groups face inequalities were mental health care, maternal and neonatal healthcare, digital access to healthcare and genetic testing. Although this is national study, the outcomes are likely to be relevant to Three Rivers District.

### Access to Open Spaces and Recreation

It is recognized that access to sports and recreational facilities, and proximity to and use of green and blue spaces all contribute to the positive mental wellbeing of residents. The majority of the sporting facilities (81%) within Three Rivers District are publicly accessible. In 2020, Three Rivers had the following sporting facilities<sup>112</sup>:

- 13 golf courses;
- 218 grass pitches;
- 10 health and fitness suites;
- 21 sports halls;
- 6 squash courts;
- 13 studios;
- 12 swimming pools;
- 7 skate parks;
- 15 artificial grass pitches; and
- 86 outdoor tennis courts.

---

<sup>108</sup> [GP, pharmacy and other primary care services in Three Rivers - Herts and West Essex ICS](#) (Accessed 21/06/24)

<sup>109</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>110</sup> Three Rivers Health Inequalities JSNA (Accessed 11/07/24)

<sup>111</sup> [NHS Race and Health Observatory, Ethnic Inequalities in Healthcare: A Rapid Evidence Review](#) (Accessed: 01/08/2024)

<sup>112</sup> Sport England (2020) Local Sport Profile: Three Rivers <https://www.activeplacespower.com/areaprofiles> Accessed 3 March 2021



Three Rivers also contains a number of parks, gardens and nature reserves which are managed by the District Council. These are listed as follows<sup>113</sup>:

Parks and Gardens:

- Leavesden Country Park;
- Chorleywood House Estate; and
- Bishop's Wood.

Local Nature Reserves/Woodland:

- Rickmansworth Aquadrome;
- Oxhey Woods;
- Withey Beds;
- Prestwich Meadows;
- Croxley Common Moor; and
- Carpenters Wood.

Other Open Spaces:

- South Oxhey Playing Fields;
- Denham Way Playing Fields;
- Baldwins Lane;
- Croxleyhall Woods;
- The Bury Grounds;
- Mead Place and Berry Lane;
- Scotsbridge;
- Romily Drive Open Space;
- Batchworth Heath;
- Rickmansworth Park;
- The Swillett;
- Hornhill Rec (Beechen Wood);
- Pheasants and Solomons Wood;
- Stones Orchard;
- The Green; and
- Barton Way.

Recreational Grounds:

- Eastbury Recreation Ground; and
- King George V Recreation Ground.

There are also 16 allotment sites within the district, totalling an area of 12 hectares. The National Society of Allotment and Leisure Gardeners (NSALG) recommends a national standard of 0.25 hectares per 1,000 population. Based on the population in 2021, the Three

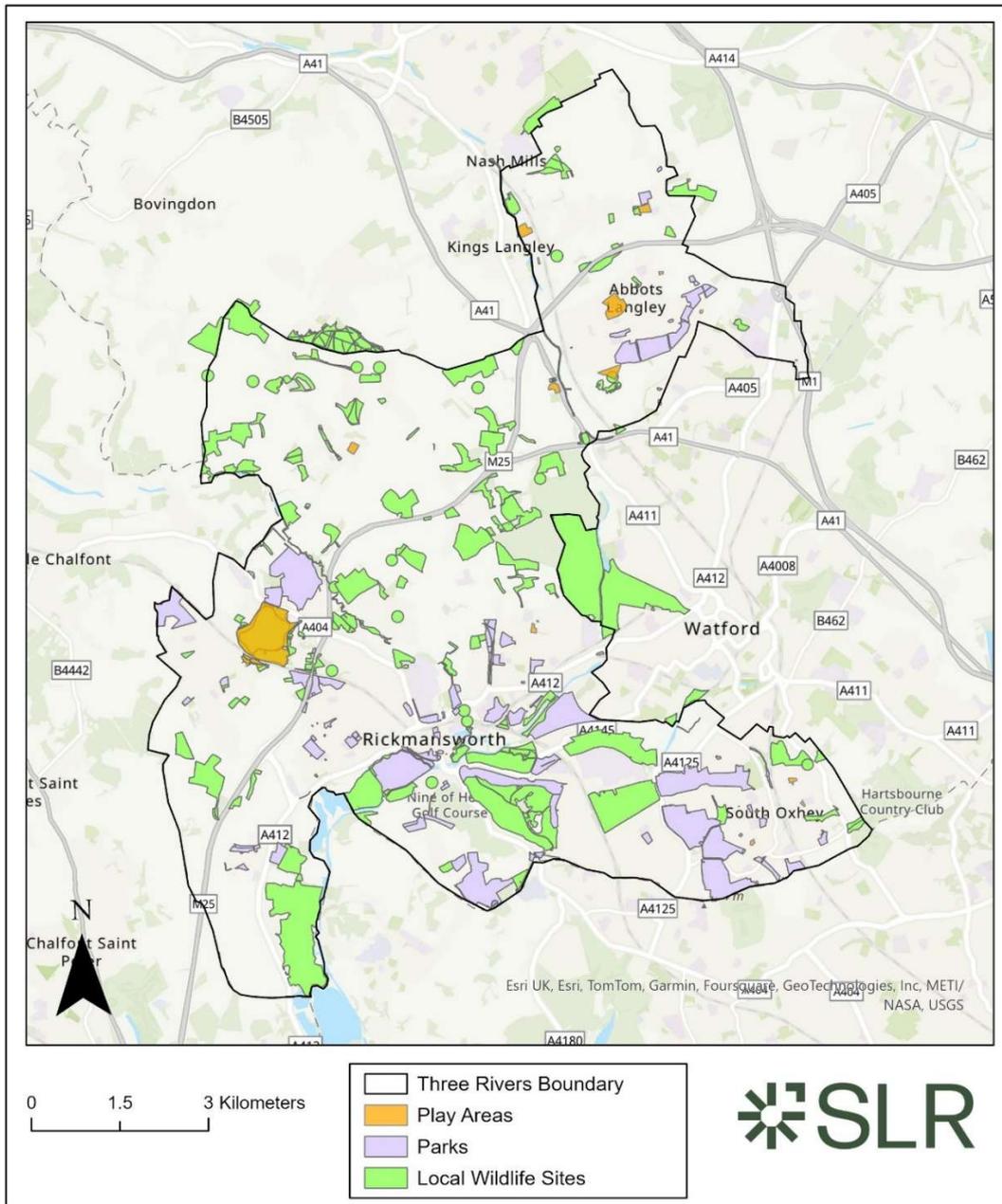
---

<sup>113</sup> Parks and open spaces. [Parks and open spaces | Three Rivers District Council](#) (Accessed 17/06/24)



Rivers District falls below the NSALG standard, with 0.13 hectares of allotment space per 1,000 population.

Figure A-2 shows a fairly even dispersal of open spaces within the district, including those designated as play areas, parks and local wildlife sites. However, the Green Space Index suggests that access to green space within the district is below the recommended provision per person<sup>114</sup>. TRDC aims to have no net loss of public open space, sport and recreation facilities.



**Figure A-2: Designated Open Spaces**

<sup>114</sup> [Green Space Index 2024 \(arcgis.com\)](https://www.arcgis.com) (Accessed 05/08/24)



An outdoor activity and skills programme- Healthy Outdoors- has been developed in the district, with the of reducing social isolation, increasing physical activity and improving mental health through sessions focusing on gardening skills and upcycling unused items. The sessions are based in South Oxhey, in order to target health inequalities amplified by income deprivation<sup>115</sup>.

A number of open spaces across the district have recently undergone refurbishment in order to make the spaces more accessible for residents with disabilities. Refurbishment of the Denham way Pavilion provides additional tennis sessions for people with a disability. This has also enabled the club to provide a much needed holiday playscheme for children with disabilities to play tennis, additional sessions children with a disability and Tai Chi. South Oxhey refurbishment provides a Multi-Use Games Area (MUGA) for use by all with floor printed physical activities and a cricket wicket along with benches, board game table and low level pump track access all as part of a consultation with the local community in particular with the Northwick Day Care Centre as they used the park for recreational physical activity<sup>116</sup>.

### **Access to Transport**

There are a total of six train stations within Three Rivers. Chorleywood, Croxley, Moor Park and Rickmansworth stations are served by the Metropolitan Line of the London Underground, Kings Langley Station is served by London Midland services and Carpenders Parks is served by the London Overground. Between 2021 and 2023, all stations have seen an increase in journeys recorded annually<sup>117</sup>.

A Metropolitan Line extension had been proposed to connect Croxley Station to Watford Junction, but was discontinued in 2021. The extension would have been beneficial to residents in the district however, due to improved access to public transport (more than 2,500 households would have been within 10 minutes walk of the two new stations)<sup>118</sup>. This is especially key as Croxley Park is a large employment centre within the district.

The development of the High Speed Two (HS2) London-Birmingham rail line is underway within the district. During development, HS2 is likely to result in a temporary increase in in-commuting of construction traders within the district. Once constructed, the rail line will likely support increased levels of commuting in and out of London.

Bus services in Three Rivers are a mix of commercial and council led services. The District Council currently supports four bus routes<sup>119</sup>:

- R9: connects Abbots Langley with Watford town centre and key local destinations including Kings Langley Station, major supermarkets and Leavesden Country Park;
- W19 and 8: connects Carpenders Park station (serving both Carpenders Park and South Oxhey) with Watford North Bushey - Carpenders Park via North Watford, Watford Junction and the town centre; and
- R16/R17: the R16 is a circular service that connects South Oxhey with the Watford shopping centres. R17 is a shopper service operating in Hatch End.

Buses are crucial methods of transport for low-income households, and those with health issues. Affordability is another pull towards bus usage, with free travel being offered to the elderly and those with disabilities. Discounted travel is also available to children and young

---

<sup>115</sup> [Equalities Duty Information Report \(threerivers.gov.uk\)](#) (Accessed 17/06/24)

<sup>116</sup> [Equalities Duty Information Report \(threerivers.gov.uk\)](#) (Accessed 17/06/24)

<sup>117</sup> [9019166.04 \(threerivers.gov.uk\)](#) (Accessed 19/06/24)

<sup>118</sup> [Metropolitan Line extension | Three Rivers District Council](#) (Accessed 24/06/24)

<sup>119</sup> [Buses | Three Rivers District Council](#) (Accessed 24/06/24)



people aged 11–25. TRDC has implemented a ‘Shopper Bus Scheme’, a door-to-door bus service which transports residents with limited mobility from their home to a local supermarket<sup>120</sup>.

TRDC operates the ‘Better Buses Infrastructure Plan’, which looks to improve bus infrastructure across the district with the installation of new or additional bus shelters at bus stops where one isn’t currently provided or where bus usage is high and additional capacity is needed (e.g. schools)<sup>121</sup>.

Despite the District being well served by communication links, travel by private vehicle is still prevalent in the district. 87.5% of households in Three Rivers own at least one vehicle<sup>122</sup>, and traffic levels in the district are expected to grow by 15.6% by 2031. Increased congestion and car use could harm the quality of the environment and affect the social wellbeing of residents. This mode of travel is favoured by 69% residents with mobility and/or long-term health problems, suggesting that private transport across the district is more suitable than public transport. This is supported by an 8% increase in blue badge applications between 2019 and 2022<sup>123</sup>.

The location of new development may have a significant impact on transport and travel and the travel choices made. TRDC should seek to direct development to the areas with greatest access to public transport, services and facilities, which should contribute to reducing the need to travel and journey lengths, and enable the use of public transport, walking and cycling as alternatives to the car.

### **Access to Education**

There are twenty-six primary schools and seven secondary schools within the district- or in neighbouring Districts- that serve Three Rivers residents<sup>124</sup>. The district also has good access to Buckinghamshire New University in High Wycombe as well as the University of Hertfordshire in both Hatfield and St Albans. There are only four 16+ colleges in Hertfordshire, none of which are located in the district. The closest is Amersham College in neighbouring Buckinghamshire.

There are the following three Special Schools within the District- or in neighbouring Districts- that serve Three Rivers residents:

- Breakspere School (Abbots Langley);
- Colnbrook Special School (Watford); and
- Garston Manor School (Watford).

The following two sites may be developed for future school provision:

- Carpenders Park Farm, Oxhey Lane (Secondary School); and
- Woodside Road, Abbots Langley (Primary school).

### **Educational Attainment**

As highlighted in Table A-4 a significant proportion of residents in Three Rivers hold at least a Level 1 qualification (94.4%). This is higher than the East of England average (90.9%) and the Great Britain average (89.0%). This pattern continues for other levels of qualification, with

---

<sup>120</sup> [Accessibility | Three Rivers District Council](#) (Accessed 19/06/24)

<sup>121</sup> [Buses | Three Rivers District Council](#) (Accessed 24/06/24)

<sup>122</sup> [Number of cars or vans - Census Maps, ONS](#) (Accessed 05/08/24)

<sup>123</sup> [Hertfordshire Traffic and Transport Data Report 2023](#) (Accessed 05/08/24)

<sup>124</sup> [School directory | Hertfordshire County Council](#) (Accessed 23/08/24)



76.6% of residents holding at least a Level 4 qualification. This suggests that the majority of residents of Three Rivers are highly educated.

**Table A-4: Qualification Levels**

	Three Rivers	East of England	Great Britain
RQF1	94.4	90.9	89.0
RQF2	94.4	88.0	86.5
RQF3	86.9	64.7	67.8
RQF4	76.6	42.8	47.3

Source: *Nomis Labour Market Profiles: Qualifications (2023)*

In 2019, 28.3% of pupils at the end of Key Stage 4 in state funded schools within Three Rivers achieved the English Baccalaureate at a grade 5 or above in English and maths and at a grade C or above in sciences, a language and history or geography. This was a decrease of 3.4% on the previously recorded figure for Three Rivers District which was 31.7%. This was higher than the Hertfordshire average for state-funded schools in 2019 of 24% and of 17% in England<sup>125</sup>.

## Employment

Three Rivers is a part of a function economic market area (FEMA) with neighbouring authorities Dacorum, Hertsmere, St Albans, and Watford, developed as a result of commuting and migration patterns, and shared leisure, retail and public services. Three Rivers has the smallest employment and business base in the FEMA. It shares close economic and labour market links with neighbouring Watford, with a high proportion of Three Rivers residents commuting into the town. The main employment centres are found at Croxley Park, Kings Langley, Maple Cross and Leavesden. 55% of all employment in the district is office based<sup>126</sup>.

Within the District, 79.8% of the working population (16-64 years) were economically active between January 2023 and December 2023. This is lower than the East of England average (80.6%) but higher than the national average (78.8%). However, there is a significant gender difference in the number of economically active males (91.6%) and females (66.3%)<sup>127</sup>.

As seen in Table A-5, average weekly earnings in 2023 for people who work full time in Three Rivers were higher than the average for neighbouring Hertsmere, as well as East of England and Great Britain. Average weekly earnings for men were significantly higher than for women in the district, with an average pay gap of £238. The average pay gap in weekly earnings is much higher in Three Rivers than in neighbouring authorities Hertsmere (£92.5) and St Albans (£180)<sup>128</sup>.

**Table A-5: Average Weekly Earnings (£)**

	Three Rivers (£)	Hertsmere (£)	St Albans (£)	East England (£)	Great Britain (£)
Full time	826.7	730.0	873.6	705.7	682.6

<sup>125</sup> Annual Monitoring Report 2022/23 9019166.04 ([threeivers.gov.uk](https://threeivers.gov.uk)) (Accessed 19/06/24)

<sup>126</sup> [Regeneris Report \(threeivers.gov.uk\)](https://threeivers.gov.uk) (Accessed 24/06/24)

<sup>127</sup> [Nomis Labour Market Profiles: Three Rivers Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk) (Accessed 19/06/24)

<sup>128</sup> [Nomis Labour Market Profiles: Three Rivers Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk) (Accessed 19/06/24)



	Three Rivers (£)	Hertsmere (£)	St Albans (£)	East England (£)	Great Britain (£)
Male full time	886.3	756.3	946.6	755.6	728.3
Female full time	648.3	663.8	766.6	635.3	628.8

Source: Nomis Labour Market Profiles: Earnings by Place of Work (2023)

Unemployment rates within the district stood at 3.8% between January 2023 and December 2023. Unemployment rates in Three Rivers are slightly higher than the East of England average (3.6%) and the Great Britain average (3.7%)<sup>129</sup>. In 2021/22, 3.1% of the district's working age population were claiming out of work benefits, and 1.3 per 1000 residents were considered 'long term unemployed'<sup>130</sup>.

Unemployment rates vary spatially across the district. The percentage of the working age population claiming out of work benefits is highest in the most deprived ward (South Oxhey- 5.7%) and lowest in one of the least deprived wards (Moor Park and Eastbury- 1%). Figures are similar for residents considered as 'long term unemployed'; 3.6 per 1000 residents within South Oxhey are considered as long term unemployed, whereas 0 per 1000 residents in Moor Park and Eastbury are considered as long term unemployed<sup>131</sup>. There will need to be training opportunities in place for those returning to work, in order to support them in becoming skilled workers.

A significant proportion of Three Rivers residents (86.8%) fall under three employment categories: managers, directors and senior officials; professional occupations; and associate professional occupations. The proportion of residents employed in these professions is significantly higher than the East England average (53.5%) and the national average (52.9%)<sup>132</sup>. These figures suggest that the district holds a well skilled and qualified workforce.

## Crime

Victim based crime rates within the district were recorded at 18.18 crimes per 1000 population at the end of 2023. This figure is lower than the Hertfordshire average (21.58 crimes per 1,000)<sup>133</sup>.

Table A-6 highlights the number of type of offenses committed in the district between 2019 and 2023. Recorded figures show robbery and vehicle offences have decreased since 2019, whilst violence against persons and burglary offenses have fluctuated, but are the same as 2019<sup>134</sup>. Overall, the highest rate of offenses is violence against persons and burglaries. The design of developments could subsequently have an effect on these offenses.

<sup>129</sup> Nomis Labour Market Profiles: Three Rivers [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#) (Accessed 19/06/24)

<sup>130</sup> [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](#) (Accessed 24/06/24)

<sup>131</sup> [Hertfordshire & West Essex District Profile 2024 \(hertshealthevidence.org\)](#) (Accessed 24/06/24)

<sup>132</sup> Nomis Labour Market Profiles: Three Rivers [Labour Market Profile - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](#) (Accessed 19/06/24)

<sup>133</sup> [Violence against the person \(offences per 1,000 population\) in Three Rivers | LG Inform \(local.gov.uk\)](#) (Accessed 13/06/24)

<sup>134</sup> Annual Monitoring Report 2022/23 [9019166.04 \(threerivers.gov.uk\)](#) (Accessed 19/06/24)



**Table A-6: Type of Offense Per 1000 Residents**

	2019/20	2020/21	2021/22	2022/23
Violence against persons	17.0	17.4	18.6	17.0
Robbery	1.0	0.3	0.2	0
Burglary	4.0	3.0	2.6	4.0
Vehicle offenses	7.0	6.0	5.4	5.0

Although crime rates are relatively low across the district, knife crime and serious youth violence remains of high concern among residents<sup>135</sup>.

A number of initiatives and projects have been implemented in order to reduce crime across the district. The Community Safety Partnership (CSP) has been developed as part of the Local Strategic Partnership and is a network of public bodies and organisations that work together to reduce crime and antisocial behaviour to keep our communities safe. The CSP annually assesses the level of crime and disorder within the district, along with concerns expressed by the local community<sup>136</sup>. Additionally, the Three Rivers Neighbourhood Watch work with the Hertfordshire Constabulary to offer advice and training on crime prevention, including advice on setting up and running a Neighbourhood Watch scheme<sup>137</sup>.

A 'Tackling Violence Against Women and Girls Head On' project has been developed, providing police-led self-defence lessons for women in Rickmansworth and a community safety team-led training day on how to engage perpetrators in interventions for female professionals<sup>138</sup>.

## Housing

Access to housing is a fundamental part of achieving a good quality of life in which stable relationships, good health and education, and rewarding work can be achieved. House and rental prices across the district are high and there is a growing and ageing population which presents further housing challenges<sup>139</sup>.

As shown in Table A-7, levels of home ownership in the district are slightly higher than the regional and national rates, whilst private renting is lower than both the regional and national rates. This is likely to be a result of the district being relatively affluent. However, it may also reflect the high price of rental costs, forcing those on a lower income to look beyond Three Rivers to source affordable housing<sup>140</sup>.

Residents in the least deprived areas of the district are far more likely to be property owners, whereas residents in the most deprived areas of the district are more likely to be renting, including social housing.

<sup>135</sup> [Anti-knife crime and serious youth violence initiative extended | | Three Rivers District Council](#) (Accessed 19/06/24)

<sup>136</sup> [a5af0540-7ee7-11ee-9786-b1b33c9de7b9-Community Strategy 23-28.pdf \(threerivers.gov.uk\)](#) (Accessed 19/06/24)

<sup>137</sup> [Community safety in Three Rivers District | Three Rivers District Council](#) (Accessed 19/06/24)

<sup>138</sup> [Self-defence and safety course for Three Rivers women | Crime and safety | Three Rivers District Council](#) (Accessed 19/06/24)

<sup>139</sup> [1da7d590-fd55-11ee-b009-2b65741e1885-Appendix One - HOUSING, HOMELESSNESS AND ROUGH SLEEPING STRATEGY 2023-2028.pdf \(threerivers.gov.uk\)](#) (Accessed 19/06/24)

<sup>140</sup> [1da7d590-fd55-11ee-b009-2b65741e1885-Appendix One - HOUSING, HOMELESSNESS AND ROUGH SLEEPING STRATEGY 2023-2028.pdf \(threerivers.gov.uk\)](#) (Accessed 19/06/24)



**Table A-7: Housing**

Housing Type	Three Rivers	East of England	England
Owned or shared ownership	71.6%	66.2%	62.3%
Private rented or lives rent free	13.4%	18.3%	20.6%
Social rented	14.8%	15.5%	17.1%

Since 2011, the level of owned or shared ownership households has decreased by 1.8%, and the level of private rented households has increased by 2.8%<sup>141</sup>. This may be a result of the cost-of-living crisis, making mortgage prices unaffordable to more residents. Three Rivers has the third highest average house price in the county. It is predicted that due to this cost-of-living crisis, approaches to the council for housing advice and assistance will increase<sup>142</sup>.

Issues of affordability are further exacerbated by a lack of affordable housing development in the district. Three Rivers aims for 45% of all new housing to be affordable. During the 2022/23 monitoring period, 61 new affordable homes were built; this equates to 27.8% of all new housing built during this time period being affordable. Out of these 61 affordable homes, 33 affordable rented homes and 28 shared equity homes were provided. Since the start of the plan period in 2001, 1,223 gross affordable homes have been completed, which amounts to 22.6% of a total 5,388 gross dwelling completions<sup>143</sup>. The district has the lowest need for affordable housing in Hertfordshire<sup>144</sup>.

The barriers to housing domain of the IMD 2019 measures the physical and financial accessibility of housing. TRDC is ranked 131<sup>st</sup> out of 317 local authorities in England (where a rank of 1 is the most deprived)<sup>145</sup>. At the LSOA level, there are a number of that are located amongst the top 20% most deprived neighbourhoods nationally. These are located in the wards of Oxhey Hall and Hayling, Chorleywood North and Sarratt and Gade Valley.

Three Rivers has an ageing population, with 24.2% of residents predicted to be aged 65 or older by 2041. This may increase the need to provide additional accommodation that is suitable for the needs of older people with different requirements. Developing to the Building Regulations (2010) Standards (Part M)- specifically relating to accessible and adaptable dwellings, as well as wheelchairs user access- would help to support these residents further and enable them to live independently for longer.

In 2021, there were three travelling communities that are either permanent residents in Three Rivers or visit the district. There are five authorised Gypsy and Traveller sites within Three Rivers, providing 33 pitches with permanent planning permission, all of which are privately owned and managed. There are currently no unauthorised pitches within Three Rivers.

In 2023, Three Rivers District Council retrofitted the poorest performing socially rented and privately rented/owner occupied homes focusing on the most vulnerable households, in order to support those most at risk of fuel poverty, low-income households and those living with disabilities and/or health conditions.

<sup>141</sup> [How life has changed in Three Rivers: Census 2021 \(ons.gov.uk\)](https://ons.gov.uk) (Accessed 24/06/24)

<sup>142</sup> [1da7d590-fd55-11ee-b009-2b65741e1885-Appendix One - HOUSING, HOMELESSNESS AND ROUGH SLEEPING STRATEGY 2023-2028.pdf \(threerivers.gov.uk\)](#) (Accessed 19/06/24)

<sup>143</sup> [Annual Monitoring Report 2022/23 9019166.04 \(threerivers.gov.uk\)](#) (Accessed 24/06/24)

<sup>144</sup> [South West Herts Local Housing Needs Assessment Update 2023 \(Accessed 23/08/24\)](#)

<sup>145</sup> [The English Indices of Deprivation 2019 | Ministry of Housing, Communities and Local Government](#)



## Air Quality

Poor air quality can have a direct impact on health, particularly on those with pre-existing respiratory diseases such as chronic obstructive pulmonary disease (COPD) or asthma. 1.6% of Three Rivers residents have COPD and 6.3% have asthma. These figures are slightly lower than the regional and national averages. In 2022, 14.8 per 1000 residents died from respiratory disease. Respiratory causes of death were higher for males in Three Rivers' (28.4%), than females (24.2%).

There are two areas deemed as Air Quality Focus Areas (AQFAs) within Three Rivers (Chorleywood NO<sub>2</sub> and PM<sub>10</sub>). These are areas that exceed or are likely to exceed the EU annual mean limit for nitrogen dioxide (NO<sub>2</sub>) and have high human exposure. These AQFs have also been identified to highlight areas that may never have their air pollution issues fully resolved, despite national, regional, and local air quality measures. It is therefore likely that residents living within these areas will have a disproportionate exposure to air pollution, and thus the associated health impacts. There is evidence to suggest that premature deaths (40-50,000 per year in the UK) are caused by poor air quality. The most recent Air Quality Status Report (2023) highlights that NO<sub>2</sub> concentrations have decreased at most air quality monitoring sites over the last 5 years. There were also no exceedances of the annual mean objective at the Chorleywood NO<sub>2</sub> AQMA.

Three Rivers District Council aims to reach net-zero carbon across the district by 2045. This will require a 14% reduction in emissions from 2023-2028. Currently, the average household in Three Rivers produces 18.9t of CO<sub>2</sub>e per year compared to the GB average of 16t of CO<sub>2</sub>e per year, with consumption of goods and services having the highest impact. The District Council will aim to meet this target by encouraging developers to adopt net zero design standards (including the integration of renewable energy and low-carbon heat technologies), supporting residents and businesses to reduce their energy use and improve the efficiency of their homes and buildings, and expanding public electric vehicle charging infrastructure.

## Noise

Excessive noise seriously harms human health and can interfere with daily activities at school, at work, at home and during leisure time. It can disturb sleep; cause adverse cardiovascular, metabolic, psychophysiological and birth outcomes; lead to cognitive and hearing impairment; reduce performance; and provoke annoyance responses and changes in social behaviour<sup>146</sup>.

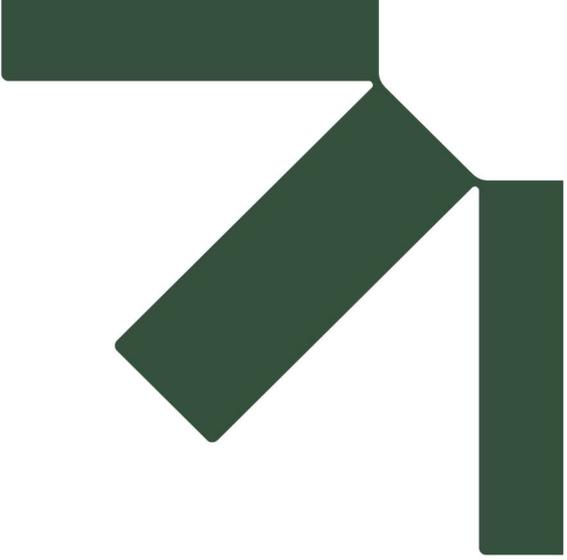
Noise Action Plans are required by the Environmental Noise Directive. The Department for Environment Food and Rural Affairs (Defra) has identified locations experiencing the highest levels of noise associated with roads and railway lines. These are known as Noise Important Areas (NIAs).

With regards to road noise, there are a large number of NIAs in the District, the majority of which are associated with the M25 as well as the M1, A404 and A412. There are six NIAs associated with railway noise in the district, located at Kings Langley Railway station and the line south of the station at Hunton Bridge and the line north at Nash Mills (two NIAs). There are two further NIAs at Moor Park Underground Station (Metropolitan Line) and Carpenders Park (Overground).

---

<sup>146</sup> [Health Topics – Noise | World Health Organisation](#)





# **Appendix B    HIA Assessment Matrices**

## **Three Rivers District Council Local Plan**

### **Integrated Health and Equality Impact Assessment**

**Three Rivers District Council**

SLR Project No.: 430.000113

18 February 2026

## B.1 HIA Assessment

### B.1.1 Strategic Policies

The assessment of Strategic Policies is presented in **Table B-1** below.

**Table B-1: HIA of Strategic Policies**

Policy Grouping Name		Strategic Policies			
Included Policies		SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping			
Health Impact Assessment					
Determinants of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	?	ST/LT	<p>New development has the potential to give rise to air quality effects both during construction with respect to material transport and equipment emissions and during operation dependent on the nature of the activities proposed.</p> <p>Whilst air quality is not explicitly referenced within the policies, the text supporting the 'Overall Levels of Growth' policy states that the proposed housing and employment growth has been 'curtailed to ensure that the plan remains environmentally responsible and consistent with national policy.' Thus, this implies air quality considerations will be considered within the design of new development.</p> <p>The 'Infrastructure Delivery' also policy explains that the natural, built and historic environment should be conserved and enhanced, which suggests development that would give rise to adverse air quality impacts will not be permitted.</p>	<p>Unemployed and low-income groups Older people Children and young people People with existing health conditions</p>	<p>Mitigation relating to air quality will likely be provided by the Environment related policies.</p>
Noise	?	ST/LT	<p>New development has the potential to give rise to noise effects both during construction with respect to material transport and equipment emissions and during operation dependent on the nature of the activities proposed. This is addressed in the 'Local Distinctiveness and Place Shaping' policy which includes an specific section on the safeguarding of amenity that explains 'Development should protect the amenities and the attractiveness of the living environment (...) taking into account the need for adequate levels of (...) amenity.'</p> <p>Whilst noise is not explicitly referenced within the 'Spatial Strategy' policies, the text supporting the 'Overall Levels of Growth' policy states that the proposed housing and employment growth has been 'curtailed to ensure that the plan remains environmentally responsible and consistent with national policy.' Thus, this implies noise considerations will be considered within the design of new development.</p> <p>The 'Infrastructure Delivery' policy explains that the natural, built and historic environment should be conserved and enhanced, which also suggests development that would give rise to adverse noise impacts will not be permitted.</p>	<p>Unemployed and low-income groups Older people Children and young people People with existing health conditions</p>	<p>Mitigation relating to noise will likely be provided by the Environment related policies.</p>



Policy Grouping Name		Strategic Policies			
Included Policies		SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping			
Health Impact Assessment					
Determinants of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Housing	+/-	ST/LT	<p>Additional housing provision, including high quality housing and a mix of housing types and tenures, contributes to ensuring appropriate provision for current and future populations. Housing is proposed in the most sustainable locations, specifically, principal towns, small towns and large villages which have higher levels of accessibility, services and infrastructure capacity. This is beneficial in ensuring residents are able to access the services they require to meet their daily needs, without being dependent on the use of the car.</p> <p>However, the Draft Local Plan significantly underdelivers on the calculated housing need of 12,480 (across the plan period) as identified by the standard methodology. The plan only provides scope for 7,027 new dwellings which may have negative health effects given the district has an acute affordable housing and specialist accommodation need (particularly given the districts ageing population) and it is unclear if such needs will be delivered in full.</p> <p>The Strategic Policies also encourage higher-density development in response to there being limited brownfield land opportunities and given the authority is tightly constrained by the Green Belt. Whilst this is positive in increasing resident proximity to jobs, services and encourages walking/cycling (such as through the 15-minute city concept), the draft policies lack detail on how social isolation will be addressed (i.e. through communal ground floor facilities/services) where tall buildings are required. The 'Local Distinctiveness and Place Shaping' policy includes requirements development must follow to ensure 'proposals are easy to navigate, with buildings designed and positioned to define and enhance a hierarchy of streets and spaces'.</p>	Children and young people Older people People with disabilities and mobility impairment People with existing health conditions Care leavers Unemployed and low-income groups Socially excluded or isolated groups	Given the spatial strategy significantly underdelivers on its housing need (as identified by the standard methodology) greater context should be included as to how the acute affordable housing and specialist accommodation needs are addressed across the district (with reference to the 'Sustainable Development' policies).
Economy and Employment	+	ST/LT	<p>The policies outlined within this theme positively contribute to access to services throughout TRDC. The spatial strategy seeks to direct new employment to the most sustainable locations, specifically, principal towns, small towns and large villages which have higher levels of accessibility, services and infrastructure capacity. This is beneficial in ensuring residents are able to access the services they require to meet their daily needs, without being dependent on the use of the car.</p> <p>The Economic Study supporting the local plan explains that there are limited quantitative needs for new employment land given the districts economic profile and constraints. Nonetheless, the 'Overall Levels of Growth' policy confirms that existing employment sites will be safeguarded which is important in ensuring such sites can continue to positively contribute to the local economy, whilst ensuring the job security of the local workforce.</p> <p>New employment opportunities are also likely to be secured through the new housing development and via the provision of new infrastructure (e.g. construction jobs/operational jobs associated with the use of certain facilities like new schools), providing further opportunities for the local population.</p>	Unemployed and low-income groups Socially excluded or isolated groups Care leavers Socially excluded or isolated groups	Where possible, employment opportunities should seek to provide employment to the local population in the first instance.
Education and Skills	?	LT	<p>The delivery of new infrastructure and services may provide opportunities for education, skills and training, particularly within employment related development. The 'Infrastructure Delivery' policy also makes reference to 'cumulative pressures on the local area' arising new development, which could include new school places given this is an essential service. Thus, whilst uncertain, this implies new opportunities for education/skills may be delivered as part of the strategic policies.</p>	N/A	Where possible, employment should seek to encourage new opportunities for education and skills.



Policy Grouping Name		Strategic Policies			
Included Policies		SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping			
Health Impact Assessment					
Determinants of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Social Cohesion and Community Safety	+	LT	<p>The development of new housing and employment is anticipated to encourage social interaction and a sense of community belonging, and the spatial strategy offers opportunities to further this, such as via encouraging the development of new infrastructure, green spaces and community facilities. Development is also directed to sustainable locations which will help ensure all residents in the community have equitable access to essential services and thus reducing social inequality. This is addressed in the 'Local Distinctiveness and Place Shaping' policy which sets several requirements all developments must achieve including ensuring the layout of proposals are easy to navigate, with buildings designed and positioned to define and enhance a hierarchy of streets and spaces. The policy also advocates community safety by including a specific section on 'Safety and Security' which requires all development to design out opportunities for crime and anti-social behaviour.</p> <p>Social cohesion will also be strengthened via the 'Infrastructure Delivery' policy that will ensure new development will deliver new infrastructure and service provision, which will be secured by planning obligations and the community infrastructure levy (CIL). The creation of new infrastructure/services is particularly beneficial in creating new opportunities for interaction and ensuring residents service/amenity needs are fulfilled. However, a lack of detail is provided as to how community safety/security will be ensured within the policies.</p> <p>In addition, the strategic policies encourage higher-density development in response to there being limited brownfield land opportunities and given the authority is tightly constrained by the Green Belt. Whilst this is positive in increasing resident proximity to jobs, services and encourages walking/cycling (such as through the 15-minute city concept), the draft policies lack detail on how social isolation will be addressed (i.e. through communal ground floor facilities/services) where tall buildings are required which as a result could have a negative impact upon social cohesion.</p>	Children and young people Older people People with disabilities and mobility impairment Unemployed and low-income groups Socially excluded or isolated groups	Mitigation secured with respect to safety and security within the 'local Distinctiveness and Place Shaping' policy should be adhered to.
Access to Services	+	LT	<p>The policies outlined within this theme positively contribute to access to services throughout TRDC. The strategic policies seek to direct growth to the most sustainable locations, specifically, principal towns, small towns and large villages which have higher levels of accessibility, services and infrastructure capacity. This is beneficial in ensuring residents are able to access the services they require to meet their daily needs, without being dependent on the use of the car. This is directly addressed in the 'Local Distinctiveness and Place Shaping' policy which explains that the layout of development should be designed to ensure it connects appropriately to existing street patterns and built form, and creates safe and accessible spaces, implying connections to local services will be delivered.</p> <p>It is acknowledged that an increased population in the district through the provision of new housing as proposed in the Spatial Strategy may put pressure on existing services. However, the 'Infrastructure Delivery' policy seeks to ensure new services/infrastructure are delivered 'to address the direct needs of new occupants while protecting the service capacity of existing community networks', which implies new services will be delivered in response to increase demands (e.g. increased school places). The policy will also ensure services/infrastructure are secured via planning obligations and the community infrastructure levy (CIL)</p> <p>In addition, the strategic policies encourage higher-density development in response to there being limited brownfield land opportunities and given the authority is tightly constrained by the Green Belt. Whilst this is positive in increasing resident proximity to jobs, services and encourages walking/cycling (such as through the 15-minute city concept), the draft policies lack detail on how social isolation will be addressed (i.e. through communal ground floor facilities/services) where tall buildings are required</p>	Older people People with disabilities and mobility impairment Unemployed and low-income groups Socially excluded or isolated groups	<p>Whilst new development will be directed to sustainable locations, the spatial strategy explains that 1-2% of housing growth will be within washed-over Green Belt villages and comprise small-scale schemes. Notwithstanding this only constituting a small portion of the districts housing growth, development in such locations should be supported by the appropriate services to meet resident needs.</p> <p>It is assumed the IDP would be updated to reflect the current socio-economic/health profile across the Three Rivers District.</p> <p>The policy should also be expanded to provide detail as to how social isolation will be addressed, where tall buildings are required.</p>



Policy Grouping Name		Strategic Policies			
Included Policies		SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping			
Health Impact Assessment					
Determinants of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Physical Activity	+	LT	<p>The policies outlined within this theme positively contribute to access to services throughout TRDC. The strategic policies seek to direct growth to the most sustainable locations, specifically, principal towns, small towns and large villages which have higher levels of accessibility, services and infrastructure capacity. This is beneficial in ensuring residents are able to access the services they require to meet their daily needs, without being dependent on the use of the car.</p> <p>The text supporting the spatial strategy further explains that in assessing potential sites for housing, those with 'poor opportunities for walking and cycling' were discounted which is particularly important in ensuring residents are able to uptake active travel.</p> <p>In addition, the text supporting the 'Infrastructure Delivery' policy denotes that infrastructure can include 'footpaths, cycle paths and roads; and green spaces, such as parks, country parks and other general ecological enhancements', which suggests opportunities to enhance opportunities for physical activity has been considered.</p>	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	Improvements to footpaths, cycle paths and roads and green spaces should be secured within the new development before planning consent (i.e. planning obligations/ integrated into the design of developments).
Green Infrastructure	+	LT	<p>This strategic policies seek to limit Green Belt development, which in turn may protect existing green infrastructure in this area. However, there is still potential limited Green Belt development, where development meets national policy criteria which has potential to result in loss of green infrastructure if development is to occur.</p> <p>Nonetheless, the text supporting the 'Infrastructure Delivery' policy explains green infrastructure will be enhanced and conserved, whilst development is expected to provide new opportunities for green infrastructure in the extant IDP (which is assumed to be updated as part of the new Local Plan). The 'Local Distinctiveness and Place Shaping' policy also explicitly states that green infrastructure is one of several elements that is integral to sustainable design.</p>	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	It is assumed the IDP would be updated to reflect the current socio-economic/health profile across the Three Rivers District.



## B.1.2 Housing

The assessment of Housing Policies is presented in **Table B-2** below.

**Table B-2: HIA of Housing Policies**

Policy Grouping Name		Housing			
Included Policies		HOU1: Housing Mix and Type HOU2: Housing Density HOU3: Affordable Housing HOU4: Provision for Gypsies, Travellers and Travelling Showpeople			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	?	ST/LT	Additional housing in the district could result in a high number of cars on the roads which could worsen air quality particularly given that there are three AQMAs in place across the district. Temporary worsening of air quality may also occur during construction through dust and plant emissions. Overall effects will likely depend upon the location of future sites and their access to existing facilities and services, which could minimise the need to travel. The Housing Density Policy supporting text states that new development will have 'due regard for the character and amenities of the district and the quality of life of residents' which implies access to services will be considered.	Older people Children and young people People with existing health conditions	Mitigation will likely be provided by the Sustainable Transport and Travel policy.  Additional mitigation could be offered by the consideration of Dust Management Plans (DMP) should be compiled prior to demolition and construction of new sites. Consideration should also be given to energy-efficient and electric or hybrid machinery/machinery.
Noise	?	ST/LT	Additional housing in the district, including high-density housing, could have impacts on the existing surrounding communities in terms of noise. Temporary increases in noise pollution may also occur during construction. Overall, effects will likely depend upon the location of future sites and the nature of developments. The Housing Density Policy supporting text states that new development will have 'due regard for the character and amenities of the district and the quality of life of residents' which implies access to services will be considered.	Older people Children and young people People with existing health conditions	Mitigation will likely be provided by the Deliveries, Servicing and Construction.  Additional mitigation could be offered by the consideration of a Construction Environmental Management Plan (CEMP) should be compiled prior to demolition and construction of new sites. Consideration should also be given to ensuring noise buffering at the site.
Housing	+	LT	Additional housing provision, including high quality housing and a mix of housing types and tenures, contributes to ensuring appropriate housing for current and future populations. This also provides a mix of homes, including affordable and adaptable homes, which is anticipated to improve access to homes for those who may experience barriers in accessing high quality housing. The Provision for Gypsies, Travellers and Travelling Showpeople Policy also considers accessibility of housing to wider facilities, linking these groups with the existing community.	Children and young people Older people People with disabilities and mobility impairment People with existing health conditions Care leavers Unemployed and low-income groups Socially excluded or isolated groups	N/A
Economy and Employment	0		The policies within Sustainable Development are unlikely to impact upon economy and employment within TRDC.	N/A	N/A
Education and Skills	0		The policies within Sustainable Development are unlikely to impact upon education and skills within TRDC.	N/A	N/A
Social Cohesion and Community Safety	+	LT	The development of new housing is anticipated to encourage social interaction and a sense of community belonging. The Housing Mix and Type policy states the need for the creation of balanced and sustainable communities as well as ensuring specialised and supported accommodation supports integration with the community, which is anticipated to promote social cohesion. The Provision for Gypsies, Travellers and Travelling Showpeople Policy also considers accessibility of housing to wider facilities, linking these groups with the existing community. There is also potential for high quality development, as outlined within the Housing Density policy, to contribute to improved	Children and young people Older people People with disabilities and mobility impairment Unemployed and low-income groups Socially excluded or isolated groups	N/A



Policy Grouping Name		Housing			
Included Policies		HOU1: Housing Mix and Type HOU2: Housing Density HOU3: Affordable Housing HOU4: Provision for Gypsies, Travellers and Travelling Showpeople			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
			community safety. However, this is likely to be determined by individual developments that may arise.		
Access to Services	+/-	LT	The policies outlined within this theme positively contribute to access to services throughout TRDC. Policies aim to locate gypsy and traveller sites in close proximity to services and facilities. The Housing Density Policy supporting text states that new development will have 'due regard for the character and amenities of the district and the quality of life of residents' which implies access to services will be considered. Additionally, the Housing Mix and Type policy ensures that specialised and supported accommodation is well located close to services and facilities. However, increased population in the district through the provision of new housing under this group may put pressure on existing services. The increased demand on services may have an adverse effect on the health and wellbeing of the population.	Older people People with disabilities and mobility impairment Unemployed and low-income groups Socially excluded or isolated groups	Mitigation will likely be provided by the Health and Wellbeing and Social and Community Uses policies.  Additional mitigation could be offered by undertaking further assessment as part of scheme design, to evaluate the provision of existing facilities and ensure that supply is sufficient to support new communities.
Physical Activity	?	LT	The Provision for Gypsies, Travellers and Travelling Showpeople Policy considers the location of sites, ensuring good pedestrian access to the site and adequate on site play amenity. Overall, effects will likely depend on the location of future sites and their access to open space, as well as recreational networks, which could improve physical activity.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	Mitigation will likely be provided by the Health and Wellbeing, Sustainable Transport and Travel, and Open Space, Play Space, Sport and Recreation policies.
Green Infrastructure	?	LT	Additional development of housing in the district, including high-density housing, could result in the potential loss of green space, depending upon the location of development. This is particularly likely to occur if development arises within the green belt. There is also potential for development of housing to result in additional green space provision within developments, and the incorporation of green infrastructure within design. However, this is likely to be determined by individual developments that may arise.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	Mitigation will likely be provided by the Green Belt, and Open Space, Play Space, Sport and Recreation policies.



### B.1.3 Employment and Economy

The assessment of Employment and Economy Policies is presented in **Table B-3** below.

**Table B-3: HIA of Employment and Economy Policies**

Policy Grouping Name		Employment and Economy			
Included Policies		EE1: Employment and Economic Development EE2: Retail EE3: Warner Brothers Allocation			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	?	ST/LT	<p>These policies will likely lead to significant levels of new employment related development within the plan area which has the potential to worsen air quality particularly given that there are three AQMAs in place across the district. Air quality impacts may materialise via increased transportation as a result of construction activities during the short term and the longer term impacts associated with employees and commuting.</p> <p>Nonetheless, there is potential for a betterment in local air quality concerning an expanded workforce. The text supporting the policy refers to The South West Herts Economic Study Update (2024) which identifies an existing trend of high levels of out-commuting from the Three Rivers District which limits the labour supply. Thus, new employment opportunities locally have the potential to address this problem in reducing the distance residents travel employment destinations and the associated transport emissions.</p> <p>The 'Employment and Economic Development' policies also state that proposals 'should be of a high-quality design and in keeping with the surrounding environment', which implies environmental impacts have been considered, however, is largely silent on measures that should be secured to achieve good air quality.</p>	<p>Unemployed and low-income groups Older people Children and young people People with existing health conditions</p>	<p>Where possible, employment opportunities should seek to provide employment to the local population in the first instance.</p> <p>Mitigation should be provided by the Sustainable Transport and Travel policy such as promoting car sharing.</p> <p>Additional mitigation should be identified by the means of an air quality assessment and could be offered by the consideration of Dust Management Plans (DMP) that should be compiled prior to demolition and construction of new sites and be</p> <p>Consideration should also be given to energy-efficient and electric or hybrid machinery/machinery at employment sites</p>
Noise	?	ST/LT	<p>New employment development including new retail and industrial premises could impact the surrounding communities and workforce concerning noise. This includes temporary increases in noise pollution as a result of construction activities such as increased traffic and the establishment/construction compounds. Impacts may also materialise during operation of employment development, depending on the nature of the industry (e.g. industrial sites often contain machinery that can generate significant levels of noise).</p> <p>Consideration of noise is imperative in ensuring the local workforce are not exposed to significant level of noise that would exceed recommended exposure limits, whilst ensuring local communities are not adversely affected, particularly those who spend longer period at home and thus greater exposed to increased noise levels including TRDCs ageing population.</p> <p>The 'Employment and Economic Development' policies state that development should not have an 'unacceptable impact on amenity', suggestive noise impacts have been considered, however, omits any detail as to how the local workforce should be protected from elevated noise levels.</p>	<p>Unemployed and low-income groups Older people Children and young people People with existing health conditions</p>	<p>Mitigation should be provided by the noise policy such provide suitable buffers from employment bases to protect residential amenity.</p> <p>Mitigation could be offered by the consideration of a Construction Environmental Management Plan (CEMP) should be compiled prior to demolition and construction of new sites. Consideration should also be given to ensuring noise buffering at the site.</p> <p>Consideration could also be offered by the means of a workforce management plan to protect the health and safety of employees.</p>



Policy Grouping Name		Employment and Economy				
Included Policies		EE1: Employment and Economic Development EE2: Retail EE3: Warner Brothers Allocation				
Health Impact Assessment						
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation	
Housing	+	ST/LT	The text supporting the proposed 'Employment and Economic Development' policy explains that 'it is important to make provision for future employment and economic development alongside housing growth (...)' which implies to the delivery of new housing and employment facilities will be considered together. Moreover, the 'Employment and Economic Development' policy also states that the 'locality and accessibility' of new development will be considered in new development, implying residents will be able to access employment in a sustainable manner.	Children and young people Older people People with disabilities and mobility impairment People with existing health conditions Care leavers Unemployed and low-income groups Socially excluded or isolated groups	Where possible, employment opportunities should seek to provide employment to the local population in the first instance.  Developer contributions should be secured from new housing development to ensure the appropriate infrastructure and required services are delivered to support the local population which in turn will create new employment opportunities.	
Economy and Employment	+	ST/LT	There will be significant levels of new employment related development which will generate new opportunities for the local workforce. New local opportunities are particularly important to ensure the local workforce are retained within the borough given there is a trend of high levels of out-commuting from the district. New employment opportunities is also beneficial given there has been a rise in unemployment in the area between 2016 and 2022 (albeit this trend remains lower than the national average).  The expansion of the Warner Brother Film Studios is advantageous in strengthening Leavesden role as a major visitor location and allowing it to continue to make significant contributions to the local and national economy, whilst responding to the need for more studio space.  Furthermore, the retail policy recognises the role that town centres and district centres can play in supporting the local economy, and encourage the development of retail, leisure activity and other town centre uses to increase local expenditure. However, the policy would benefit from greater context on town centre viability, particularly in more deprived areas (like South Oxhey for instance) where there may be a requirement for more creative solutions (e.g. a shift focus from just retail to mixed uses) to develop and regenerate the town centre.	Unemployed and low-income groups Socially excluded or isolated groups Care leavers Socially excluded or isolated groups	Where possible, employment opportunities should seek to provide employment to the local population in the first instance and provide equal opportunities for all groups to apply from future employment positions.  The policy could also be expanded to include more creative solutions to ensure town centre viability.	
Education and Skills	+	LT	Education is important for health as it provides the skills and specialist knowledge needed to secure good jobs and allows residents to participate in society, particularly those in areas that are subject to increased levels of deprivation and unemployed.  The 'Employment and Economic Development' policy seeks to secure a range of types and sizes of employment sites and premises to meet the needs of the local economy which will likely bring new opportunities for education, training and upskilling. This is alongside the proposed expansion of the Warner Brother Film Studio that responds to the demand for more creative space. However, the delivery of a diverse range of employment types does not necessarily guarantee equal access to training and education. As such, the employment policies could be strengthened to encourage/require applicants to provide training and education opportunities to employees.	Unemployed and low-income groups Socially excluded or isolated groups Young people Care leavers	Where possible, employment should seek to encourage new opportunities for education and skills.	
Social Cohesion and Community Safety	+	LT	The delivery of new retail and employment development is likely to improve social cohesion by providing economic stability, particularly for those who are unemployed and living in deprivation. New retail development may also assist in improving and regenerating town centres and improve social cohesion by creating focal points for interaction and cohesion.  However, concerning community safety, the 'Employment' policies could benefit from context as to which safety and security measures should be in place to prevent crime and anti-social behaviour.	Children and young people Older people People with disabilities and mobility impairment People with existing health conditions Care leavers Unemployed and low-income groups Socially excluded or isolated groups	Mitigation relating to safety will likely be provided by the Design related policies	



Policy Grouping Name		Employment and Economy				
Included Policies		EE1: Employment and Economic Development EE2: Retail EE3: Warner Brothers Allocation				
Health Impact Assessment						
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation	
Access to Services	+	LT	<p>The 'Employment' policies are anticipated to improve access to services, including the 'Retail' policy that seeks to deliver new employment and economic development opportunities to meet the need for a range of employment uses including office, industry and warehousing, public and community, leisure and tourism and town centre.</p> <p>The 'Employment and Economic Development' policy also outlines that outside of designated employment areas, new development will not be permitted where it causes 'harm to the amenity or operation of neighbouring uses', which implies that new employment development will not impact upon access to essential services.</p>	<p>Children and young people Older people People with disabilities and mobility impairment People with existing health conditions Socially excluded or isolated groups</p>	N/A	
Physical Activity	?	LT	<p>The 'Warner Brothers Allocation' policy proposes that land to the north of the site is used for green infrastructure and public open space which is beneficial in providing new opportunities for social interaction and physical activity. The 'Employment and Economic Development' policy also outlines that outside of designated employment areas, new development will not be permitted where it causes 'harm to the amenity or operation of neighbouring uses', which implies that new employment development will not adversely affect existing physical activity destinations like active travel routes and open space.</p> <p>Nonetheless, all the 'Employment' related policies would benefit from detail as to how opportunities for physical activity could be promoted, such as via travel plans that would be secured within new development to encourage walking or cycling to work such as via providing secure bike storage and shower facilities. However, it is anticipated this requirement will be addressed within the 'Transport' policies presented later in the Draft Local Plan.</p>	<p>No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.</p>	<p>Mitigation will likely be provided by the Sustainable Transport and Travel policy.</p>	
Green Infrastructure	?	LT	<p>The 'Employment and Economic Development' policy outlines that outside of designated employment areas, new development will not be permitted where it causes 'harm to the amenity or operation of neighbouring uses', which implies that new employment development will not adversely affect green infrastructure assets. In addition, the 'Warner Brothers Allocation' policy proposes that land to the north of the site is used green infrastructure and public open space which is beneficial in providing new opportunities for social interaction and physical activity.</p>	<p>No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.</p>	N/A	



### B.1.4 Green Belt

The assessment of Green Belt Policies is presented in **Table B-4** below.

**Table B-4: HIA of Green Belt Policies**

Policy Grouping Name		Green Belt			
Included Policies		GB1: Green Belt			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	0		The policies within Green Belt are unlikely to impact upon air quality within TRDC.	N/A	N/A
Noise	0		The policies within Green Belt are unlikely to impact upon noise within TRDC.	N/A	N/A
Housing	0		The policies within Green Belt are unlikely to impact upon housing within TRDC.	N/A	N/A
Economy and Employment	0		The policies within Green Belt are unlikely to impact upon economy and employment within TRDC.	N/A	N/A
Education and Skills	0		The policies within Green Belt are unlikely to impact upon education and skills within TRDC.	N/A	N/A
Social Cohesion and Community Safety	+	LT	Preservation of Green Belt land and providing opportunities for improved access is likely to improve social cohesion by providing areas which foster opportunities for socialisation. The policy will also aims to support the enhancement of landscapes, visual amenity and biodiversity, improving the quality of the Green Belt. This is most likely to benefit those who are socially isolated such as new and expectant mothers.	Children and young people Socially excluded or isolated groups	N/A
Access to Services	+	LT	The Green Belt policy encourages measures to improve public access to the Green Belt. It is anticipated that this would include inclusively improving access, which is likely to benefit those groups who may have access limitations, particularly due to mobility constraints and affordability constraints.	People with disabilities and mobility impairment People with existing health conditions Unemployed and low-income groups	N/A
Physical Activity	+	LT	The preservation of Green Belt land and open countryside is anticipated to preserve opportunities for physical activity in this area, with people utilising these spaces for leisure and recreation. The policy will also aims to support the enhancement of landscapes, visual amenity and biodiversity, improving the quality of the Green Belt.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	Access to the Green Belt and wider countryside should be accessible for all groups inclusively.
Green Infrastructure	+/-	LT	This policy aims to protect the Green Belt against inappropriate development, protecting existing green infrastructure in this area. However, there is still potential for development of Green Belt land under this policy, where development meets national policy criteria. This has potential to result in loss of green infrastructure if development is to occur.	Children and young people People with disabilities and mobility impairment People with existing health conditions Socially excluded or isolated groups Unemployed and low-income groups	Development located within the Green Belt should include additional green infrastructure provision, and provide open space within development.



### B.1.5 Climate Change and Net Zero

The assessment of Climate Change and Net Zero Policies is presented in **Table B-5** below.

**Table B-5: HIA of Climate Change and Net Zero Policies**

Policy Grouping Name		Climate Change and Net Zero			
Included Policies		CNZ1: Renewable and Low Carbon Energy Developments CNZ2A: Net Zero Operational Carbon in New Build Residential Development CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development CNZ2C: Climate-adapted Design and Construction CNZ2D: Embodied Carbon and Minimising Waste CNZ2E: Reducing Carbon Emissions in Existing Buildings			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	+	ST/LT	The climate change related policies include several design requirements that must be secured by new development to ensure air quality impacts do not accelerate climate change including the requirement for all new dwellings to meet Part L energy efficiency standards. The 'Climate-adapted Design and Construction' policy also requires development to minimise its carbon footprint and energy impact through sustainable design and construction practices such as through site location and thus reducing the emissions associated with transport.	Unemployed and low-income groups Older people Children and young people People with existing health conditions	Mitigation relating to air quality will likely be provided by the Environment related policies.
Noise	0		The policies within Climate Change are unlikely to impact upon noise within TRDC.	N/A	N/A
Housing	+	LT	<p>The 'Net Zero Operational Carbon in New Build Residential Development' policy sets out strict measures to ensure new housing is designed to high environmental and energy efficiency standards which will make development more resilient and future-proofed towards climate change in line with national legalisation and policy. The 'Climate-adapted Design and Construction' policy subsequently explains that all new build developments must minimise their carbon footprint and energy impact through sustainable design and construction practices. These policies will ensure that all new housing development will be sustainably located and includes best-practice measures to reduce emissions associated with the construction process.</p> <p>In addition, the 'Embodied Carbon and Minimising Waste' policy is included in the Draft Local Plan and sets limits on embodied carbon and seeks to ensure that carbon emissions are limited across the whole life cycle of a building. Thereafter, the 'Reducing Carbon Emissions in Existing Building' policy strongly encourages the decarbonisation of existing buildings through adopting a retrofit-first approach, before demolition is considered. Both the ambitions of these policies are particularly positive given a third of the district's emissions arise from existing buildings.</p>	Unemployed and low-income groups Older people Children and young people People with existing health conditions	N/A
Economy and Employment	0		The policies within Climate Change are unlikely to impact upon economy and employment within TRDC.	N/A	N/A
Education and Skills	0		The policies within Climate Change are unlikely to impact upon education and skills within TRDC.	N/A	N/A
Social Cohesion and Community Safety	+	LT	<p>Climate change is linked to social cohesion and community safety as climate induced impacts such as flooding can cause stress, loss of property/assets and conflict. Additionally, specific groups are more vulnerable to climate change impacts including TRDCs ageing population who are more susceptible to extreme heat and poor air quality arising from increased emissions.</p> <p>In addition, the 'Climate-adapted Design and Construction' policy includes strict measures to ensure new development is designed to high environmental and energy efficiency standards that is more resilient and future-proofed towards climate change. Moreover, other policies across the Draft Local Plan including the 'Ground Conditions, Contamination and Pollution' policy requires developments to be supported by other technical assessment such as air quality which in turn would identify further mitigation measures to ensure community safety and resilience to climate change.</p>	Unemployed and low-income groups Older people Children and young people People with existing health conditions	Mitigation will likely be provided by the Environment related policies.



Policy Grouping Name		Climate Change and Net Zero			
Included Policies		CNZ1: Renewable and Low Carbon Energy Developments CNZ2A: Net Zero Operational Carbon in New Build Residential Development CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development CNZ2C: Climate-adapted Design and Construction CNZ2D: Embodied Carbon and Minimising Waste CNZ2E: Reducing Carbon Emissions in Existing Buildings			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Access to Services	+	ST/LT	Ensuring that development is well located and close to sustainable and active travel routes is important in reducing the distance (and associated transport emissions) residents within the Three Rivers District would need to travel to access services and amenities. The 'Climate-adapted Design and Construction' policy advocates this, stating 'proposals should demonstrate efforts to reduce greenhouse gas emissions by considering factors such as site location'.	Unemployed and low-income groups Older people Children and young people People with existing health conditions	Where possible, opportunities to promote active travel should be encouraged within the climate change policies.
Physical Activity	+	ST/LT	Ensuring that development is well located and close to sustainable and active travel routes is important in reducing the distance (and associated transport emissions) residents within the district would need to travel to access housing, services and employment destinations. The 'Climate-adapted Design and Construction' policy advocates this, stating 'proposals should demonstrate efforts to reduce greenhouse gas emissions by considering factors such as site location'.	Unemployed and low-income groups Older people Children and young people People with existing health conditions	Where possible, opportunities to promote active travel should be encouraged within the climate change policies.
Green Infrastructure	?	ST/LT	<p>Green infrastructure plays an important role in addressing climate change via mitigating its causes (carbon dioxide absorption) as well as adapting to its effects including managing flood risk and reducing the urban heat island effect. The flood risk and water resources policy explains that major development in all areas will require Sustainable Drainage Systems (SuDS) which implies that green infrastructure will be used to manage surface water runoff, although, specific solutions could be outlined.</p> <p>The 'Climate-adapted Design and Construction' Policy also denotes that proposals should demonstrate efforts to reduce climate change via landscaping which again implies the development of green infrastructure will be used to reduce the urban heat island and heating effects.</p>	Unemployed and low-income groups Older people Children and young people People with existing health conditions	Where possible, the climate change related policies would benefit from greater context on specific green infrastructure measures/strategies that should be secured by new development to address climate change



### B.1.6 Biodiversity, Green and Blue Infrastructure and Landscapes

The assessment of Biodiversity, Green and Blue Infrastructure and Landscapes Policies is presented in **Table B-6** below.

**Table B-6: HIA of Biodiversity, Green and Blue Infrastructure and Landscapes Policies**

Policy Grouping Name		Biodiversity, Green and Blue Infrastructure and Landscapes			
Included Policies		BGL1: Biodiversity BGL2: Trees, Woodlands, Hedgerows and Landscaping BGL3: Green Blue Infrastructure BGL4: Open Space, Play Space, Sport and Recreation BGL5: Chiltern Beechwoods Special Area of Conservation (SAC) BGL6: Landscape Character			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	+	LT	These policies are anticipated to enhance biodiversity and provide improved access to open space within the district. The community will benefit from new green and blue infrastructure as this contributes to reducing pollution, improving air quality, providing benefits to mental and physical health to residents in the district.	Children and young people Older people People with disabilities and mobility impairment People with long term health conditions.	N/A
Noise	+	LT	The community will benefit from new green and blue infrastructure as this contributes to reducing pollution and screening noise, reducing disturbance and increasing levels of tranquillity within the district. This is anticipated to provide benefits to health for local communities.	People with long term health conditions	N/A
Housing	0		The policies within Green Blue Infrastructure are unlikely to impact upon housing within TRDC.	N/A	N/A
Economy and Employment	?	MT	The development of new sports and recreation facilities has potential to provide additional employment opportunities. However, this is likely to be determined by the infrastructure that is developed. Additionally, the ability for local residents to take up new employment opportunities will be dependent on the available skills in the resident population of TRDC. Where these skills are not available within current residents, roles may be filled with out of district residents, diluting the benefits to the local population.	Unemployed and low-income groups	Where possible, employment opportunities should seek to provide employment to the local population in the first instance.
Education and Skills	0		The policies within Green Blue Infrastructure are unlikely to impact upon education and skills within TRDC.	N/A	N/A
Social Cohesion and Community Safety	+	LT	Preserving existing open spaces, as well as providing new open spaces and play spaces within the district is likely to improve social cohesion by providing areas which foster opportunities for socialisation. The Open Space, Play Space, Sport and Recreation policy also contributes to reducing crime and antisocial behaviour in new and existing open spaces, as the policy requires proposals to be designed to minimise the potential for crime and antisocial behaviour.	Children and young people Older people People with disabilities and mobility impairment Socially excluded or isolated groups	N/A
Access to Services	+	LT	The policies within Green Blue Infrastructure are anticipated to improve access to open space and sports and recreation facilities through preserving existing facilities as well as providing new facilities.	People with disabilities and mobility impairment People with existing health conditions Unemployed and low-income groups	N/A
Physical Activity	+	LT	A greener urban landscape will benefit people living in high density residential areas who may not have access to private gardens or outside space. It is anticipated that providing new open space will encourage physical activity. Additionally, the Green and Blue Infrastructure policy encourages public rights of way and sustainable transport links between the green infrastructure network. This is likely to encourage active travel, which may also improve physical activity and health.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	N/A



Policy Grouping Name		Biodiversity, Green and Blue Infrastructure and Landscapes			
Included Policies		BGL1: Biodiversity BGL2: Trees, Woodlands, Hedgerows and Landscaping BGL3: Green Blue Infrastructure BGL4: Open Space, Play Space, Sport and Recreation BGL5: Chiltern Beechwoods Special Area of Conservation (SAC) BGL6: Landscape Character			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Green Infrastructure	+	LT	The maintenance and enhancement of a greener landscape ecological value can add to sense of place. Improved environmental surroundings will likely generate positive impacts on mental health for those residing in improved areas, particularly people seeking to manage mental health and/or stress.	Children and young people People with disabilities and mobility impairment People with existing health conditions Socially excluded or isolated groups Unemployed and low-income groups	N/A



### B.1.7 Environment

The assessment of Environment Policies is presented in **Table B-7** below.

**Table B-7: HIA of Environment Policies**

Policy Grouping Name		Environment			
Included Policies		ENV1: Flood Risk and Water Resources ENV2: Ground Conditions, Contamination and Pollution ENV3: Waste Management and Recycling			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	+	ST/LT	The 'Ground Conditions, Contamination and Pollution' policy explains that development will not be permitted where it would have an adverse effect on air pollution levels, particularly within AQMAs. The text supporting the policy also confirms that where significant increases in air quality are proposed, a suitable assessment/modelling exercise will be required to assess impacts. The assessment should identify appropriate mitigation measures for all types of development, should any significant impacts be identified.	Older people Children and young people People with existing health conditions	Air quality assessments should support development where there is potential for adverse impacts to identify mitigation.
Noise	+	ST/LT	The 'Ground Conditions, Contamination and Pollution' policy explains that development will not be permitted where it would have an unacceptable adverse impact on the indoor or outdoor acoustic environment of existing or planned development or give rise to unacceptable vibration impacts. The supporting policy text also encourages noise-sensitive developments to be located away from existing sources of significant noise and confirms where proposals are subject to noise and/or vibration impacts, that applications are supported by a suitable assessment. The assessment should identify appropriate mitigation measures for all types of development, should any significant impacts be identified.	Older people Children and young people People with existing health conditions	Noise assessments should support development where there is potential for adverse impacts to identify mitigation.
Housing	0		The policies within Environment are unlikely to impact upon housing.	N/A	N/A
Economy and Employment	0		The policies within Environment are unlikely to impact upon economy and employment.	N/A	N/A
Education and Skills	0		The policies within Environment are unlikely to impact upon education and skills within TRDC.	N/A	N/A
Social Cohesion and Community Safety	+	LT	The 'Ground Conditions, Contamination and Pollution' policy recognises the role artificial lighting plays improving local amenity and highlighting buildings and open spaces of character. This is a key addition within the policy in promoting security across the District, such that residents are able to access essential services in a safe and comfortable manner.  Concerning flood risk, the 'Flood Risk & Water Resources' policy that explains development will not be permitted in areas identified at being at risk of flooding, only where sequential and exception tests have been undertaken and passed as necessary, whilst ensuring new development is safe and resilient to flood risk. The policy also supports development that protects and enhances water resources, taking into account climate change.	Children and young people Older people People with disabilities and mobility impairment Socially excluded or isolated groups	N/A
Access to Services	0		The policies within Environment are unlikely to impact upon access to services.	N/A	N/A
Physical Activity	0		The policies within Environment are unlikely to impact upon physical activity.	N/A	N/A
Green Infrastructure	0		The policies within Environment are unlikely to impact upon green infrastructure.	N/A	N/A



### B.1.8 Design and Heritage

The assessment of Design and Heritage Policies is presented in **Table B-8** below.

**Table B-8: HIA of Design and Heritage Policies**

Policy Grouping Name		Design and Heritage			
Included Policies		DH1: Residential Design and Layout DH2: Heritage and the Historic Environment DH3: Advertisements and Shop Fronts			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	+	ST/LT	<p>Whilst air quality is not explicitly referenced within the 'Design and Heritage' policies, the 'Residential Design and Layout' section of the Draft Local Plan states that 'proposals must take opportunities to make sustainable design integral to the development (...) taking into account climate'. Thus, this implies air quality considerations will be considered within the design of new development.</p> <p>The 'Design and Heritage' policies are also supported by Appendix 4: Design Criteria that establishes detailed design requirements new development must achieve to ensure the quality of the built environment is maintained.</p>	<p>Unemployed and low-income groups Older people Children and young people People with existing health conditions</p>	<p>Mitigation relating to air quality will likely be provided by the Environment related policies.</p>
Noise	+	ST/LT	<p>Several measures to ensure amenity is protected are set out in Appendix 4: Design Criteria which explains proposals should 'provide a good standard of amenity for all occupiers'. This is likely to also include noise levels do not exceed those set by design standards.</p>	<p>Unemployed and low-income groups Older people Children and young people People with existing health conditions</p>	<p>Mitigation relating to noise will likely be provided by the Environment related policies.</p>
Housing	+	LT	<p>The design of new housing is key to health given it shapes behaviours, accessibility, environmental quality, and social interactions, which represent key determinants of physical and mental wellbeing. The 'Residential Design and Layout' Policy and Appendix 4: Design Criteria also sets out specific design criteria for residential development to ensure high design standards are achieved.</p> <p>Thus, it is clear the draft policies strongly promote the delivery of high-quality housing by virtue of the design requirements established.</p>	<p>Children and young people People with disabilities and mobility impairment People with existing health conditions Socially excluded or isolated groups Unemployed and low-income groups</p>	<p>Mitigation should be imposed to ascertain that large-scale/tall buildings include appropriate accessibility features for the elderly and for those who are disabled and have mobility impairments. High quality communal open space and shared ground floor facilities must also be delivered alongside tall buildings, such that residents are not subjected to social isolation.</p> <p>In addition, the 'Residential Design and Layout' Policy would benefit from greater detail as to how those with accessibility issues will be considered in the design of new developments such as through requiring proposals to comply with The Building Regulations (2010) standards (Part M) with reference to the 'Housing Mix and Type' policy discussed earlier in the Draft Local Plan. This is particularly given the district's ageing population who necessitate increased levels of accessibility.</p>
Economy and Employment	0		<p>The policies within Design and Heritage are unlikely to impact upon economy and employment within TRDC.</p>	N/A	N/A
Education and Skills	0		<p>The policies within Design and Heritage are unlikely to impact upon education and skills within TRDC.</p>	N/A	N/A
Social Cohesion and Community Safety	+	LT	<p>The design of development can influence social cohesion by fostering opportunities for interaction, creating a sense of place and ensuring equal access and safety within local environments.</p>	<p>Children and young people Older people People with disabilities and mobility</p>	N/A



Policy Grouping Name		Design and Heritage			
Included Policies		DH1: Residential Design and Layout DH2: Heritage and the Historic Environment DH3: Advertisements and Shop Fronts			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
			<p>Opportunities to promote social cohesion and community safety are also encouraged within the 'Residential Design and Layout' policy and Appendix 4: Design Criteria including the requirement to achieve appropriate levels of natural surveillance within communal areas.</p> <p>In addition, the 'Heritage and Historic Environment' policy is included in the Draft Local Plan, which outlines the role the historic environment can play in 'bringing social, cultural, economic and environmental benefits to the community.' The policy seeks to protect and enhance the Three Rivers Districts heritage assets and requires applications that could impact the historic environment to be supported by a heritage impact assessment to identify suitable mitigation if required.</p> <p>Thus, as is clear, the design and heritage policies seek to promote opportunities to foster social cohesion and community safety and encourage the protection and enhancement of the historic environment such that it makes a positive contribution to the local character and distinctiveness of places.</p>	<p>impairment</p> <p>Socially excluded or isolated groups</p>	
Access to Services	+	LT	<p>The design of new development can influence access to services both through linkages/improved connections to existing amenities and via the services delivered as part of major masterplans.</p> <p>Furthermore, the 'Residential Design and Layout' policy states that major development will be required to provide a masterplan that is developed in accordance with the National Design Guide and National Model Design Codes.</p>	<p>Children and young people</p> <p>Older people</p> <p>People with disabilities and mobility impairment</p> <p>Socially excluded or isolated groups</p>	<p>Local services should be integrated into large-scale development to meet local needs and address any deficiencies.</p> <p>The policy could be clearer on the type and nature of services that should be delivered within residential-led mixed-use development.</p>
Physical Activity	+	LT	<p>The design of new development can promote high levels of physical activity through the inclusion of features that promote walking, cycling and footfall within communal areas. This is comprehensively addressed within the 'Residential Design and Layout' policies which promotes:</p> <ul style="list-style-type: none"> <li>• Requirements for buildings and open spaces to be designed to create a high quality public realm;</li> <li>• Making provision for adequate lighting and for street furniture and public art;</li> <li>• Providing appropriate levels of parking for cycles to support sustainable travel choices;</li> <li>• Ensuring places, spaces and buildings are accessible to all potential users, including those with mobility difficulties ; and</li> <li>• Requiring all development to meet local standards concerning the quantity and quality of amenity space delivered as set out in Appendix 4: Design Criteria.</li> </ul>	<p>No specific vulnerable groups are anticipated to be affected by these policies.</p> <p>All residents are likely to be affected by this.</p>	N/A
Green Infrastructure	+	LT	<p>Green infrastructure is a key component in designing new development due to supplying multi-functional benefits in providing essential ecosystem services like flood control, whilst making the local environmental more attractive for public use. Across the 'Design and Heritage' policies the importance of high-quality design is emphasised, suggestive that green infrastructure will be delivered and protected as part of new development proposals.</p>	<p>Children and young people</p> <p>People with disabilities and mobility impairment</p> <p>People with existing health conditions</p> <p>Socially excluded or isolated groups</p> <p>Unemployed and low-income groups</p>	N/A



### B.1.9 Transport and Connections

The assessment of Transport and Connections Policies is presented in **Table B-9** below.

**Table B-9: HIA of Transport and Connections Policies**

Policy Grouping Name		Transport and Connections			
Included Policies		TC1: Sustainable Transport and Travel TC2: Parking TC3: Construction, Deliveries, Collections and Servicing TC4: Waterways TC5: Broadband and Electronic Communication			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	+/-	ST/LT	There is potential for these policies to result in the encouragement of utilising sustainable vehicles, due to providing supporting infrastructure for sustainable transport modes, including electric vehicle parking spaces, which is likely to reduce GHGs from private vehicles, improving air quality and the overall respiratory health of the population. There is potential for the construction of developments, as well as implementing parking within developments to result in negative effects upon air quality, due to encouraging private vehicle use, as well as construction emissions, which could negatively affect vulnerable groups, including children, older people, and those with long term health conditions.	Children and young people Older people People with disabilities and mobility impairment People with long term health conditions.	The policy wording could also be expanded to ensure that any construction resulting in negative effects upon air quality should be appropriately mitigated within the CMP.
Noise	+/-	ST/LT	There is potential for these policies to result in the encouragement of utilising sustainable vehicles, which has potential to reduce road noise. However, there is potential for to encourage private vehicle use due to providing parking within new developments. Additionally, the construction of developments to result in and increase in noise, which could negatively affect the mental health of the local population through increased nuisance.	Children and young people Older people People with disabilities and mobility impairment People with long term health conditions.	The policy wording could also be expanded to ensure that any construction resulting in negative effects upon noise should be appropriately mitigated within the CMP.
Housing	0		The policies within Transport are unlikely to impact upon housing.	N/A	N/A
Economy and Employment	+	MT	The Construction, Deliveries, Collections and Servicing policy seeks to support the deliveries and services that are essential to the economic growth of the district. Additionally, this policy has potential to result in employment opportunities, particularly during the construction of new developments.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	N/A
Education and Skills	+	LT	Improvements to broadband infrastructure for new developments will be beneficial to all district residents. Faster broadband will also be beneficial for young people, especially students who require the utility for studying. High quality broadband may also provide opportunities for education and upskilling of adults within the district who may not be able to access education in their local area. Additionally, broadband infrastructure improvements may support flexible home working, and support work life balances for all social groups.	Children and young people Socially excluded or isolated groups Unemployed and low-income groups	N/A
Social Cohesion and Community Safety	+	LT	Additionally, improved broadband connections will be beneficial to elderly people suffering from social isolation. Greater opportunities to connect with family and friends virtually will generate positive mental health impacts. Similarly, providing infrastructure to support car clubs may aid in improving social cohesion, providing access to facilities and services, fostering community relationships. The policy also includes requirements for secure cycle parking which is likely to reduce bicycle theft. This is beneficial for those who's only accessible mode of transport as a result of low-income is cycling.	Older people Unemployed and low-income groups	N/A



Policy Grouping Name	Transport and Connections				
Included Policies	TC1: Sustainable Transport and Travel TC2: Parking TC3: Construction, Deliveries, Collections and Servicing TC4: Waterways TC5: Broadband and Electronic Communication				
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Access to Services	+	LT	The Waterways policy has potential to result in improved public access to high quality water spaces will be beneficial to the mental wellbeing of the community in the district. The Sustainable Transport and Travel policy ensures that developments are well connected to local facilities, improving accessibility for all groups, but particularly the elderly, disabled, low income groups and children, as well as those without access to private vehicles. Similarly, providing infrastructure to support car clubs may aid in improving social cohesion, providing access to facilities and services.	Children and young people Older people People with disabilities and mobility impairment Unemployed and low-income groups	N/A
Physical Activity	+	LT	Providing improved pedestrian networks and encouraging active travel is anticipated to encourage physical activity amongst the local population by providing higher quality walking and cycling routes. This also includes ensuring cycle and walking routes to schools are of high quality, encouraging physical activity in children and young people.	All groups	N/A
Green Infrastructure	0		The policies within Transport are unlikely to impact upon green infrastructure within TRDC.	N/A	N/A



### B.1.10 Social, Health and Wellbeing

The assessment of Social, Health and Wellbeing Policies is presented in **Table B-10** below.

**Table B-10: HIA of Social, Health and Wellbeing Policies**

Policy Grouping Name		Social, Health and Wellbeing			
Included Policies		SHW1: Social and Community Facilities SHW2: Health and Wellbeing			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Air Quality	+	LT	Ensuring that development is well located, close to sustainable and active travel routes, is anticipated to reduce private vehicle movements, improving air quality. Additionally, ensuring Health Impact Assessments are undertaken is anticipated to ensure that air quality, and more specifically the impacts on human health, is considered within developments. If there is anticipated to be a significant adverse effect on air quality arising from development, it is anticipated that this will be mitigated against.	Older people Children and young people People with existing health conditions	N/A
Noise	+	MT	Ensuring Health Impact Assessments are undertaken is anticipated to ensure that noise, and more specifically the impacts on human health is considered within developments. If there is anticipated to be a significant adverse effect on noise arising from development, it is anticipated that this will be mitigated against.	Older people Children and young people People with existing health conditions	N/A
Housing	+	MT	There is potential that the preservation and development of new community infrastructure that is well located, accessible by sustainable transport modes, may indirectly improve the quality of housing.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	N/A
Economy and Employment	?	MT	The development of new social and community infrastructure facilities has potential to provide additional high quality employment opportunities. However, this is likely to be determined by the infrastructure that is developed. Additionally, the ability for local residents to take up new employment opportunities will be dependent on the available skills in the resident population of TRDC. Where these skills are not available within current residents, roles may be filled with out of district residents, diluting the benefits to the local population.	Unemployed and low-income groups	Where possible, employment opportunities should seek to provide employment to the local population in the first instance.
Education and Skills	?	LT	There is potential for new social and community infrastructure facilities to include education provision. However, it is currently unclear whether these facilities will be included within proposed developments.	Children and young people Unemployed and low income groups	Further assessment should be undertaken to ensure that proposed community services meet the needs of the existing and new communities.
Social Cohesion and Community Safety	+	LT	The policies proposed include the preservation of existing community facilities, as well as developing new facilities. The development of such facilities may improve social cohesion and encourage those who are socially isolated to utilise facilities. Socialisation is a crucial aspect in improving the mental health and wellbeing of the population, especially those currently experiencing social isolation. New community facilities should also enhance feelings of safety through the use of passive surveillance.	Children and young people Older people People with disabilities and mobility impairment Socially excluded or isolated groups	N/A
Access to Services	+	LT	The policies focus on both improving and preserving access to services and community facilities, which could assist in maintaining and improving the quality of life of a number of vulnerable groups, including the disabled, young people, old people, socially isolated, or those who have long term health conditions.	Children and young people Older people People with disabilities and mobility impairment People with existing health conditions Socially excluded or isolated groups	Further assessment should be undertaken to ensure that proposed community services meet the needs of the existing and new communities.



Policy Grouping Name		Social, Health and Wellbeing			
Included Policies		SHW1: Social and Community Facilities SHW2: Health and Wellbeing			
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
Physical Activity	+	LT	Ensuring that development is well located, close to sustainable and active travel routes, is anticipated to encourage physical activity when accessing sites. Additionally, the Health and Wellbeing policy encourages physical exercise and that developments include accessible open space. These positive effects could potentially impact across all demographic groups. Physical activity may be indirectly encouraged by the improved accessibility and safety of open spaces as brought about by the proposed policies.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	N/A
Green Infrastructure	+	LT	The Health and Wellbeing policy includes the requirement for developments to develop accessible open space, alongside vegetation and landscaping. This is anticipated to improve green infrastructure provision, improving physical and mental health and wellbeing.	No specific vulnerable groups are anticipated to be affected by these policies. All residents are likely to be affected by this.	N/A



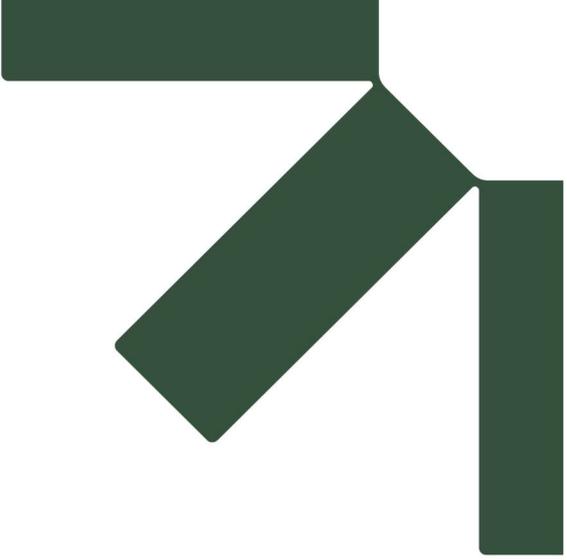
### B.1.11 Northwood Headquarters

The assessment of Northwood Headquarters Policies is presented in **Table B-11** below.

**Table B-11: HIA of Northwood Headquarters Policies**

Policy Grouping Name		Northwood Headquarters				
Included Policies		NH1: Northwood Headquarters (MOD)				
Health Impact Assessment						
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation	
Air Quality	?	ST/LT	<p>New development at the Northwood Headquarters has the potential to give rise to air quality effects both during construction with respect to material transport and equipment emissions and during operation dependent on the nature of the activities proposed.</p> <p>Nonetheless, new development at the Northwood Headquarters will need to be complaint with the air quality requirements set out in the 'Ground Conditions, Contamination and Pollution' policy contained in the Draft Local Plan and will likely be supported by a suitable assessment that would inform mitigation if required.</p>	<p>Older people Children and young people People with existing health conditions</p>	<p>Mitigation relating to air quality will likely be provided by the Environment related policies. Specifically, it is assumed that the requirement within the 'Ground Conditions, Contamination and Pollution' policy for an air assessment to inform suitable mitigation (where there is potential for adverse effects) would be adhered to as part of any forthcoming proposals at the site.</p>	
Noise	?	ST/LT	<p>New development at the Northwood Headquarters has the potential to give rise to noise effects both during construction with respect to material transport and equipment emissions and during operation dependent on the nature of the activities proposed.</p> <p>Nonetheless, new development at the Northwood Headquarters will need to be complaint with the noise requirements set out in the 'Ground Conditions, Contamination and Pollution' policy contained in the Draft Local Plan and will likely be supported by a suitable assessment that would inform mitigation if required.</p>	<p>Older people Children and young people People with existing health conditions</p>	<p>Mitigation relating to noise will likely be provided by the Environment related policies. Specifically, it is assumed that the requirement within the 'Ground Conditions, Contamination and Pollution' policy for an air assessment to inform suitable mitigation (where there is potential for adverse effects) would be adhered to as part of any forthcoming proposals at the site.</p>	
Housing	0		The Northwood Headquarters policy is unlikely to impact upon housing.	N/A	N/A	
Economy and Employment	+	LT	<p>The Northwood Headquarters is key to the economy, acting as a major employer in the Three Rivers District, whilst supporting national security as a major defence asset. The operation of the headquarters also delivers positive supply chain impacts both through increased local spending and private sector contracts. The policy states that 'Non-military or non-defence related development within or in the areas around the Northwood Headquarters site will not be supported where it would adversely affect military operations or capability', which is an important addition in protecting the role the site plays in supporting the local economy.</p> <p>Concerning local employment opportunities, whilst the 'Employment and Economic Development' policy presented earlier in the Draft Local Plan encourages new employment opportunities to be secured for the local population, the Northwood Headquarters would benefit from detail as to show this would be encouraged at the military site for any new development that is proposed.</p>	Unemployed and low-income groups	Where possible, employment opportunities should seek to provide employment to the local population in the first instance.	
Education and Skills	+	ST/LT	The Northwood Headquarters is key to the economy, acting as a major employer in the District and thus has the potential to secure education, skills and training opportunities as part of new employment related development at the site.	<p>Unemployed and low-income groups Socially excluded or isolated groups Young people</p>	<p>Whilst the 'Employment and Economic Development' policies presented earlier in the Draft Local Plan seek to improve 'access to jobs, skills (...)', the Northwood Headquarters policy could encourage such opportunities to be secured at the site as part of new development proposals.</p> <p>In addition, where possible, employment</p>	

Policy Grouping Name	Northwood Headquarters				
Included Policies	NH1: Northwood Headquarters (MOD)				
Health Impact Assessment					
Determinant of Health	Effect	Duration	Details/ Evidence	Affected Vulnerable Groups	Mitigation
					should seek to encourage new opportunities for education and skills.
Social Cohesion and Community Safety	0		The Northwood Headquarters policy is unlikely to impact upon social cohesion and community safety within TRDC.	N/A	N/A
Access to Services	?	ST/LT	The policy states that 'redevelopment, conversion and change of use of redundant MOD sites and buildings will be supported'. Thus, this implies new development opportunities, including changes of use will be advocated within the policy to strengthen the site's service offering. However, it is uncertain within the policy as to whether new facilities to meet local needs will be provided.	Children and young people Older people People with disabilities and mobility impairment Socially excluded or isolated groups	The policy would benefit from context on the type services and facilities to be delivered at the site, particularly in relation to local needs and any deficiencies.
Physical Activity	0		The Northwood Headquarters policy is unlikely to impact upon green infrastructure within TRDC.	N/A	N/A
Green Infrastructure	0		The Northwood Headquarters policy is unlikely to impact upon green infrastructure within TRDC.	N/A	N/A



# **Appendix C    EqIA Assessment Matrices**

**Three Rivers District Council Local Plan**

**Integrated Health and Equality Impact Assessment**

**Three Rivers District Council**

SLR Project No.: 430.000113

18 February 2026

## C.1 EqIA Assessment

### C.1.1 Strategic Policies

The assessment of Strategic Policies is presented in **Table C-1** below.

**Table C-1: EqIA of Strategic Policies**

Policy Grouping Name	Strategic Policies										
Included Policies	SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping										
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
SP1: Overall Levels of Growth	+/-	+/-	0	+	+	+	+	0	+/-	<p>This policy explains that development will be focused in sustainable locations, specifically, principal towns, small towns and large villages which have higher levels of accessibility, services and infrastructure capacity. Development is also anticipated to be at high densities to ensure that a mix of housing types and tenures, including affordable and adaptable homes, are provided.</p> <p>This is beneficial to all groups in ensuring equal and ease of access to services and amenities, particularly older persons and people with disabilities who find it more difficult to travel further distances to reach access essential services.</p> <p>However, text supporting this policy outlines that the Draft Local Plan will under deliver its housing need (as identified by the standard methodology). This may disproportionately impact groups whom are socially derived and younger persons/future first time buyers if this comes at the expense of affordable units, as well as older persons if the required specialist housing is not delivered. There may also be risk of displacement/reduced economic mobility if housing is not delivered near employment destinations/services (such as schools) or if first time buyers cannot buy homes near their current place of residence.</p>	<p>Delivering the quantified housing need (as per the standard methodology) has beneficial effects in ensuring a sufficient mix of housing types and tenures, including affordable and adaptable homes are deliver in suitable locations. Given this need is unmet in the Draft Local Plan, greater context should be included as to how TRDC's acute affordable housing and specialist accommodation needs will be delivered upon.</p> <p>Mitigation should be imposed to ascertain that large-scale/tall buildings include appropriate accessibility features for the elderly and for those who are disabled and have mobility impairments. High quality communal open space and shared ground floor facilities must also be delivered alongside tall buildings, such that residents are not subjected to social isolation.</p>
SP2: Overarching Policy on Sustainable Development	+	+	0	+	+	+	0	0	+	<p>This policy is anticipated to benefit the entire district given all development proposals will contribute to improving housing provision, as well as access to employment and community facilities.</p> <p>Increased affordable and adaptable housing is particularly likely to benefit older people, disabled</p>	<p>No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.</p>



Policy Grouping Name		Strategic Policies									
Included Policies		SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
										<p>people, and those in more socio-economically deprived communities.</p> <p>Increased access to services afforded by this policy is particularly beneficial to older people and people with disabilities who find it more difficult to travel further distances to reach access essential services.</p> <p>The delivery of open space and green infrastructure which is also encouraged in the policy is particularly beneficial to those who are subject to socio-economic deprivation who have less access to communal facilities.</p> <p>Similarly, improvements to employment and training are likely to benefit young people, as well as those who are more socio-economically deprived.</p>	
SP3: Infrastructure Delivery	+	+	0	+	+	+	+	0	+	<p>This policy is anticipated to benefit the entire district given all development proposals will secure the infrastructure and services necessary to support their specific impacts. The delivery of infrastructure will also be informed by statutory providers which is important in identifying any local deficiencies (e.g. school places).</p> <p>Increased access to serviced afforded by this policy is particularly beneficial to older persons and people with disabilities who find it more difficult to travel further distances to reach access essential services.</p> <p>The delivery of open space and green infrastructure which is also encouraged in the policy is particularly beneficial to those who are subject to socio-economic deprivation who have less access to communal facilities.</p>	No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.
SP4: Local Distinctiveness and Place Shaping	+	+	+	+	+	+	+	+	+	<p>This policy is likely to improve the design quality of new development particularly through creating a strong sense of place and ensuring residents have access to a highly accessible and safe environment and public realm.</p> <p>The safety and security requirements set out in the policy that seek to design out crime are beneficial to all groups, particularly younger/old people, those with</p>	No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.



Policy Grouping Name	Strategic Policies										
Included Policies	SP1: Overall Levels of Growth SP2: Overarching Policy on Sustainable Development SP3: Infrastructure Delivery SP4: Local Distinctiveness and Place Shaping										
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
										<p>disability, women, LGBTQ+ people and people with different ethnicities who are typically more vulnerable to anti-social behaviour, especially during night time.</p> <p>The accessibility and inclusion requirements established in the policy are also beneficial to older people and those with disabilities in ensuring that such groups are able to use and interact with communal spaces.</p> <p>In addition, the emphasis the policy places on creating a distinct local character and sense of place is important in ensuring all groups, especially those who are often more marginalised (such as different ethnicities and LGBTQ+ people) feel safe and comfortable using public and communal spaces provided within new development.</p>	



### C.1.2 Housing

The assessment of Housing Policies is presented in **Table C-2** below.

**Table C-2: EqIA of Housing Policies**

Policy Grouping Name		Housing									
Included Policies		HOU1: Housing Mix and Type HOU2: Housing Density HOU3: Affordable Housing HOU4: Provision for Gypsies, Travellers and Travelling Showpeople									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
HOU1: Housing Mix and Type	+	+	0	0	0	0	0	0	+	Providing a mix of housing types and tenures is anticipated to positively affect a number of protected characteristics. A mix of housing types includes affordable housing, providing homes for those in more deprived communities. There is also anticipated to be improved supported living facilities, benefitting those with disabilities and long term health conditions. In terms of age, providing a mix of housing types that is of high quality and accessible and adaptable dwellings is anticipated to benefit older people. Additionally, this is anticipated to improve housing quality for these groups.	N/A
HOU2: Housing Density	+	+	0	0	0	0	0	0	+	Providing appropriate housing densities is anticipated to ensure that a mix of housing types and tenures, including affordable and adaptable homes, are provided. This is anticipated to positively affect elderly, disabled and those in more socio-economically deprived communities as these groups are most likely to benefit from higher density housing.	N/A
HOU3: Affordable Housing	+	+	0	+	0	+	0	0	+	Affordable housing provision within the District is anticipated to result in positive effects for the elderly, disabled, single parent households, racially discriminated groups and those in socio-economically deprived groups. These groups are likely to benefit from more affordable housing, including affordable adaptable and wheelchair accessible homes, ensuring homes are provided for these groups.	N/A
HOU4: Provision for Gypsies, Travellers and Travelling Showpeople	0	0	0	0	+	+	0	0	+	Providing adequate provision for Gypsies, Travellers and Travelling Showpeople directly benefits these groups through providing sites and improved access to local services and facilities.	Should any additional accommodation be required as a result of improvements to the existing site the council will need to consider appropriate locations for this to avoid illegal sitings.



### C.1.3 Employment and Economy

The assessment of Employment and Economy Policies is presented in **Table C-3** below.

**Table C-3: EqIA of Employment and Economy Policies**

Policy Grouping Name		Employment and Economy									
Included Policies		EE1: Employment and Economic Development EE2: Retail EE3: Warner Bros. Studios									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
EE1: Employment and Economic Development	+	0	0	0	0	0	0	0	+	<p>This policy is anticipated to deliver new employment and economic development opportunities to meet the need for a range of employment uses including office, industry and warehousing, public and community, leisure and tourism and town centre.</p> <p>New employment space is likely to benefit all groups through having a positive multiplier effect in encouraging new investment streams and providing new employment opportunities. This is particularly beneficial to those who are subject to socio-economic deprivation and those who are unemployed.</p> <p>However, new employment related development should include accessibility such that all groups have equal opportunities in applying and working in future jobs afforded by employment development.</p>	<p>New employment development could be encouraged along major public transport routes such that young people and those suffering from socio-economic deprivation who do not have use of private vehicles can access employment destinations.</p> <p>Consideration should also be given to how equal opportunities will be made for all groups applying for positions afforded by employment related development. This could be considered with a health impact assessment which is a requirement for non-residential developments of 1000sqm within the Draft Local Plan.</p>
EE2: Retail	+/-	+/-	+	+/-	+	+	+	+	+	<p>This policy recognises the role that town and district centres can play in supporting the local economy and encourages the development of new retail, leisure and other town centre uses to increase local expenditure.</p> <p>The policy is beneficial to all groups especially those who are dependent on retail for employment and those who use high streets/town centre to access essential services. However, people with mobility impairments such as the elderly and those who are disabled may be negatively impacted if suitable accessibility measures are not delivered. This could include ensuring parking spaces are developed in close proximity to shop/retail entrances.</p>	<p>The policy would benefit from greater context on town centre viability, particularly in more deprived areas (like South Oxhey for instance) where there may be a requirement for more creative solutions (e.g. a shift focus from just retail to mixed uses) to develop and regenerate the town centre. This is such that those subject to socio-economic deprivation are not disproportionately impacted.</p> <p>The policy should also more greatly encourage new retail development to include accessibility measures for those who have mobility and visual impairments.</p>



Policy Grouping Name		Employment and Economy									
Included Policies		EE1: Employment and Economic Development EE2: Retail EE3: Warner Bros. Studios									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
EE3: Warner Brothers Allocation	+/-	+/-	+	+/-	+	+	+	+	+/-	<p>This policy is anticipated to provide an economic boost to the local economy as well as deliver new employment opportunities, which is particularly beneficial to those who are subject to socio-economic deprivation and those who are unemployed. However, residents subject to socio-economic deprivation may need to attain appropriate skills/qualifications to gain employment, depending on the nature of the roles created.</p> <p>The policy also includes no detail as to how employees will be procured and how equal opportunities will be made to ensure all groups are not deterred from applying for future positions at the site (such as implementing appropriate accessibility provisions for those with physical disabilities).</p> <p>In addition, the policy proposes that land to the north of the site is used green infrastructure and public open space. This is beneficial to all groups given new opportunities for social interaction and physical activity will be provided.</p> <p>The site is also located in an established residential and commercial area and may disproportionately effect nearby residential receptors, particularly residences that contain children/younger and older persons, people with disabilities and those who are pregnant/in maternity who are likely to spend longer periods at home compared to those that economically active and absent during the work day. This is because such groups would be greater exposed to construction impacts (i.e. increased transport) and operational impacts.</p>	<p>Consideration should be given to how equal opportunities will be made for all groups applying for future employment positions at the Site. This could be considered with a health impact assessment which is a requirement for non-residential developments of 1000sqm within the Draft Local Plan.</p> <p>Mitigation should also be imposed to ensure development at the site does not give rise to adverse impacts during construction and operation. However, it is anticipated that this will be addressed by other policy including the 'Ground Conditions, Contamination and Pollution' section of the Draft Local Plan.</p>



### C.1.4 Green Belt

The assessment of Green Belt Policies is presented in **Table C-4** below.

**Table C-4: EqIA of Green Belt Policies**

Policy Grouping Name		Green Belt									
Included Policies		GB1: Green Belt									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
GB1: Green Belt	+	+	0	+	0	0	0	0	+	Preserving Green Belt and open countryside is likely to benefit younger people and parents, providing informal recreation space for children and young people. Additionally, these spaces provide areas for mental health management and relieving stress. Green Belt land, can provide people living in more deprived communities with access to informal open space.	Access to the Green Belt and wider countryside should be accessible for all groups inclusively.



### C.1.5 Climate Change and Net Zero

The assessment of Climate Change Policies is presented in **Table C-5** below.

**Table C-5: EqIA of Climate Change Policies**

Policy Grouping Name		Climate Change and Net Zero									
Included Policies		CNZ1: Renewable and Low Carbon Energy Developments CNZ2A: Net Zero Operational Carbon in New Build Residential Development CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development CNZ2C: Climate-adapted Design and Construction CNZ2D: Embodied Carbon and Minimising Waste CNZ2E: Reducing Carbon Emissions in Existing Buildings									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
CNZ1: Renewable and Low Carbon Energy Developments	0	0	0	0	0	0	0	0	0	N/A	N/A
CNZ2A: Net Zero Operational Carbon in New Build Residential Development	+	+	0	+	0	+	0	0	+	This policy is anticipated to ensure new residential developments are designed to high environmental standards and are compliant with building regulations in terms of reducing energy consumption, whilst allowing for climate adaptation.  The policy will have positive impacts for most groups in reducing the costs of energy, particularly those who are subject to higher levels of socio-economic deprivation with lower incomes. Costs savings arising from reduced energy consumption may also reduce anxiety/stress associated with the increasing costs of living.  Furthermore, the delivery of net zero carbon buildings and infrastructure will have positive benefits on resident health due to reducing exposure to the cold and harmful emissions. This is beneficial to all groups, particularly children/younger and older persons, those with disabilities and those who are pregnant/in maternity. This is because such groups are more susceptible to the health effects of pollution.	No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.
CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development	+	+	0	0	0	0	0	0	+	This policy is anticipated to ensure non-residential developments are designed to high environmental standards and drive significant improvements in energy efficiency to support TRDC's ambition to become carbon neutral.  Similar to the 'Net Zero Operational Carbon in New Build Residential Development' policy, the delivery of Net Zero carbon buildings and infrastructure will have positive benefits on resident health due to lessening exposure to harmful emissions, whilst also contributing to a reduction in energy bills.  The policy also encourages the use of on-site renewable energy which may bring new employment opportunities to meet this ambition. This may be most beneficial to those suffering from socio-economic deprivation and those who are unemployed.	No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.



Policy Grouping Name		Climate Change and Net Zero									
Included Policies		CNZ1: Renewable and Low Carbon Energy Developments CNZ2A: Net Zero Operational Carbon in New Build Residential Development CNZ2B: Net Zero Operational Carbon in New Build Non-Residential Development CNZ2C: Climate-adapted Design and Construction CNZ2D: Embodied Carbon and Minimising Waste CNZ2E: Reducing Carbon Emissions in Existing Buildings									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
CNZ2C: Climate-adapted Design and Construction	+	+	0	+	0	+	0	0	+	<p>This policy is anticipated to ensure proposals are underpinned by a climate-adapted design and that the construction of development minimises its carbon footprint.</p> <p>This policy will have positive impacts for all groups for the similar reasons discussed in the columns above by reducing exposure to harmful emissions, whilst also contributing to a reduction in energy bills.</p> <p>The policy also requires development to prevent overheating through following a 'cooling hierarchy'. This is beneficial to all groups, especially children/younger and older persons, those with disabilities and those who are pregnant/in maternity. This is because such groups are more susceptible to the health effects associated with increased temperatures and extreme heat.</p>	<p>No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.</p>
CNZ2D: Embodied Carbon and Minimising Waste	+	+	0	+	0	+	0	0	+	<p>This policy is anticipated to reduce the embodied carbon associated with materials and construction processes throughout the whole lifecycle of buildings and infrastructure within the Three Rivers District.</p> <p>Through reducing emissions, the policy will be beneficial to all groups, particularly children/younger and older persons, those with disabilities and those who are pregnant. This is because such groups are more susceptible to the health effects of emissions associated with materials and construction processes.</p>	<p>Major development should be subject to a Whole Life Carbon Assessment to ensure embodied carbon is reported and assessed.</p>
CNZ2E: Reducing Carbon Emissions in Existing Buildings	+	+	0	+	+	+	0	0	+	<p>Retrofitting existing buildings, especially housing will reduce energy consumption and lessen energy bills. This will have positive impacts for all groups, particularly those who are subject to higher levels of socio-economic deprivation with lower incomes.</p> <p>Retrofitting and decarbonisation will also ensure the longevity of existing buildings and reduce maintenance costs. This may be particularly beneficial to socio-economically deprived groups, younger people and first time buyers whom are looking to gain access onto the property ladder.</p> <p>In addition, the policy places an emphasis on making heritage assets adaptive and resilient to climate change. This is likely to contribute to securing the longevity of the historic environment which will benefit all groups. This is given the historic environment can foster a sense of place and serve as destinations for social interaction.</p>	<p>Subsidies to facilitate low-income groups in undertaking retrofitting should be considered.</p>



### C.1.6 Biodiversity, Green and Blue Infrastructure and Landscapes

The assessment of Biodiversity, Green and Blue Infrastructure and Landscapes Policies is presented in **Table C-6** below.

**Table C-6: EqIA of Green Blue Infrastructure Policies**

Policy Grouping Name		Biodiversity, Green and Blue Infrastructure and Landscapes									
Included Policies		BGL1: Biodiversity BGL2: Trees, Woodlands, Hedgerows and Landscaping BGL3: Green Blue Infrastructure BGL4: Open Space, Play Space, Sport and Recreation BGL5: Chiltern Beechwoods Special Area of Conservation (SAC) BGL6: Landscape Character									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
BGL1: Biodiversity	0	+	0	0	0	0	0	0	+	Implementing Biodiversity Net Gain (BNG) is likely to benefit all community members. The maintenance and enhancement of a greener landscape can add to sense of place. Improved environmental surroundings will likely generate positive impacts on mental health, particularly people seeking to manage mental health and/or stress. A greener urban landscape will benefit people living in high density residential areas who may not have access to private gardens or outside space.	When implementing BNG, where practicable, sensory planting should be encouraged to aid the neurodiverse population in the district.
BGL2: Trees, Woodlands, Hedgerows and Landscaping	+	+	0	+	0	0	0	0	+	Additional planting around the district will improve the environmental surroundings, contributing to improved mental wellbeing for all community members. Additional tree planting and landscaping is anticipated to contribute to a greener landscape which will benefit people living in high density residential areas who may not have access to private gardens or outside space.	Where practicable, sensory planting should be encouraged to aid the neurodiverse population in the district.
BGL3: Green Blue Infrastructure	+	+	0	+	0	0	0	0	+	The community will benefit from new green and blue infrastructure as this contributes to reducing pollution, improving air quality, enhancing biodiversity, screening noise, improving natural drainage, reducing flood risk, providing benefits to mental and physical health. Access to open space is particularly beneficial to low income groups who may not have access to privately owned green space. Green spaces, particularly those with play spaces included are also beneficial to parents with young children as it enables them to access opportunities for both physical activity and socialisation. The development of new Green and Blue infrastructure is required to be accessible and safe, improving safety for children and parents utilising	No mitigation measures have been outlined. Mitigation measures are likely to be based on site specific information once development sites have come forward.



Policy Grouping Name		Biodiversity, Green and Blue Infrastructure and Landscapes									
Included Policies		BGL1: Biodiversity BGL2: Trees, Woodlands, Hedgerows and Landscaping BGL3: Green Blue Infrastructure BGL4: Open Space, Play Space, Sport and Recreation BGL5: Chiltern Beechwoods Special Area of Conservation (SAC) BGL6: Landscape Character									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
										these spaces, as well as improving access for users with mobility restrictions.	
BGL4: Open Space, Play Space, Sport and Recreation	+	+	0	+	0	0	0	0	+	There is potential for the preservation of existing open and play space to protect this community asset. The development of new infrastructure for public use likely to benefit those in more deprived communities, who may not be able to access these spaces through private memberships. Ensuring the design of new open spaces and sports facilities is in line with Sports England and British Standards anticipated to improve accessibility to these spaces, as well as ensuring a high standard of design for users. Providing play facilities is also anticipated to benefit children and pregnancy and maternity, providing spaces for physical activity and socialisation.	New parks and open spaces should be accessible to all members of the public. Design should especially consider the safety of women and young girls by including appropriate lighting, accessible pathways and access and egress points. Accessibility and safety could be improved in existing spaces by providing lighting, accessible signage, and auxiliary aids to people with reduced mobility. Accessible surfacing should be considered for mobility aid users and people with mobility restrictions. Opportunities for sensory stimulation should be maximised to ensure inclusive enjoyment of spaces. Where practicable, sensory planting should be encouraged to aid the neurodiverse population in the district.
BGL5: Chiltern Beechwoods Special Area of Conservation (SAC)	0	0	0	0	0	0	0	0	0	N/A	N/A
BGL6: Landscape Character	0	0	0	0	0	0	0	0	+	Improving access to national landscapes and landscape regions will benefit people living in high density residential areas who may not have access to private gardens or outside space.	Enhancements to public access should consider the needs of people with reduced mobility, and auxiliary aids and accessible signage should be used.



### C.1.7 Environment

The assessment of Environment Policies is presented in **Table C-7** below.

**Table C-7: EqIA of Environment Policies**

Policy Grouping Name		Environment									
Included Policies		ENV1: Flood Risk and Water Resources ENV2: Ground Conditions, Contamination and Pollution ENV3: Waste Management and Recycling									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
ENV1: Flood Risk and Water Resources	+	+	0	+	0	+	0	0	+	<p>This policy is anticipated to enhance climate resilience across the District through ensuring flood risk in duly considered within planning applications. The policy also restricts development that would adversely impact water resources, whilst promoting opportunities to upgrade wastewater infrastructure.</p> <p>The policy will have positive impacts for most groups, particularly people that are subject to higher levels of socio-economic deprivation who are more often located in areas more vulnerable to higher flood risk and have less infrastructure protection against flood events.</p>	<p>No mitigation measures are identified. However, mitigation will likely be provided on a site-specific basis once development proposals come forward.</p>
ENV2: Ground Conditions, Contamination and Pollution	+	+	0	+	0	0	0	0	+	<p>This policy is anticipated to ensure new development does not put residents and communities at risk of unacceptable levels of ground, air, water, light or noise pollution, odour, vibration, disturbance or land instability. The policy recommends that suitable assessments support development proposals for the following environmental considerations:</p> <ul style="list-style-type: none"> <li>• Waste</li> <li>• Ground Conditions;</li> <li>• Air Quality;</li> <li>• Noise and Vibration; and</li> <li>• Lighting</li> </ul> <p>The assessment will thereafter inform suitable mitigation to ensure no adverse effects materialise. This is beneficial to all groups, particularly children/younger and older persons, those with disabilities and those who are pregnant/in maternity. This is because such groups are more susceptible to the health effects of pollution.</p> <p>Groups suffering from socio-economic deprivation, particularly those unemployed are also vulnerable and will benefit from pollution mitigation. This is because those unemployed will likely spend longer periods at home and be more exposed to the pollution arising from new development.</p>	<p>None - however, the mitigation identified in the technical assessments (waste, ground conditions, air quality, noise and vibration and lighting) supporting development proposals should be implemented to ensure all groups are not exposed to unacceptable levels of pollution.</p>



Policy Grouping Name		Environment									
Included Policies		ENV1: Flood Risk and Water Resources ENV2: Ground Conditions, Contamination and Pollution ENV3: Waste Management and Recycling									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
ENV3: Waste Management and Recycling	+/-	+/-	0	+/-	0	0	0	0	0	<p>This policy is anticipated to ensure development provides appropriate waste and recycling facilities for all residents and employment uses which will ensure high environmental conditions are maintained which will benefit all groups.</p> <p>However, groups with disability, older people and those who are pregnant/in maternity which may have mobility issues may be disproportionately affected if provisions are not in place to ensure safe and equal access. This may include where refuse and recycling facilities are situated at a considerable distance away from properties.</p> <p>The policy also seeks to reduce waste through encouraging the re-use of materials and delivering upon the circular economy principles. This is beneficial to all groups given by fostering a cleaner environment, with reduced emissions.</p>	<p>Provision of refuse and recycling facilities and collection points should be situated in locations that are accessible for those with mobility disabilities and be within a reasonable distance from dwellings. Features such as ramps and raised pavements should be considered within specialist housing/homes for older persons.</p>



### C.1.8 Design and Heritage

The assessment of Design and Heritage Policies is presented in **Table C-8** below.

**Table C-8: EqIA of Design and Heritage Policies**

Policy Grouping Name		Design and Heritage									
Included Policies		DH1: Residential Design and Layout DH2: Heritage and the Historic Environment DH3: Advertisements and Shop Fronts									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
DH1: Residential Design and Layout	+	+	0	+	+	+	0	+	+	<p>This policy is likely to improve the design quality of housing development particularly through improving the privacy for residents, ensuring houses are designed to appropriate spaces standards and via providing appropriate residential amenity space. The policy is also supported by Appendix 4: Design Criteria that establishes detailed design requirements new development must achieve.</p> <p>Requiring housing development to meet high residential and amenity standards is beneficial to the elderly and disabled groups in ensuring users can move easily within buildings and associated communal space.</p> <p>The policy also seeks to prevent tall buildings from infringing upon the amenity of the surrounding area, whilst being appropriate to its surroundings in terms of scale and form. This is beneficial in preventing social isolation, particularly for children/younger and older persons, people with disabilities and those who are pregnant/in maternity who spend greater periods at home.</p> <p>In addition, the policy requires major development proposals to be supported by an a masterplan that is developed in accordance with the National Design Guide and National Model Design Codes. This implies that large-scale housing will include services to meet local needs such as schools, GPs etc. This is beneficial for older persons and people with disabilities who find it more difficult to travel further distances to reach access essential services.</p>	<p>Mitigation should be imposed to ascertain that large-scale/tall buildings include appropriate accessibility features for the elderly and for those who are disabled and have mobility impairments. High quality communal open space and shared ground floor facilities must also be delivered alongside tall buildings, such that residents are not subjected to social isolation.</p> <p>Development should meet Part M of the Building Regulations (2010) standards. However, it is acknowledged that this is addressed within the 'Housing Mix and Type' and 'Affordable Housing' policies presented in the Draft Local Plan.</p> <p>Furthermore, local services should be integrated into large-scale development to meet local needs and address any deficiencies. The policy could be clearer on the type and nature of services that should be delivered within residential-led mixed-use development.</p>
DH2: Heritage and the Historic Environment	+	0	0	0	+	+	0	0	0	<p>This policy is anticipated to ensure that the historic environment will be preserved and enhanced in a manner appropriate to its significance. This is likely to benefit all members of the community given historic environments can foster a sense of place and serve as destinations for social interaction. This is emphasised within the text supporting the policy which states the historic environment is 'an important resource bringing social, cultural, economic and environmental benefits to the community.'</p>	N/A



Policy Grouping Name											Design and Heritage
Included Policies											DH1: Residential Design and Layout DH2: Heritage and the Historic Environment DH3: Advertisements and Shop Fronts
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
DH3: Advertisements and Shop Fronts	0	+	0	0	0	0	0	0	0	<p>This policy is anticipated to ensure all advertisements and signs do not compromise amenity and public safety and are sympathetic to the character or setting of local environments. The policy also seeks to ensure all advertisements are appropriately sited which is important in ensuring those with disabilities are able to engage with the content.</p> <p>The nature of the content within advertisements can cause offence and discrimination, however, this draft policy outlines that the material advertised is not a planning matter.</p>	<p>Whilst not a planning matter, advertisements and signs should be encouraged to be appropriate and to not include harmful and offensive content through an permissive policy approach.</p>



### C.1.9 Transport and Connections

The assessment of Transport and Connections Policies is presented in **Table C-9** below.

**Table C-9: EqIA of Transport and Connections Policies**

Policy Grouping Name		Transport and Connections									
Included Policies		TC1: Sustainable Transport and Travel TC2: Parking TC3: Construction, Deliveries, Collections and Servicing TC4: Waterways TC5: Broadband and Electronic Communication									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
TC1: Sustainable Transport and Travel	+	+	0	+	0	0	0	0	+	<p>This policy is anticipated to improve the accessibility and safety of multiple transport modes, including vehicle, pedestrian, cycle and public transport. This also includes ensuring that developments are well connected to local facilities, improving accessibility for all groups, but particularly the elderly, disabled, and children, as well as those without access to private vehicles. Additionally, providing permeable site layouts may further improve accessibility, particularly for the elderly, and people with disabilities or long term health conditions.</p> <p>Providing improved cycle and walking routes to schools is also likely to benefit local children and those accompanying children to school.</p> <p>There is potential for this policy to result in the encouragement of sustainable vehicles usage, which is likely to reduce GHGs from private vehicles, improving air quality and the overall respiratory health of the population.</p>	<p>Active travel infrastructure should be accessible and inclusive. Cycleways should provide enough space for adapted cycles such as tricycles, tandems and wheelchair cycles. Consideration should be made for removing other barriers towards active travel for disabled people, such as affordability. The council should work with charities and other representative groups to help lower the cost of adapted cycles. It is likely that other forms of sustainable travel will be prevalent in the future, such as electric scooters. Cycle infrastructure should be designed in line with LTN 1/20 Cycle Infrastructure Design. This will ensure that Cycle tracks and footways are designed to be perceived as wholly separate facilities, ensuring the safety of both pedestrian and cyclist users.</p> <p>In order to successfully encourage the uptake of public transport, bus stops should ideally be located so that residents are not required to walk more than 400 metres from their home as per the governments Guide to Best Practice on Access to Pedestrian and Transport Infrastructure.</p>
TC2: Parking	+/-	+/-	0	+/-	0	0	0	0	+	<p>This policy involves the provision of parking for new developments and aims to minimise adverse effects from on street parking on road safety. The policy also involves the provision of electric vehicle (EV) charging points, as well as the potential for car club if deemed appropriate. If developed, car clubs can provide opportunities for those who do not own private vehicles. The policy also includes requirements for secure cycle parking which is likely to reduce bicycle theft. This is beneficial for those who's only accessible mode of transport as a result of low-income is cycling.</p> <p>There is potential for this policy to result in the encouragement of sustainable vehicles usage, which is likely to reduce GHGs from private vehicles, improving air quality and the overall respiratory health of the population. Provision is also supported for disabled parking.</p> <p>However, there is potential that EV charging can present barriers to the elderly, those with disabilities, and those</p>	<p>Cycle parking should be high-quality and suitable for a range of cycles including adapted cycles and cargo bikes, in line with LTN 1/20 Cycle Infrastructure Design. Management should protect priority bays to maintain accessibility for protected groups.</p> <p>EV charging points should adhere to the British Standards Institution's Electric vehicles Accessible charging – Specification (PAS 1899:2022).</p>



Policy Grouping Name		Transport and Connections									
Included Policies		TC1: Sustainable Transport and Travel TC2: Parking TC3: Construction, Deliveries, Collections and Servicing TC4: Waterways TC5: Broadband and Electronic Communication									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
										with pushchairs through trailing cables, and parking bays being too narrow.	
TC3: Construction, Deliveries, Collections and Servicing	?	?	0	?	0	0	0	0	0	There is potential for the construction of developments to result in negative effects upon air quality and noise, which could negatively affect children, older people, those with long term health conditions, and pregnant people. Additionally, introductions of road diversions during construction could cause confusion amongst road users, particularly elderly users. It could also lead to severance and driver delays making access to local services more challenging. Whilst this policy includes the implementation of a Construction Environmental Management Plan (CEMP), this does not consider mitigation measures for all developments.	The policy could be expanded to ensure that developments requiring routing changes communicate changes to the local community in advance of works, as well as ensuring diversion routes do not cause undue confusion amongst road users. The policy could also be expanded to ensure that any construction resulting in negative effects upon air quality and noise should be appropriately mitigated
TC4: Waterways	0	0	0	0	0	0	0	0	0	This policy has potential to result in improved public access to high quality water spaces will be beneficial to the mental wellbeing of the community in the district.	Public access should consider the needs of people with reduced mobility, and auxiliary aids and accessible signage should be used.
TC5: Broadband and Electronic Communication	+	+	0	0	0	0	0	0	+	Improvements to broadband infrastructure for new developments will be beneficial to all district residents. Additionally, improved broadband connections will be beneficial to elderly people suffering from social isolation as well as disabled users. Greater opportunities to connect with family and friends virtually will generate positive mental health impacts. Faster broadband will also be beneficial for young people especially students who require the utility for studying. Additionally, broadband infrastructure improvements may support flexible home working, and support work life balances for all social groups, particularly affecting those in more deprived communities.	Those living in social housing should be made aware of government-backed social tariffs for broadband, aiding in improving broadband connections for these communities.



### C.1.10 Social, Health and Wellbeing

The assessment of Social, Health and Wellbeing Policies is presented in **Table C-10** below.

**TableC-10: EqIA of Social, Health and Wellbeing Policies**

Policy Grouping Name		Social, Health and Wellbeing									
Included Policies		SHW1: Social and Community Facilities SHW2: Health and Wellbeing									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
SHW1: Social and Community Uses	+	+	0	+	+	+	0	0	+	The development of new, accessible community facilities has potential to improve senses of community for a number of groups, however, this is likely to be determined by the nature of community infrastructure that is put forward, and the services provided. Providing new school sports facilities that are accessible, as well as including public uses, is anticipated to improve access to these facilities for children and young people, disabled users, and those who are more socio-economically deprived.	Community infrastructure services should aim to provide a range of services across the district, including spaces that can be utilised for support groups or cultural activities. Community engagement should be undertaken to identify the needs of both the new and existing communities.
SHW2: Health and Wellbeing	+	+	+	+	+	+	+	+	+	This policy is anticipated to ensure development provides access to accessible open space and sports and recreation facilities, which is likely to positively effect children and young people, as well as disabled users. These facilities also include free to access facilities such as open spaces, benefitting those who may not be able to afford private memberships to recreational facilities. Additionally, new health facilities being well located close to sustainable transport options and accessible to all community members is anticipated to result in improved access for deprived groups, elderly and disabled users. There is potential for safe walking and cycling routes to reduce fear of discrimination and improve feelings of safety. However, these effects are likely to be determined by individual scheme design.	Where possible, walking and cycling routes should be designed to incorporate designing out crime principles, including being well lit, and provide clear sightlines. Active travel infrastructure should be accessible and inclusive. Cycleways should provide enough space for adapted cycles such as tricycles, tandems and wheelchair cycles. Cycle infrastructure should be designed in line with LTN 1/20 Cycle Infrastructure Design. This will ensure that Cycle tracks and footways are designed to be perceived as wholly separate facilities, ensuring the safety of both pedestrian and cyclist users.



### C.1.11 Northwood Headquarters

The assessment of Northwood Headquarters Policies is presented in **Table C-11** below.

**Table C-11: EqIA of Northwood Headquarters Policies**

Policy Grouping Name		Northwood Headquarters									
Included Policies		NH1: Northwood Headquarters (MOD)									
Equality Impact Assessment											
Policy	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Religion or Belief	Race	Sex	Sexual Orientation	Socio-economic Status	Summary of Effects	Mitigation
NH1: Northwood Headquarters (MOD)	+/-	+/-	0	+/-	0	0	0	0	+	<p>The Northwood Headquarters is key to the economy, acting as an major employer in the Three Rivers District and the proposed policy advocates that new development at the site should enhance and/or sustain its operational capability.</p> <p>This is anticipated to provide an economic boost to the local economy as well as deliver new employment opportunities for the District, which is particularly beneficial to those who are subject to socio-economic deprivation and may be unemployed. However, those subject to socio-economic deprivation may need to attain appropriate skills/ qualifications to gain employment at the site.</p> <p>The policy also includes no detail as to how employees will be procured and how equal opportunities will be made to ensure all groups are not deterred from applying for future positions at the site (such as implementing appropriate accessibility provisions for those with physical disabilities).</p> <p>In addition, the site is located in an established suburban town and new development may disproportionately effect nearby residential receptors, particularly residences that contain children/younger and older persons, people with disabilities and those who are pregnant/in maternity who spend greater periods at home compared to those that are economically active and absent during the working day. This is because such groups would be greater exposed to construction impacts (i.e. increased transport) and operational impacts.</p>	<p>Consideration should be given to how equal opportunities will be made for all groups applying for future employment positions at the site. This could be considered with a health impact assessment which is a requirement for non-residential developments of 1000sqm within the Draft Local Plan.</p> <p>Mitigation should also be imposed to ensure development at the site does not give rise to adverse impacts during construction and operation. However, it is anticipated that this will be addressed by other policy including the 'Ground Conditions, Contamination and Pollution' section of the Draft Local Plan.</p>





Making Sustainability Happen