

Oldham

Local Plan

Local Plan Review: Draft Local Plan Integrated Assessment Appendix 18: Oldham Impact Assessment (incorporating Equalities Impact Assessment)

December 2023



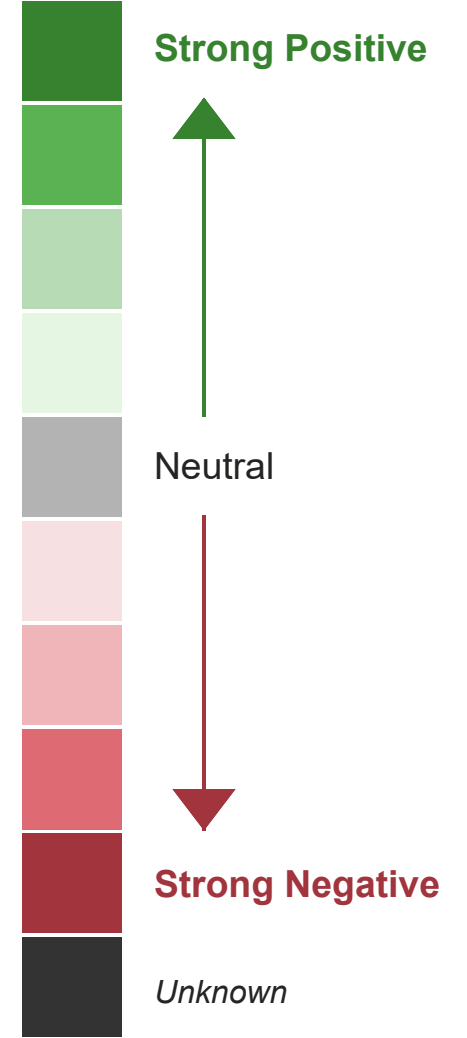
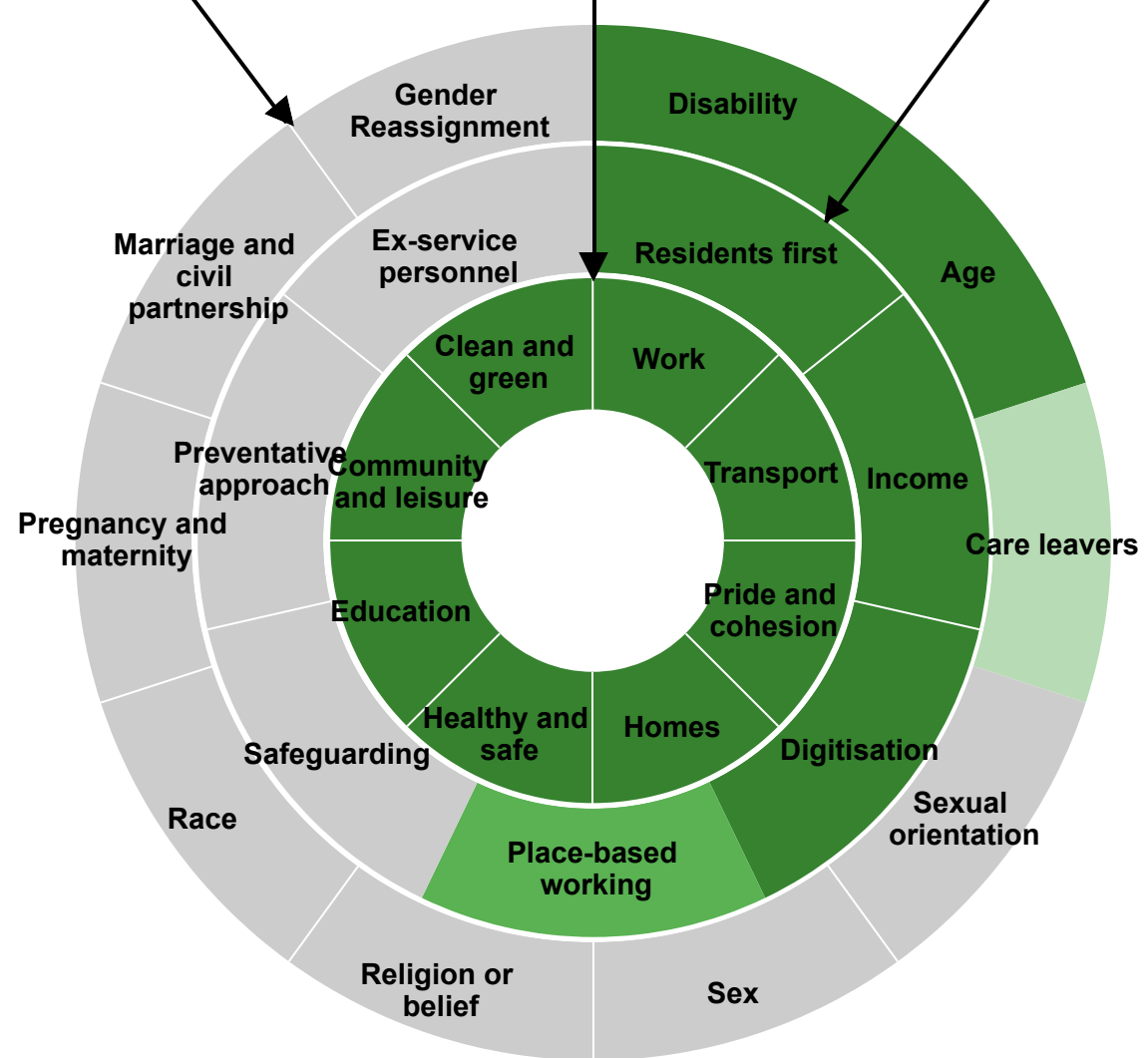
Oldham
Council

Oldham Impact Assessment for Oldham's Draft Local Plan

Elizabeth Dryden-Stuart : in progress

Portfolio	
Regeneration and Housing	
Directorate	
PEG (Place and Economic Growth)	
Service/Team	
PEG - Economy	
Is this IA related to a Budget Reduction proposal?	<input type="text" value="No"/>

Equality Characteristics Future Oldham Aims Corporate Priorities



Equality Characteristics (1 of 2)

Category	Impact	Likely	Duration	Impact Score	Comment
Gender Reassignment	Neutral	Very Likely	Long Term	0	
Marriage and civil partnership	Neutral	Very Likely	Long Term	0	
Pregnancy and maternity	Neutral	Very Likely	Long Term	0	
Race	Neutral	Very Likely	Long Term	0	
Religion or belief	Neutral	Very Likely	Long Term	0	
Sex	Neutral	Very Likely	Long Term	0	
Sexual orientation	Neutral	Very Likely	Long Term	0	
Care leavers	Moderate Positive	Possible	Long Term	2	<p>Oldham's Draft Local Plan will have a moderate positive effect on the borough's care leavers. The Plan seeks to promote a diverse housing offer to meet the differing needs of all Oldham's residents. Policy H6 Homes for Children and Care Leavers will support residential development for looked after children and care leavers, where the proposed development is compliant with other policies in PfE and the Local Plan.</p> <p>In deciding applications for new children's homes and semi-independent supported-living facilities, Policy H6 states that the council will seek to ensure that new provision:</p> <ol style="list-style-type: none"> 1. Is established in appropriate premises and in suitable, sustainable locations; 2. Does not result in an undue concentration of provision for looked-after children in any particular area of the borough; and 3. Gives priority to children and young people from the Oldham area in the first instance, in line with local needs. <p>With regards to criterion 2) permission may not be granted where the proportion of children's residential care homes uses will result in such uses representing 10% or more of properties within a 50m radius measured from the centre of the application site. In addition, no two adjacent properties apart from those that are separated by a road should be converted to children's residential care homes. The council will make a decision on a case-by-case basis and considering the factors listed above.</p> <p>Applications for all children's residential care homes uses are required to provide a Statement of Community Engagement and Impact Assessment.</p>

Equality Characteristics (2 of 2)

Category	Impact	Likely	Duration	Impact Score	Comment
Age	Strong Positive	Very Likely	Long Term	8	Oldham's Draft Local Plan will have a strong positive effect on the borough's ageing population. The Plan seeks to promote a diverse housing offer to meet the differing needs of all Oldham's residents. This includes supporting the development of homes suitable for older people through Policy H4 - Homes for Older People, which seeks to ensure that housing choices are available for Oldham's growing older population so that they can find suitable homes with easy access to community facilities, local services and public transport, that are well integrated within the wider neighbourhood. This could be through the provision of age-restricted general market housing, extra-care housing, sheltered housing / assisted living and nursing and care homes. In addition, Policy H4 requires all provision for older people to meet the design standards as set out in Policy D1 and several key principles including ease of movement and being sustainably located. The Draft Local Plan also seeks to ensure that new homes are energy efficient and adaptable to address changing needs. For example, Places for Everyone (which will form part of Oldham's Local Plan upon adoption) Policy JP-H3 requires all new homes to be built to the 'accessible and adaptable' standard in Part M4(2) of the Building Regulations unless specific site conditions make this impracticable. Policy CO4 Cultural, Community and Health Facilities also seeks to maintain and improve access to a range of cultural, community (as defined in national planning policy) and health facilities in the borough. In addition, where the demand resulting from a major residential development will create, or exacerbate, a shortfall in health provision the council will seek the provision of new or improved health facilities to address the unmet need generated by the development as appropriate.
Disability	Strong Positive	Very Likely	Long Term	8	Oldham's Draft Local Plan will have a strong positive effect on the borough's disabled population. The Plan seeks to promote a diverse housing offer to meet the differing needs of all Oldham's residents. This includes supporting the development of homes suitable for disabled people through Policy H5 - Homes for Disabled People, which seeks to ensure that appropriate provision of housing is provided for disabled people, including people with physical disabilities, learning disabilities and mental health needs. This could be through the provision of supported housing (of various degrees) and accessible and adaptable homes . In addition, Policy H5 requires all provision for disabled people to meet the design standards as set out in Policy D1 and several key principles - Promoting ease of movement on foot and with mobility aids; Being sustainably located, with access to public transport, local services and facilities (including a hospital or GP practice) and accessible to the development via active travel means; Featuring parking spaces and setting down points in proximity to entrances; and having accessible and appropriately designed built environments, including seating areas, step free spaces and gentle approaches suitable for wheelchair users and people with visual or mobility impairments. The Draft Local Plan also seeks to ensure that new homes are energy efficient and adaptable to address changing needs. For example, Places for Everyone (which will form part of Oldham's Local Plan upon adoption) Policy JP-H3 requires all new homes to be built to the 'accessible and adaptable' standard in Part M4(2) of the Building Regulations unless specific site conditions make this impracticable. Policy CO4 Cultural, Community and Health Facilities also seeks to maintain and improve access to a range of cultural, community (as defined in national planning policy) and health facilities in the borough. In addition, where the demand resulting from a major residential development will create, or exacerbate, a shortfall in health provision the council will seek the provision of new or improved health facilities to address the unmet need generated by the development as appropriate. Finally, criterion 7 of Policy D1 - A Design-Led Approach for Residential & Residential-Led Mixed-Use Development, supports the creation of inclusive neighbourhoods by embedding inclusive design within them.

Corporate Priorities (1 of 2)

Category	Impact	Likely	Duration	Impact Score	Comment
Ex-service personnel	Neutral	Very Likely	Long Term	0	
Preventative approach	Neutral	Very Likely	Long Term	0	
Safeguarding	Neutral	Very Likely	Long Term	0	
Place-based working	Moderate Positive	Very Likely	Long Term	4	<p>The Local Plan represents the spatial expression of The Oldham Plan and the council's Corporate Plan. Their aspirations and priorities are the golden thread that runs through the Plan, along with supporting and facilitating the delivery of the council's ambitious Creating a Better Place agenda.</p> <p>The vision for the Draft Local Plan aims: To deliver new homes in sustainable and accessible locations, contributing to the creation of inclusive communities where everyone can live. For Oldham to have accessible and sustainable transport choices, providing improved connectivity across the borough, the city-region and beyond, and which enables the local economy to prosper and our residents to fully contribute to and benefit from job opportunities. That Oldham Town Centre will be a place that thrives by combining a retail core with quality homes, opportunities to learn, develop new skills and gain employment, and a diverse culture, leisure and night-time offer that supports its local communities and attracts visitors. Whilst our other centres will continue to provide a vital role in meeting the needs of the borough's communities, connecting our residents to local services and facilities in a way that fosters a sense of community and local identity.</p> <p>Draft Local Plan policies with relevance to 'Place-based working' and which will help to deliver this vision include Policy H1 Delivering a Diverse Housing Offer, Policy C1 Our Centres, Policy C2 Local Services and Facilities, Policy T1 Delivering Oldham's Transport Priorities, and Policy IN1 Digital Infrastructure and Telecommunications.</p> <p>In relation to Policy IN1 its purpose is to improve digital connectivity across the borough, recognising that access to high quality digital infrastructure supports productivity and new business opportunities, facilitates social inclusion, enables home working, diversifies the rural economy, enhances educational and social opportunities, as well as improving access to a wide range of services that are increasingly provided online.</p>

Corporate Priorities (2 of 2)

Category	Impact	Likely	Duration	Impact Score	Comment
Digitisation	Strong Positive	Very Likely	Long Term	8	<p>The Local Plan represents the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident'. Their aspirations and priorities are the golden thread that runs through the Plan, along with supporting and facilitating the delivery of the council's ambitious Creating a Better Place agenda. In terms of digitisation and the Local Plan, there is how we use digital tools in the preparation and consultation of our Local Plan to make it easier for people to access and then there is how we plan for digital improvement and connectivity through the policies within the Local Plan itself.</p> <p>A key part of the preparing a Local Plan is engagement with the local community and key stakeholders as it is important we get a wide range of opinions and views so that we can create the most rounded and effective plan possible. As we move forward, the role of digital tools and mapping in planning and methods for online engagement are becoming increasingly important, whilst recognising that we continue to enable all members of society to become involved in shaping the Local Plan if they wish to do. Consultation on the Local Plan going forward will utilise the council's web-based consultation platform - Engagement HQ and continue to publish information on the council's website.</p> <p>Policy IN1 Digital Infrastructure and Telecommunications supports the provision of infrastructure that extends and improves digital connectivity across the borough, particularly where it provides access to 5G and gigabit-capable full fibre technology. It sets out the circumstances in which new telecommunications proposals will be permitted and that all new residential and employment developments should enable Fibre to the Premises (FTTP) broadband infrastructure. The purpose of the policy being to improve digital connectivity across the borough and support the council's commitment to securing a high-quality communication infrastructure that is essential for growing a sustainable economy and for social wellbeing. Access to high-quality digital infrastructure supports productivity and new business opportunities. It can also facilitate social inclusion, enable home working, diversify the rural economy, enhance educational and social opportunities, as well as improve access to a wide range of services that are increasingly provided online.</p>
Income	Strong Positive	Very Likely	Long Term	8	<p>The Local Plan represents the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident'. Their aspirations and priorities are the golden thread that runs through the Plan, along with supporting and facilitating the delivery of the council's ambitious Creating a Better Place agenda.</p> <p>In relation to income the Local Plan aims:</p> <p>To deliver around 11,560 new homes of different sizes and types, including affordable housing, to meet the needs of Oldham's diverse communities. That Oldham will be a key contributor to Greater Manchester's economy in which every resident will be enabled to contribute to, and benefit from, economic growth of the city region providing significant progress in living standards, wages and skills for everyone in Oldham. That Oldham will have accessible and sustainable transport choices, providing improved connectivity across the borough, the city-region and beyond - for all, enabling our residents to fully contribute to and benefit from job opportunities. That Oldham residents will be healthy, safe and well-supported, having a great start from early years and with skills for life. Opportunities for excellent education, training and life-long learning will be available to all Oldham residents, raising aspirations and reducing inequalities. Providing residents with a great start and skills for life so that they can make the most of opportunities available to them.</p> <p>Draft Local Plan policies that will help to deliver this vision include Policy H7 Affordable Housing, Policy H10 Houses in Multiple Occupation, Policy T1 Delivering Oldham's Transport Priorities, Policy CO5 Education and Skills, and Policy IN3 Delivering Social Value and Inclusion.</p>
Residents first	Strong Positive	Very Likely	Long Term	8	<p>The Local Plan represents the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident'. Their aspirations and priorities are the golden thread that runs through the Plan, along with supporting and facilitating the delivery of the council's ambitious Creating a Better Place agenda. Planning affects many aspects of our lives and our environment – from where we live, work, shop and how we spend our leisure time. In producing the Local Plan, we will not just consider land uses but we will also consider other issues that can be affected by land use, such as health, education and community safety. A key part of the preparing a Local Plan is engagement with the local community and key stakeholders, as it is important we get a wide range of opinions and views so that we can create the most rounded and effective plan possible. The Draft Local Plan follows on from the Issues and Options consultation that was carried out in the summer of 2021. It builds upon the comments we received and has been informed by on-going studies and pieces of evidence work. Consultation on the Draft Local Plan will provide residents with a further opportunity to comment on, and help shape, the Local Plan. Consultation will be in line with the council's Statement of Community Involvement published 2021 and will utilise the council's web-based consultation platform - Engagement HQ.</p>

Future Oldham Aims (1 of 5)

Category	Impact	Likely	Duration	Impact Score	Comment
Clean and green	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on how clean, green and healthy the environment is. The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that Oldham will have a clean, green and healthy environment. We will have responded to both the Biodiversity Duty and the Climate Change emergency through the protection, restoration and enhancement of the natural environment and having a substantially reduced carbon footprint from meeting the council's ambition to achieve carbon neutrality by 2030. Oldham will be a carbon neutral exemplar with a resilient and multifunctional Green Infrastructure network which brings multiple benefits to the natural and built environment as well as to the health of its residents and visitors.</p> <p>Underneath the overarching theme of Creating a Better Place tackling the climate change emergency is a thread that weaves throughout the Local Plan. Policies contained within the Local Plan provide a robust framework for ensuring that all development proposals mitigate the impact of climate change, make their contribution to meeting nationally binding targets to reduce greenhouse emissions and increase resilience. They will:</p> <ul style="list-style-type: none"> • Ensure that development is located in a way that takes account of flood risk and that it is designed in such a way as to increase water efficiency, reduce demand on water resources and protect water quality. • Encourage the use of decentralised, renewable and low carbon energy in new developments and that through their construction, design and layout they minimise energy consumption. • Ensure the effective and efficient use of land, reusing existing buildings and materials where possible, including making the most of our mill legacy, and ensuring that housing developments meet minimum density requirements. • Use the benefits from Green Infrastructure creation, enhancement and protection to underpin our response to climate change and carbon reduction whilst providing connected and resilient networks. • Reduce the need to travel, promote active travel and encourage sustainable modes of transport and support the expansion of electric vehicle charging capabilities through ensuring appropriate parking provision in new development. • Our approach to tackling the climate change emergency has many benefits and outcomes that link to our health and wellbeing priorities in that it will help to ensure Oldham residents can afford to live comfortably in their homes; will increase access to an enhanced Green Infrastructure network; and promote active travel choices, including walking and cycling.

Future Oldham Aims (2 of 5)

Category	Impact	Likely	Duration	Impact Score	Comment
Community and leisure	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on residents ability to get together and access activities that will improve their physical or mental health. The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that Oldham residents will have access to local community facilities and health and well-being provision and will have active and healthier lifestyles gained from access to active travel and green infrastructure.</p> <p>Underneath the overarching theme of Creating a Better Place the creation of healthy communities is a thread that weaves throughout the Local Plan. Policies contained within the Local Plan will encourage and facilitate development in the borough that provides opportunities for healthy lifestyles, contributes to the creation of healthier communities, and helps to reduce health inequalities. They will help to:</p> <ul style="list-style-type: none"> • Create healthy, inclusive and safe places that are well connected to key services and facilities and high-quality open spaces. • Promote sustainable and accessible transport that enables active travel, including walking and cycling, and the maximises opportunities to enhance our green infrastructure. • Enhance the vitality and vibrancy of Oldham Town Centre and our other centres, by creating new jobs, homes and spaces for people to enjoy. • Support healthy eating and promote healthy food choices through, for example, increasing opportunities for community food growing spaces. • Support the delivery and improvement of access to healthcare facilities and education, employment and skills training. <p>Specific Local Plan policies that relate to Future Oldham Aim 7 Community and Leisure include: Policies CO1 - Protecting of existing Open Space, CO2 New and Enhanced Open spaces Development Requirements, and CO3 Open Space Standards together recognise that open space is an important part of the borough's green infrastructure network. Whilst it has a key role to play in the protection of the environment, enhancing the biodiversity of the borough and mitigating against climate change, access to quality open space is also essential to the health and well-being of communities, enabling increased physical activity, opportunities for social interaction and inclusion and contributing to improved mental health.</p> <p>Policy CO4 seeks to maintain and improve access to a range of cultural, community (as defined in national planning policy) and health facilities in the borough. The purpose of the policy being to allow for new cultural, community and health facilities and services in sustainable locations and to prevent the premature loss of important local facilities where their continued use is considered to remain a reasonable prospect.</p>

Future Oldham Aims (3 of 5)

Category	Impact	Likely	Duration	Impact Score	Comment
Education	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on the quality and availability of education and skills development opportunities.</p> <p>The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that Oldham residents will be healthy, safe and well-supported, having a great start from early years and with skills for life. Opportunities for excellent education, training and life-long learning will be available to all Oldham residents, raising aspirations and reducing inequalities. Providing residents with a great start and skills for life so that they can make the most of opportunities available to them.</p> <p>There are several policies within the Draft Oldham Plan that positively support Future Oldham Aim 1 - Education. These are:</p> <p>Policy E1 Business and Employment Areas which seek to ensure that Oldham has a range of sustainable employment areas to support the local economy and that will provide land for existing firms to expand and for new firms to locate to, so providing for job opportunities.</p> <p>Policy CO5 Education and Skills sets out the circumstances in which development proposals for early years, schools and post-16 facilities will be supported. Supporting the council's commitment to ensuring that all young people get the education that they deserve and that there is a good school within reach of every child in the borough, recognising that access to adequate, affordable, and high-quality childcare (pre-school and school-age) provisions can play a key role in children's development. Through Policy CO5 the council will support improvements to the education and skills of the borough's population by working with a range of education partners, including the University Campus Oldham, Oldham College and Oldham Sixth-Form College and with developer contributions to facilitate the development of new and improved education facilities.</p> <p>Policy CO6 Securing Education places through New Residential Development seeks to address the unmet need resulting from new residential development.</p> <p>Policy IN3 Delivering Social Value and Inclusion seeks to ensure that all development is located, designed, constructed and operated so as to maximise its social value and contribution to making Oldham more socially inclusive reflecting the Oldham Partnership ambition of 'Uplifting Every Resident'. Ensuring new major development coming forward has regard to social value through the completion and implementation of their Social Value Strategy is a key part of how, through planning, we can help to deliver the council's ambitions and priorities.</p>
Healthy and safe	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on keeping poeple healthy and safe.</p> <p>The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that Oldham residents will be healthy, safe and well-supported with access to local community facilities and health and well-being provision and active and healthier lifestyles gained from access to active travel and green infrastructure. New energy efficient development will be brought forward in line with co-design expectations and design codes to ensure sustainable construction and affordable warmth.</p> <p>Underneath the overarching theme of Creating a Better Place the creation of healthy communities is a thread that weaves throughout the Local Plan. Policies contained within the Local Plan will encourage and facilitate development in the borough that provides opportunities for healthy lifestyles, contributes to the creation of healthier communities, and helps to reduce health inequalities. They will help to:</p> <ul style="list-style-type: none"> • Create healthy, inclusive and safe places that are well connected to key services and facilities and high-quality open spaces. • Provide a diverse, and affordable, housing offer that addresses local housing needs with homes that are energy efficient and adaptable. • Promote sustainable and accessible transport that enables active travel, including walking and cycling, and the maximises opportunities to enhance our green infrastructure. • Enhance the vitality and vibrancy of Oldham Town Centre and our other centres, by creating new jobs, homes and spaces for people to enjoy. • Support healthy eating and promote healthy food choices through, for example, increasing opportunities for community food growing spaces. • Support the delivery and improvement of access to healthcare facilities and education, employment and skills training.

Future Oldham Aims (4 of 5)

Category	Impact	Likely	Duration	Impact Score	Comment
Homes	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on the proportion of residents in homes that are affordable, well-maintained and appropriate. The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that through delivering around 11,560 new homes of different sizes and types, including affordable housing, Oldham will have quality homes for everyone that meet the needs of Oldham's diverse communities. New homes, delivered in sustainable and accessible locations, will contribute to inclusive communities where everyone can live. Furthermore, new energy efficient development will be brought forward in line with co-design expectations and design codes developed with Oldham's communities.</p> <p>There are several policies within the Draft Oldham Plan that positively support Future Oldham Aim 4 - Homes. These are: Policy H1, which seeks to promote delivery of a diverse housing offer to meet the differing needs of all Oldham's residents. Policy H2, which requires all new residential developments to contribute to a diverse housing mix across the borough, ensuring that Oldham's identified housing needs can be met. Policy JP-H3 of Places for Everyone also requires new homes to comply with the nationally described space standards and that they should be built to the 'accessible and adaptable' standard in Part M4(2) of the Building Regulations unless specific site conditions make this impracticable.</p> <p>Policies H4 Homes for Older People, H5 Homes for Disabled People, Policy H6 Homes for Children and Care Leavers, Policy H10 Houses in Multiple Occupation, Policy H11 Custom / Self-Build and Community-led Housing, and Policy H12 Gypsies, Travellers and Travelling Showpeople seek to ensure that the housing needs of these particular groups are met.</p> <p>Policy H7 seeks to ensure that a diverse type and tenure of affordable housing is provided to accommodate all households in need. The policy sets out the level of affordable housing that is required across the borough, with the amount differentiated by whether the proposed development sfalls within zone 1, zone 2 or zone 3, and also the type and tenure to be secured (i.e. social rent, affordable rent and intermediate / shared ownership).</p>
Pride and cohesion	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on how residents feel about the place and the people around them. The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident'. Their aspirations and priorities are the golden thread that runs through the Plan, along with supporting and facilitating the delivery of the council's ambitious Creating a Better Place agenda which is embedded into the planning framework provided through the policies in the Draft Local Plan</p>
Transport	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on how quick, cheap and easy it is to travel around the city region. The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that Oldham will have accessible and sustainable transport choices, providing improved connectivity across the borough, the city-region and beyond - for all. We will have a transport system that enables the local economy to prosper and our residents to fully contribute to and benefit from job opportunities, and a comprehensive network of on and off-road walking and cycling routes that encourage active travel, making it easier and safer for people to get to key local destinations.</p> <p>There are several policies within the Draft Oldham Plan that positively support Future Oldham Aim 3 - Transport. These are: Policy T1 Delivering Oldham's Transport Priorities which supports delivery of the council's Transport Strategy Policy T2 Creating Sustainable Streets which seeks to create a transport hierarchy that promotes more sustainable and socially inclusive modes of transport. Policy T4 which requires new development to make provision for electric vehicle charging infrastructure recognising that it is an important measure in reducing emissions locally whilst providing people with a high level of mobility. Policy T5 Transport Statements, Assessments and Travel Plans, which requires a Transport Assessment or Statement for any new development where any proposal would be likely to result in a material increase in traffic movement on roads, whether adjacent to or remote from the site and that development that requires a TA will need to be accompanied by a Travel Plan.</p>

Future Oldham Aims (5 of 5)

Category	Impact	Likely	Duration	Impact Score	Comment
Work	Strong Positive	Very Likely	Long Term	8	<p>The Draft Local Plan has a strong positive affect on the availability of work that pays well and offers security and flexibility. The vision of the Draft Local Plan complements and provides the spatial expression of The Oldham Plan and the council's Corporate Plan and their vision to 'uplift every resident' and includes the aim that Oldham will be a key contributor to Greater Manchester's economy, with a strong reputation for clean growth and green innovation. It will be a place of dynamic businesses with better job opportunities, where those businesses local to Oldham are supported to thrive and grow, and those new to Oldham are attracted to invest. Every resident will be enabled to contribute to, and benefit from, economic growth of the city region providing significant progress in living standards, wages and skills for everyone in Oldham. Opportunities for excellent education, training and life-long learning will be available to all Oldham residents, raising aspirations and reducing inequalities. Providing residents with a great start and skills for life so that they can make the most of opportunities available to them. The vision also sets out that Oldham will have accessible and sustainable transport choices, providing improved connectivity across the borough, the city-region and beyond - for all, with a transport system that enables the local economy to prosper and our residents to fully contribute to and benefit from job opportunities,</p> <p>There are several policies within the Draft Oldham Plan that positively support Future Oldham Aim 2 - Work these are:</p> <p>Policy E1 Business and Employment Areas which seeks to ensure that Oldham has a range of sustainable employment areas to support the local economy and that will provide land for existing firms to expand and for new firms to locate to, so providing for job opportunities.</p> <p>Policy E4 identifies several allocations for Office, Industry and Warehousing that will for part of Oldham's employment land supply and contribute towards our employment offer.</p> <p>Policy CO5 Education and Skills sets out the circumstances in which development proposals for early years, schools and post-16 facilities will be supported. Supporting the council's commitment to ensuring that all young people get the education that they deserve and that there is a good school within reach of every child in the borough, recognising that access to adequate, affordable, and high-quality childcare (pre-school and school-age) provisions can play a key role in children's development. Through Policy CO5 the council will also support improvements to the education and skills of the borough's population by working with a range of education partners, including the University Campus Oldham, Oldham College and Oldham Sixth-Form College and with developer contributions to facilitate the development of new and improved education facilities.</p> <p>Policy IN1 Digital Infrastructure and Telecommunications - the purpose of this policy is to improve digital connectivity across the borough, recognising that securing a high-quality communication infrastructure that is essential for growing a sustainable economy and that access to high quality digital infrastructure supports productivity and new business opportunities whilst also faclitating social inclusion, enabling home working and diversifying the rural economy.</p> <p>Policy IN3 Delivering Social Value and Inclusion seeks to ensure that all development is located, designed, constructed and operated so as to maximise its social value and contribution to making Oldham more socially inclusive reflecting the Oldham Partnership ambition of 'Uplifting Every Resident'. Ensuring new major development coming forward has regard to social value through the completion and implementation of their Social Value Strategy is a key part of how, through planning, we can help to deliver the council's ambitions and priorities. The policy gives examples as to what the Strategy may address, including Economic Inclusion, with positive consideration given to:</p> <ol style="list-style-type: none"> a) Ensuring that access arrangements cater for all needs, including maximising opportunities for walking and cycling; b) Promoting on-site employment opportunities to Oldham residents; c) Providing training opportunities for Oldham residents; d) Utilising local supply chains; and e) Signing up to Oldham's Fair Employment Charter; and f) Good mental and physical health.

Negative Impacts

Category	Impact	Likely	Duration	Impact Score	What action can be taken to mitigate the potential negative impacts?	Action(s)	Owner(s)	Timescale(s)	If the negative impacts can't be mitigated, why should the project/decision proceed?
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Strong Positive Impacts that are Possible

Category	Impact	Likely	Duration	Impact Score ▲	What action can be taken to increase the likelihood that positive impacts are realised?	Action(s)	Owner(s)	Timescale(s)
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