

Oldham Local Plan

**Publication Plan : Integrated Assessment
Appendix 4: IA of Economy and Employment
Policies**

January 2026



Oldham
Council

Policy E1: Employment Floorspace Requirements

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
	ST (<5 years)	MT (5 – 10 years)	LT (10 + years)	T or P	Local or Cross-boundary			
1. To protect, conserve and enhance a high quality multifunctional green infrastructure network, including biodiversity, priority species, habitats and geodiversity to become more ecologically connected	--	--	--	N/A	N/A	<p>The policy will have a limited contribution on this IA objective.</p> <p>The HRA has screened the policy in as there may be possible impacts from direct land take and increases in diffuse air and water pollution.</p>	<p>No mitigation needed. Local Plan policies N1 to N4 on nature address Green Infrastructure. In addition, PfE Greener Places chapter also addresses this objective.</p> <p>The HRA identifies mitigation measures to address any likely significant effects.</p>	None
2. To promote quality and accessible open spaces	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies CO1 and CO2 of the Local Plan address open space. In addition, PfE Policies JP-G2 and	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							JP-P7 address this objective.	
3. To protect and enhance the character and appearance of landscapes and townscapes, maintaining and strengthening local distinctiveness and sense of place	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-G1 and JP-P1 address this objective.	None
4. To protect, conserve and enhance the historic environment, heritage assets and their setting	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies HE1 to HE5 of the Local Plan and PfE Policies JP-P1 and JP-P2 address the historic environment.	None
5. To promote high quality design that meets local design expectations	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies D1 to D4 of the Local Plan and PfE Policy JP-P1 address design.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
6. To ensure land and buildings are used in an effective and efficient manner, maximising the use of brownfield land	+	+	+	Permanent	Local	By providing floorspace for office, industry and warehousing to meet the requirements set out in PfE the policy is ensuring land and buildings are used in an effective and efficient manner.	No mitigation needed. Policies H1 and H2 of the Local Plan and PfE policies JP-S1 and Policy JP- H4 address the efficient use of land.	None
7. To ensure appropriate provision of supporting infrastructure to meet development needs	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	There are several policies within PfE and the Local Plan that address infrastructure. Moreover, Local Plan policy IN2 requires that planning conditions or obligations are used to mitigate the impact of development on provision.	None
8. To improve health and well-being and reduce health inequalities	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P6 and Local Plan policies CO6 and CO7 and	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							policies on green infrastructure address health and well-being.	
9. To minimise and mitigate against flood risk and adapt to the effects of flood risk	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Policy CC2 and CC3 of the Local Plan address flood risk.	None
10. To protect and improve the quality of water bodies and river corridors and availability of water resources	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Local Plan policies CC2 to CC5 address water quality.	None
11. To protect and improve soil quality, best and most versatile agricultural land, and remediate contaminated land	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-G8 and Policy LE2 of the Local Plan address soil and contaminated land.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
12. To minimise energy use, promote energy efficiency and the use of renewable and low carbon energy	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-S2, JP-S3 and JP-P1 address energy in addition to Local Plan policy CC1.	None
13. To ensure communities, infrastructure and biodiversity are resilient to the effects of climate change	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-P1, JP-G2 and JP-S4 address this objective. Within the Local Plan policies that address this objective include Policies CC2, CC3 and N3.	None
14. To protect and improve air quality	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S5 and Local Plan Policy LE3 address air quality.	None
15. To protect and improve local	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P1 and policies LE1 to LE3 of the	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
environmental quality							Local Plan address environmental quality.	
16. To promote an integrated and improved transport system that provides sustainable transport choices and improves connectivity, including the walking and cycling network and the protection of the PROW Network	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE 'Connected Places' chapter includes policies alongside Policies T1-5 and design policies in the Local Plan that address promoting sustainable transport choices.	None
17. To promote accessibility to key services and reduce the need to travel	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-C1 and JP-S5 and Local Plan policies C4, H1, H2 and T2 can help	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							achieve this objective.	
18. To promote regeneration and reduce levels of deprivation and disparity	++	++	++	Permanent	Cross-boundary	By providing floorspace for office, industry and warehousing to meet the requirements set out in PfE the policy is ensuring there is enough premises in Oldham for our existing businesses to expand and new businesses to relocate to. This will help to promote regeneration and reduce levels of deprivation and disparity.	No mitigation needed. The Local Plan promotes regeneration in several ways. Reducing deprivation and disparity is a key aim of the Local Plan.	None
19. To promote sustainable economic growth and job creation	++	++	++	Permanent	Cross-boundary	By providing floorspace for office, industry and warehousing to meet the requirements set out in PfE the policy is ensuring there is enough premises in Oldham for our existing businesses to expand and new businesses to relocate to. This will help to promote sustainable economic growth and job creation.	No mitigation needed. PfE policy JP-J1 and JP-J2 and other policies within the Economy and Employment section of the Local Plan address economic growth.	None
20. To protect and enhance the vitality and viability of Oldham Town Centre and	+	+	+	Permanent	Local	By providing floorspace for offices (which are a main town centre use) to meet the requirements set out in PfE the policy is contributing to the	No mitigation needed. PfE policies JP-P4, JP-H4, JP-P3 and JP-P2 and Local Plan Policies C1 to C4 as	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
the centres of Chadderton, Failsworth, Hill Stores, Lees, Royton, Shaw and Uppermill						vitality and viability of our centres.	well as policies for Oldham Town centre and housing supports this objective.	
21. To promote sustainable tourism and leisure	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-P3 and JP-P4 and Local Plan Policy C2 as well as other policies addresses tourism and leisure.	None
22. To improve education attainment and skill levels	+	+	+	Permanent	Local	By providing floorspace for office, industry and warehousing to meet the requirements set out in PfE the policy is ensuring there are premises for businesses to expand on and relocate to and these businesses may provide training for staff which will help to improve skills levels of our residents.	No mitigation needed. PfE Policy JP-P5 and Local Plan policies CO4 and CO5 address this objective.	None
23. To provide a sustainable housing land supply and an appropriate	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies within PfE and the Local Plan on	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
mix of sizes, types and tenures to meet local housing needs							housing address this objective.	
24. To ensure the prudent use and sustainable management of minerals	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Minerals DPD addresses this.	None
25. To manage waste sustainably in line with the waste hierarchy	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Waste DPD addresses this.	None
26. To promote mixed, balanced and inclusive sustainable communities	+	+	+	Permanent	Local	Providing employment floorspace will help to promote balanced and inclusive sustainable communities by ensuring our residents have access to jobs.	No mitigation needed. Policies within PfE and the Local Plan such as those on housing mix and tenure, communities and design aim to address this objective.	None

The policy scored predominantly neutrals with some positive and significantly positive scores. No mitigation or enhancements to the policy were required as a result of the IA.

The HRA has screened the policy in as there may be possible impacts from direct land take and increases in diffuse air and water pollution. The HRA identifies mitigation measures to address any likely significant effects.

Policy E2: Business and Employment Areas

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
	ST (<5 years)	MT (5 - 10 years)	LT (10 + years)	T or P	Local or Cross-boundary			
1. To protect, conserve and enhance a high quality multifunctional green infrastructure network, including biodiversity, priority species, habitats and geodiversity to become more ecologically connected	--	--	--	N/A	N/A	<p>The policy will have limited impact on this IA objective, however, by focussing employment development towards already established employment areas may inadvertently protect some of the borough's green infrastructure network.</p> <p>The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.</p>	<p>No mitigation needed. Local Plan policies N1 to N4 on nature address Green Infrastructure. In addition, PfE Greener Places chapter also addresses this objective.</p>	None
2. To promote quality and accessible open spaces	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	<p>No mitigation needed. Policies CO1 and CO2 of the Local Plan address open space. In addition, PfE Policies JP-G2 and</p>	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							JP-P7 address this objective.	
3. To protect and enhance the character and appearance of landscapes and townscapes, maintaining and strengthening local distinctiveness and sense of place	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective, however, there are a number of mills within our Business and Employment Areas (BEAs) which contribute towards the borough's local distinctiveness and sense of place.	No mitigation needed. PfE Policy JP-G1 and JP-P1 address this objective.	None
4. To protect, conserve and enhance the historic environment, heritage assets and their setting	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective, however there are a number of mills within our BEAs which contribute towards our historic environment.	No mitigation needed. Policies HE1 to HE5 of the Local Plan and PfE Policies JP-P1 and JP-P2 address the historic environment.	None
5. To promote high quality design that meets local design expectations	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. Policies D1 to D4 of the Local Plan and PfE Policy JP-P1 address design.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
6. To ensure land and buildings are used in an effective and efficient manner, maximising the use of brownfield land	++	++	++	Permanent	Local	Focussing employment development towards already established employment areas ensures that land and building are used in an effective and efficient manner.	No mitigation needed. Policies H1 and H2 of the Local Plan and PfE policies JP-S1 and Policy JP- H4 address the efficient use of land.	None
7. To ensure appropriate provision of supporting infrastructure to meet development needs	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	There are several policies within PfE and the Local Plan that address infrastructure. Moreover, Local Plan policy IN2 requires that planning conditions or obligations are used to mitigate the impact of development on provision.	None
8. To improve health and well-being and reduce health inequalities	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE Policy JP-P6 and Local Plan policies CO6 and CO7 and	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							policies on green infrastructure address health and well-being.	
9. To minimise and mitigate against flood risk and adapt to the effects of flood risk	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective generally. However, the Strategic Flood Risk Assessment (SFRA) Sequential Test noted three BEAs where there are flood risk issues.	No mitigation needed. PfE Policy JP-S4 and Policy CC2 and CC3 of the Local Plan address flood risk. Mitigation could be provided through site-specific policy wording.	Text on flood risk added to Policy E1 – see conclusion
10. To protect and improve the quality of water bodies and river corridors and availability of water resources	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Local Plan policies CC2 to CC5 address water quality.	None
11. To protect and improve soil quality, best and most	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE Policy JP-G8 and Policy LE2 of the Local	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
versatile agricultural land, and remediate contaminated land							Plan address soil and contaminated land.	
12. To minimise energy use, promote energy efficiency and the use of renewable and low carbon energy	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE policies JP-S2, JP-S3 and JP-P1 address energy in addition to Local Plan policy CC1.	None
13. To ensure communities, infrastructure and biodiversity are resilient to the effects of climate change	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE policies JP-P1, JP-G2 and JP-S4 address this objective. Within the Local Plan policies that address this objective include Policies CC2, CC3 and N3.	None
14. To protect and improve air quality	+	+	++	Permanent	Local	Focussing employment development towards already established employment areas will help ensure that appropriate	No mitigation needed. PfE Policy JP-S5 and Local	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
						uses are located together. It is anticipated air quality will improve over time.	Plan Policy LE3 address air quality.	
15. To protect and improve local environmental quality	+	+	+	Permanent	Local	Focussing employment development towards already established employment areas will help ensure that appropriate uses are located together, and environmental quality is not diminished due to bad neighbour uses.	No mitigation needed. PfE Policy JP-P1 and policies LE1 to LE3 of the Local Plan address environmental quality.	None
16. To promote an integrated and improved transport system that provides sustainable transport choices and improves connectivity, including the walking and cycling network and the protection	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE 'Connected Places' chapter includes policies alongside Policies T1-5 and design policies in the Local Plan that address promoting sustainable transport choices.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
of the PROW Network								
17. To promote accessibility to key services and reduce the need to travel	--	--	--	N/A	N/A	The policy will have a limited contribution to this objective.	No mitigation needed. PfE Policies JP-C1 and JP-S5 and Local Plan policies C4, H1, H2 and T2 can help achieve this objective.	None
18. To promote regeneration and reduce levels of deprivation and disparity	++	++	++	Permanent	Cross-boundary	By having a range of employment areas for existing businesses to expand on and new firms to locate to will improve the prosperity of the borough and reduce levels of deprivation and disparity.	No mitigation needed. The Local Plan promotes regeneration in several ways. Reducing deprivation and disparity is a key aim of the Local Plan.	None
19. To promote sustainable economic growth and job creation	++	++	++	Permanent	Cross-boundary	Having a range of employment areas for existing businesses to expand on and new firms to locate to will promote sustainable economic growth and job creation.	No mitigation needed. PfE policy JP-J1 and JP-J2 and other policies within the Economy and Employment section of the Local Plan address economic growth.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
20. To protect and enhance the vitality and viability of Oldham Town Centre and the centres of Chadderton, Failsworth, Hill Stores, Lees, Royton, Shaw and Uppermill	+	+	+	Permanent	Local	The policy only allows office development where it will not detract from the role of the borough's centres which should be the main focus for office activity. This will help protect and enhance the vitality and viability of our centres.	No mitigation needed. PfE policies JP-P4, JP-H4, JP-P3 and JP-P2 and Local Plan Policies C1 to C4 as well as policies for Oldham Town centre and housing supports this objective.	None
21. To promote sustainable tourism and leisure	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE Policies JP-P3 and JP-P4 and Local Plan Policy C2 as well as other policies addresses tourism and leisure.	None
22. To improve education attainment and skill levels	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. PfE Policy JP-P5 and Local Plan policies CO4 and CO5 address this objective.	None
23. To provide a sustainable housing land	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. Policies within PfE and the	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
supply and an appropriate mix of sizes, types and tenures to meet local housing needs							Local Plan on housing address this objective.	
24. To ensure the prudent use and sustainable management of minerals	--	--	--	N/A	N/A	The policy will have a limited impact on this IA objective.	No mitigation needed. The Minerals DPD addresses this.	None
25. To manage waste sustainably in line with the waste hierarchy	++	++	++	Permanent	Local	The policy allows for waste management facilities within the Business and Employment Areas, in line with the Greater Manchester Waste DPD policies. This will help to ensure that waste is managed sustainably.	No mitigation needed. The Waste DPD addresses this.	None
26. To promote mixed, balanced and inclusive sustainable communities	+	+	+	Permanent	Local	Designating a range of employment areas across the borough helps to promote balanced and inclusive sustainable communities by ensuring our residents have access to jobs.	No mitigation needed. Policies within PfE and the Local Plan such as those on housing mix and tenure, communities and design aim to	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							address this objective.	

The policy scored a mixture of neutral, positives and significantly positive scores. Some effects were cross boundary, but the majority were local.

Since the Draft Plan the policy has been revised in relation to the uses that are permitted within BEAs. Reference to leisure uses has been removed as a permitted use within BEAs. Due to this the following amendments have been made:

- IA21 this is now neutral rather than positive as it does not encourage any tourism uses.

In addition, the SFRA Sequential Test has highlighted that large proportions of BEA19, BEA20 and BEA 21 falls within Flood Zone 3b. To mitigate against this the following text has been added to Policy E2 supporting text to provide some mitigation against IA 9 on flood risk.:

No other mitigation or enhancements to the policy were required as a result of the IA.

The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.

Policy E3 - Exceptions within Business and Employment Areas

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
	ST (<5 yrs)	MT (5 – 10 yr)	LT (10 + yrs)	T or P	Local or Cross-boundary			
1. To protect, conserve and enhance a high quality multifunctional green infrastructure network, including biodiversity, priority species, habitats and geodiversity to become more ecologically connected	--	--	--	N/A	N/A	<p>The policy will have a limited contribution to this objective, however by focussing employment development towards already established employment areas may inadvertently protect some of the borough's green infrastructure network.</p> <p>The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.</p>	No mitigation needed. Local Plan policies N1 to N4 on nature address Green Infrastructure. In addition, PfE Greener Places chapter also addresses this objective.	None
2. To promote quality and accessible open spaces	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective.	No mitigation needed. Policies CO1 and CO2 of the Local Plan address open space. In	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							addition, PfE Policies JP-G2 and JP-P7 address this objective.	
3. To protect and enhance the character and appearance of landscapes and townscapes, maintaining and strengthening local distinctiveness and sense of place	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective however there are a number of mills within our employment areas which contribute towards the borough's local distinctiveness and sense of place.	No mitigation needed. PfE Policy JP-G1 and JP-P1 address this objective.	None
4. To protect, conserve and enhance the historic environment, heritage assets and their setting	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective, however there are a number of mills within our BEAs which contribute towards our historic environment.	No mitigation needed. Policies HE1 to HE5 of the Local Plan and PfE Policies JP-P1 and JP-P2 address the historic environment.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
5. To promote high quality design that meets local design expectations	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective.	No mitigation needed. Policies D1 to D4 of the Local Plan and PfE Policy JP-P1 address design.	None
6. To ensure land and buildings are used in an effective and efficient manner, maximising the use of brownfield land	++	++	++	Permanent	Local	Focussing employment development towards already established employment areas ensures that land and building are used in an effective and efficient manner. The policy allows for other uses within employment areas provided that certain exceptions are met – one of the exceptions is that the site is no longer suitable for employment uses. This will also ensure that land and buildings are used for the most suitable form of development.	No mitigation needed. Policies H1 and H2 of the Local Plan and PfE policies JP-S1 and Policy JP- H4 address the efficient use of land.	None
7. To ensure appropriate provision of supporting infrastructure to meet	--	--	--	N/A	N/A	The policy allows for other uses within employment areas provided that certain exceptions are met – one of the exceptions is that the site is required for a facility or infrastructure meeting a	There are several policies within PfE and the Local Plan that address infrastructure. Moreover, Local Plan policy IN2	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
development needs						regional or national need. However, this objective is around supporting infrastructure to meet development needs and therefore it is felt it makes a limited contribution to this objective.	requires that planning conditions or obligations are used to mitigate the impact of development on provision.	
8. To improve health and well-being and reduce health inequalities	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective.	No mitigation needed. PfE Policy JP-P6 and Local Plan policies CO6 and CO7 and policies on green infrastructure address health and well-being.	None
9. To minimise and mitigate against flood risk and adapt to the effects of flood risk	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Policy CC2 and CC3 of the Local Plan address flood risk.	None
10. To protect and improve the quality of water bodies	--	--	--	N/A	N/A	The policy will have limited impact on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Local Plan policies CC2 to	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
and river corridors and availability of water resources							CC5 address water quality.	
11. To protect and improve soil quality, best and most versatile agricultural land, and remediate contaminated land	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective, however by only allowing other uses within our BEAs in certain circumstances protects our BEAs for employment meaning that there will be no pressure on our agricultural land for those uses.	No mitigation needed. PfE Policy JP-G8 and Policy LE2 of the Local Plan address soil and contaminated land.	None
12. To minimise energy use, promote energy efficiency and the use of renewable and low carbon energy	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-S2, JP-S3 and JP-P1 address energy in addition to Local Plan policy CC1.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
13. To ensure communities, infrastructure and biodiversity are resilient to the effects of climate change	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-P1, JP-G2 and JP-S4 address this objective. Within the Local Plan policies that address this objective include Policies CC2, CC3 and N3.	None
14. To protect and improve air quality	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE PfE Policy JP-S5 and Local Plan Policy LE3 address air quality.	None
15. To protect and improve local environmental quality	+	+	+	Permanent	Local	The policy allows for other uses within employment areas provided that certain exceptions are met – one of the exceptions is that the site or premises are no longer suitable with regards neighbour amenity issues. This will go some way to improving local environmental quality.	No mitigation needed. PfE Policy JP-P1 and policies LE1 to LE3 of the Local Plan address environmental quality.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
16. To promote an integrated and improved transport system that provides sustainable transport choices and improves connectivity, including the walking and cycling network and the protection of the PROW Network	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE 'Connected Places' chapter includes policies alongside Policies T1-5 and design policies in the Local Plan that address promoting sustainable transport choices.	None
17. To promote accessibility to key services and reduce the need to travel	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-C1 and JP-S5 and Local Plan policies C4, H1, H2 and T2 can help achieve this objective.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
18. To promote regeneration and reduce levels of deprivation and disparity	+	+	+	Permanent	Local	The policy allows for other uses within employment areas provided that certain exceptions are met – one of the exceptions is that the site is specifically identified as being appropriate for other uses in a masterplan or framework – this will ensure that our employment areas will not hinder any wider regeneration plans coming forward.	No mitigation needed. The Local Plan promotes regeneration in several ways. Reducing deprivation and disparity is a key aim of the Local Plan.	None
19. To promote sustainable economic growth and job creation	++	++	++	Permanent	Cross-boundary	The policy sets out an approach to ensure that proper consideration is given to the loss of employment sites so that they are only released in exceptional circumstances.	No mitigation needed. PfE policy JP-J1 and JP-J2 and other policies within the Economy and Employment section of the Local Plan address economic growth.	None
20. To protect and enhance the vitality and viability of Oldham Town	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-P4, JP-H4, JP-P3 and JP-P2 and Local Plan Policies C1 to C4 as well as	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
Centre and the centres of Chadderton, Failsworth, Hill Stores, Lees, Royton, Shaw and Uppermill							policies for Oldham Town centre and housing supports this objective.	
21. To promote sustainable tourism and leisure	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-P3 and JP-P4 and Local Plan Policy C2 as well as other policies address tourism and leisure.	None
22. To improve education attainment and skill levels	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P5 and Local Plan policies CO4 and CO5 address this objective.	None
23. To provide a sustainable housing land supply and an appropriate	?	?	?	N/A	N/A	The policy will have a limited contribution on this IA objective; however, the policy allows for non-employment generating uses providing that the relevant exceptions are	No mitigation needed. Policies within PfE and the Local Plan on housing address this objective.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
mix of sizes, types and tenures to meet local housing needs						met. This means that housing may be permitted on employment sites and if that was the development proposal this could go some way to meeting a sustainable housing land supply.		
24. To ensure the prudent use and sustainable management of minerals	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Minerals DPD addresses this.	None
25. To manage waste sustainably in line with the waste hierarchy	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Waste DPD addresses this.	None
26. To promote mixed, balanced and inclusive sustainable communities	+	+	+	Permanent	Local	The policy sets out an approach to ensure that proper consideration is given to the loss of employment sites so that they are only released in exceptional circumstances.	No mitigation needed. Policies within PfE and the Local Plan such as those on housing mix and tenure, communities and design aim to	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							address this objective.	

The policy scored a lot of neutrals and some positives and significantly positive scores. Some effects were cross boundary, but the majority were local. There was one uncertain in relation to IA23 as although this is primarily an employment policy, it does allow for non-employment generating uses providing that the relevant exceptions are met. This means that housing may be permitted on employment sites and if that was the development proposal this could go some way to meeting a sustainable housing land supply. However, it is uncertain as it depends on the applications that are submitted.

No mitigation or enhancements to the policy were required as a result of the IA.

The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.

Policy E4 – Employment sites outside of Business and Employment Areas

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
	ST (<5 years)	MT (5 – 10 years)	LT (10 + years)	T or P	Local or Cross-boundary			
1. To protect, conserve and enhance a high quality multifunctional green infrastructure network, including biodiversity, priority species, habitats and geodiversity to become more ecologically connected	--	--	--	N/A	N/A	<p>The policy will have a limited contribution on this IA objective, however by focussing employment development towards already established employment areas this may inadvertently protect some of the borough's green infrastructure network.</p> <p>The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.</p>	No mitigation needed. Local Plan policies N1 to N4 on nature address Green Infrastructure. In addition, PfE Greener Places chapter also addresses this objective.	None
2. To promote quality and accessible open spaces	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies CO1 and CO2 of the Local Plan address	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							open space. In addition, PfE Policies JP-G2 and JP-P7 address this objective.	
3. To protect and enhance the character and appearance of landscapes and townscapes, maintaining and strengthening local distinctiveness and sense of place	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective however there are a number of mills that are in use for employment which contribute towards the borough's local distinctiveness and sense of place.	No mitigation needed. PfE Policy JP-G1 and JP-P1 address this objective.	None
4. To protect, conserve and enhance the historic environment, heritage assets and their setting	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective, however there are a number of mills in employment use which contribute towards our historic environment.	No mitigation needed. Policies HE1 to HE5 of the Local Plan and PfE Policies JP-P1 and JP-P2 address the historic environment.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
5. To promote high quality design that meets local design expectations	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies D1 to D4 of the Local Plan and PfE Policy JP-P1 address design.	None
6. To ensure land and buildings are used in an effective and efficient manner, maximising the use of brownfield land	++	++	++	Permanent	Local	The policy allows for other uses when it is demonstrated that the site is unsuitable in land use terms as an employment site. This will also ensure that land and buildings are used for the most suitable form of development.	No mitigation needed. Policies H1 and H2 of the Local Plan and PfE policies JP-S1 and Policy JP- H4 address the efficient use of land.	None
7. To ensure appropriate provision of supporting infrastructure to meet development needs	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective, however the majority of the borough's businesses are already supported by a level of infrastructure.	There are several policies within PfE and the Local Plan that address infrastructure. Moreover, Local Plan policy IN2 requires that planning conditions or obligations are used to mitigate the impact of	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							development on provision.	
8. To improve health and well-being and reduce health inequalities	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P6 and Local Plan policies CO6 and CO7 and policies on green infrastructure address health and well-being.	None
9. To minimise and mitigate against flood risk and adapt to the effects of flood risk	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Policy CC2 and CC3 of the Local Plan address flood risk.	None
10. To protect and improve the quality of water bodies and river corridors and availability of	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Local Plan policies CC2 to CC5 address water quality.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
water resources								
11. To protect and improve soil quality, best and most versatile agricultural land, and remediate contaminated land	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective focussing retaining employment sites there will be no pressure on our agricultural land for those uses.	No mitigation needed. PfE Policy JP-G8 and Policy LE2 of the Local Plan address soil and contaminated land.	None
12. To minimise energy use, promote energy efficiency and the use of renewable and low carbon energy	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-S2, JP-S3 and JP-P1 address energy in addition to Local Plan policy CC1.	None
13. To ensure communities, infrastructure and biodiversity	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-P1, JP-G2 and JP-S4 address this objective. Within the Local Plan policies	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
are resilient to the effects of climate change							that address this objective include Policies CC2, CC3 and N3.	
14. To protect and improve air quality	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S5 and Local Plan Policy LE3 address air quality.	None
15. To protect and improve local environmental quality	+	+	+	Permanent	Local	The policy allows for other uses when it is demonstrated that the site is unsuitable in land use terms as an employment site. This will go some way to improving local environmental quality by enabling change of uses when there are potentially unsuitable neighbouring uses.	No mitigation needed. PfE Policy JP-P1 and policies LE1 to LE3 of the Local Plan address environmental quality.	None
16. To promote an integrated and improved transport system that provides	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE 'Connected Places' chapter includes policies alongside Policies T1-5 and design policies in the Local Plan that	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
sustainable transport choices and improves connectivity, including the walking and cycling network and the protection of the PROW Network							address promoting sustainable transport choices.	
17. To promote accessibility to key services and reduce the need to travel	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-C1 and JP-S5 and Local Plan policies C4, H1, H2 and T2 can help achieve this objective.	None
18. To promote regeneration and reduce levels of deprivation and disparity	+	+	+	Permanent	Local	The policy allows for other uses on employment sites provided that certain exceptions are met, one of which is that the location is unsuitable for its current use. By allowing a more suitable uses as part of a	No mitigation needed. The Local Plan promotes regeneration in several ways. Reducing deprivation and disparity is a key aim of the Local Plan.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
						redevelopment, regeneration is promoted.		
19. To promote sustainable economic growth and job creation	++	++	++	Permanent	Cross-boundary	The policy sets out an approach to ensure that proper consideration is given to the loss of employment sites so that they are only released in specific circumstances.	No mitigation needed. PfE policy JP-J1 and JP-J2 and other policies within the Economy and Employment section of the Local Plan address economic growth.	None
20. To protect and enhance the vitality and viability of Oldham Town Centre and the centres of Chadderton, Failsworth, Hill Stores, Lees, Royton, Shaw and Uppermill	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-P4, JP-H4, JP-P3 and JP-P2 and Local Plan Policies C1 to C4 as well as policies for Oldham Town centre and housing supports this objective.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
21. To promote sustainable tourism and leisure	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-P3 and JP-P4 and Local Plan Policy C2 as well as other policies addresses tourism and leisure.	None
22. To improve education attainment and skill levels	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P5 and Local Plan policies CO4 and CO5 address this objective.	None
23. To provide a sustainable housing land supply and an appropriate mix of sizes, types and tenures to meet local housing needs	?	?	?	N/A	N/A	The policy will have a limited contribution to this objective; however, the policy allows for non-employment generating uses in some circumstances. This means that housing may be permitted on employment sites and if that was the development proposal this could go some way to meeting a sustainable housing land supply.	No mitigation needed. Policies within PfE and the Local Plan on housing address this objective.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
24. To ensure the prudent use and sustainable management of minerals	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Minerals DPD addresses this.	None
25. To manage waste sustainably in line with the waste hierarchy	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Waste DPD addresses this.	None
26. To promote mixed, balanced and inclusive sustainable communities	+	+	+	Permanent	Local	The policy sets out an approach to ensure that proper consideration is given to the loss of employment sites so that they are only released in certain circumstances.	No mitigation needed. Policies within PfE and the Local Plan such as those on housing mix and tenure, communities and design aim to address this objective.	None

This policy has been added since the Draft Plan was published. The majority of the text was included within what is now Policy E3, however, to improve readability the policy has now been split into two.

The policy scored a lot of neutrals and some positives and significantly positive scores. Some effects were cross boundary, but the majority were local. There was one uncertain in relation to IA23 as although this is primarily an employment policy, it does allow for non-employment generating uses providing that the relevant exceptions are met. This means that housing may be permitted on employment sites and if that was the development proposal this could go some way to meeting a sustainable housing land supply. However, it is uncertain as it depends on the applications that are submitted.

No mitigation or enhancements to the policy were required as a result of the IA.

The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.

Policy E5: Reuse and redevelopment of Mill Buildings

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
	ST (<5 years)	MT (5 – 10 yrs)	LT (10 + yrs)	T or P	Local or Cross-boundary			
1. To protect, conserve and enhance a high quality multifunctional green infrastructure network, including biodiversity, priority species, habitats and geodiversity to become more ecologically connected	--	--	--	N/A	N/A	<p>The policy will have a limited contribution on this IA objective.</p> <p>The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.</p>	<p>No mitigation needed. Local Plan policies N1 to N4 on nature address Green Infrastructure. In addition, PfE Greener Places chapter also addresses this objective.</p>	None
2. To promote quality and accessible open spaces	--	--	--	N/A	N/A	<p>The policy will have a limited contribution on this IA objective.</p>	<p>No mitigation needed. Policies CO1 and CO2 of the Local Plan address open space. In addition, PfE Policies JP-G2 and</p>	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							JP-P7 address this objective.	
3. To protect and enhance the character and appearance of landscapes and townscapes, maintaining and strengthening local distinctiveness and sense of place	++	++	++	Permanent	Local	The policy allows flexibility regarding the uses that may be permitted within our mills providing the proposal secures the future of the mill. The mills form part of Oldham's local distinctiveness, sense of place and form part of our townscape and landscapes.	No mitigation needed. PfE Policy JP-G1 and JP-P1 address this objective.	None
4. To protect, conserve and enhance the historic environment, heritage assets and their setting	++	++	++	Permanent	Local	The policy allows flexibility regarding the uses that maybe permitted within our mills providing the proposal secures the future of the mill.	No mitigation needed. Policies HE1 to HE5 of the Local Plan and PfE Policies JP-P1 and JP-P2 address the historic environment.	None
5. To promote high quality design that meets local	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. Policies D1 to D4 of the Local Plan and	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
design expectations							PfE Policy JP-P1 address design.	
6. To ensure land and buildings are used in an effective and efficient manner, maximising the use of brownfield land	++	++	++	Permanent	Local	The policy allows flexibility regarding the uses that may be permitted within our mills providing the proposal secures the future of the mill. This is maximising the use of the mills and therefore brownfield land.	No mitigation needed. Policies H1 and H2 of the Local Plan and PfE policies JP-S1 and Policy JP- H4 address the efficient use of land.	None
7. To ensure appropriate provision of supporting infrastructure to meet development needs	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	There are several policies within PfE and the Local Plan that address infrastructure. Moreover, Local Plan policy IN2 requires that planning conditions or obligations are used to mitigate the impact of development on provision.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
8. To improve health and well-being and reduce health inequalities	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P6 and Local Plan policies CO6 and CO7 and policies on green infrastructure address health and well-being.	None
9. To minimise and mitigate against flood risk and adapt to the effects of flood risk	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Policy CC2 and CC3 of the Local Plan address flood risk.	None
10. To protect and improve the quality of water bodies and river corridors and availability of water resources	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S4 and Local Plan policies CC2 to CC5 address water quality.	None
11. To protect and improve soil quality,	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-G8 and Policy LE2 of the	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
best and most versatile agricultural land, and remediate contaminated land							Local Plan address soil and contaminated land.	
12. To minimise energy use, promote energy efficiency and the use of renewable and low carbon energy	--	--	--	N/A	N/A	Whilst the redevelopment of existing buildings, such as mills, will help to reduce energy use from construction of new build and new builds could be built to higher energy efficiency standards, it is considered that the policy in itself will have a limited contribution to this objective.	No mitigation needed. PfE policies JP-S2, JP-S3 and JP-P1 address energy in addition to Local Plan policy CC1.	None
13. To ensure communities, infrastructure and biodiversity are resilient to the effects of climate change	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policies JP-P1, JP-G2 and JP-S4 address this objective. Within the Local Plan policies that address this objective include Policies CC2, CC3 and N3.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
14. To protect and improve air quality	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-S5 and Local Plan Policy LE3 address air quality.	None
15. To protect and improve local environmental quality	+	+	+	Permanent	Local	The refurbishment of mills as part of a redevelopment scheme could improve the local environmental quality of the area.	No mitigation needed. PfE Policy JP-P1 and policies LE1 to LE3 of the Local Plan address environmental quality.	None
16. To promote an integrated and improved transport system that provides sustainable transport choices and improves connectivity, including the walking and	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE 'Connected Places' chapter includes policies alongside Policies T1-5 and design policies in the Local Plan that address promoting sustainable transport choices.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
cycling network and the protection of the PROW Network								
17. To promote accessibility to key services and reduce the need to travel	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policies JP-C1 and JP-S5 and Local Plan policies C4, H1, H2 and T2 can help achieve this objective.	None
18. To promote regeneration and reduce levels of deprivation and disparity	+	+	+	Permanent	Local	Encouraging the re-use of our mills will ensure that the condition of vacant and underused mills does not deteriorate further and detract from Oldham's image and will have a positive impact on regeneration of communities.	No mitigation needed. The Local Plan promotes regeneration in several ways. Reducing deprivation and disparity is a key aim of the Local Plan.	None
19. To promote sustainable economic growth and job creation	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE policy JP-J1 and JP-J2 and other policies within the Economy and Employment section	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
							of the Local Plan address economic growth.	
20. To protect and enhance the vitality and viability of Oldham Town Centre and the centres of Chadderton, Failsworth, Hill Stores, Lees, Royton, Shaw and Uppermill	--	--	--	N/A	N/A	The policy will have a limited contribution to this objective, however there are a number of mills located within our centres.	No mitigation needed. PfE policies JP-P4, JP-H4, JP-P3 and JP-P2 and Local Plan Policies C1 to C4 as well as policies for Oldham Town centre and housing supports this objective.	None
21. To promote sustainable tourism and leisure	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective however the policy allows for non-employment generating uses within our mills providing that the relevant policy requirements are met. This means that tourism and leisure uses may be permitted.	No mitigation needed. PfE Policies JP-P3 and JP-P4 and Local Plan Policy C2 as well as other policies address tourism and leisure.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
22. To improve education attainment and skill levels	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. PfE Policy JP-P5 and Local Plan policies CO4 and CO5 address this objective.	None
23. To provide a sustainable housing land supply and an appropriate mix of sizes, types and tenures to meet local housing needs	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective, however the policy allows for non-employment generating uses within our mills providing that the relevant policy requirements are met. This means that housing may be permitted in the mills and this could go some way to meeting a sustainable housing land supply.	No mitigation needed. Policies within PfE and the Local Plan on housing address this objective.	None
24. To ensure the prudent use and sustainable management of minerals	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Minerals DPD addresses this.	None
25. To manage waste	--	--	--	N/A	N/A	The policy will have a limited contribution on this IA objective.	No mitigation needed. The Waste DPD addresses this.	None

IA Objective	Score	Score	Score	Effects are Temporary or Permanent	Scale	Justification	Mitigation / enhancement	Changes made as a result of the IA
sustainably in line with the waste hierarchy								
26. To promote mixed, balanced and inclusive sustainable communities	+	+	+	N/A	N/A	The policy allows for non-employment generating uses within our mills providing that the relevant policy requirements are met. This means that other uses may be permitted in the mills and this could go some way to promote mixed, balanced and inclusive sustainable communities.	No mitigation needed. Policies within PfE and the Local Plan such as those on housing mix and tenure, communities and design aim to address this objective.	None

The policy scored mostly neutrals and some positives and significantly positive scores.

No changes were made to the policy text between Draft Plan and Publication Plan stage, further information on viability assessments has been added to the Reasoned Justification though this has not impacted on the outcome of the IA. Although no changes were made to the policy on reflection IA26 has been amended from neutral to positive. It is felt that as the policy allows for non-employment generating uses within our mills in certain circumstances this could go some way to promote mixed, balanced and inclusive sustainable communities.

No mitigation or enhancements to the policy were required as a result of the IA.

The HRA has screened the policy out. No Likely Significant Effect on any European Site is anticipated from the operation of this Policy.