

## Equalities Impact assessment

**EQUALITY IMPACT ASSESSMENT FORM****Name and brief description of proposal / policy / service being assessed**

Broxtowe Borough, Gedling Borough, and Nottingham City Aligned Core Strategies Publication Version 2012, and Schedule of Proposed Changes 2013.

A strategic spatial planning strategy covering the City Council area, together with Broxtowe and Gedling Boroughs. Part of the Council's statutory duty to prepare and maintain an up to date planning policy framework for its area. The policies in the Strategy set out the Council's general approach to new development, and broad locations for development.

As the Equality Impact Assessment has been undertaken across the area, the information included here is a summary of a full Equalities Impact Assessment Report, which will be submitted alongside the Aligned Core Strategies, and is available at [www.nottinghamcity.gov.uk/corestrategysubmission](http://www.nottinghamcity.gov.uk/corestrategysubmission).

**Information used to analyse the effects on equality**

Census, more recent population and demographic information, Phase 1 of the Equalities Impact Assessment was subject to extensive consultation across the Greater Nottingham area with a range of relevant bodies, which informed Phase 2 of the Assessment. Proposed Changes to the Aligned Core Strategies – Publication Version have been screened to determine the need for Equalities Impact Assessment (Phase 3), one change (included below) was found to be relevant.

	<b>Could particularly benefit (X)</b>	<b>May adversely impact (X)</b>	How different groups could be affected: Summary of impacts	Details of actions to reduce negative or increase positive impact (or why action not possible)
People from different ethnic groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<b>Policies Assessed as Relevant to Equality</b>  <b>Policy 1 Climate Change</b>  • <b>Impact on Race</b> Low relevance.	
Men, women (including maternity/pregnancy)	<input type="checkbox"/>	<input type="checkbox"/>		

impact), transgender people			<ul style="list-style-type: none"> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Low relevance.</li> <li>• <b>Impact on Disability</b> Positive impact from provision of accessible services.</li> <li>• <b>Impact on Age</b> Positive impact from provision of accessible services.</li> <li>• <b>Impact on Religion</b> Low relevance.</li> <li>• <b>Impact on Sexual Orientation</b> Low relevance.</li> </ul> <p><b>Policy 4 Employment Provision and Economic Development</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on Race</b> Positive impact on access to employment and training opportunities across Area</li> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Positive impact on access to employment through provision of a range of sites and focus for offices development in City and town centres. Positive impacts in association with Policy 11 employment as opportunities in centres offers ability to link trips and access services and</li> </ul>	<p>Ensure the design of buildings for use by disabled people mitigates against any specific impacts of climate change. (Responsibility: Development)</p> <p>Ensure the design of buildings for use by the very young and the elderly mitigates against any specific impacts of climate change. (Responsibility: Development)</p>
Disabled people or carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
People from different faith groups	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people	<input type="checkbox"/>	<input type="checkbox"/>		
Older or younger people	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/civil partnership, looked after children, cohesion/good relations, vulnerable children/adults)	<input type="checkbox"/>	<input type="checkbox"/>		

		<p>facilities. Positive impact from identification in justification text that associated facilities (such as childcare) can also be provided alongside employment sites.</p> <ul style="list-style-type: none"> <li>• <b>Impact on Disability</b> Positive impact on access to employment through provision of a range of suitable sites Positive impact from provision of employment opportunities within centres which will ensure linked access to other services and facilities.</li> <li>• <b>Impact on Age</b> Low relevance</li> <li>• <b>Impact on Religion</b> Low relevance</li> <li>• <b>Impact on Sexual Orientation</b> Low relevance</li> </ul> <p><b>Policy 5 Nottingham City Centre</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on Race</b> Positive impact on personal safety and access to services</li> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Positive impact on personal safety and access to services and employment.</li> </ul>	<p>Ensure that detailed policies or plans for specific centres take account of equality issues. (Responsibility: Development)</p>
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		<p>Positive impact for those with children and young babies from the support for family orientated leisure development.</p> <ul style="list-style-type: none"> <li>• <b>Impact on Disability</b> Positive impact on personal safety and access to services and employment.</li> <li>• <b>Impact on Age</b> Positive impact on personal safety and access to services and employment. However the role of the City Centre as a hub should not be at expense of other centres across the conurbation.</li> </ul> <p>The support for a night time economy potentially causes divisions between younger and older generations. However, the policy will have regard to crime and disorder issues through the regulation of licensed premises.</p> <p>Positive design/layout of developments will help decrease crime and the fear of crime.</p> <p>Positive impact from support for family orientated leisure and facilities for young people.</p> <ul style="list-style-type: none"> <li>• <b>Impact on Religion</b> Positive impact on personal safety and access to services.</li> </ul>	<p>Ensure that detailed policies or plans take account of equality issues. (Responsibility: Development)</p>
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			<ul style="list-style-type: none"> <li>• <b>Impact on Sexual Orientation</b> Positive impact on personal safety and access to services and employment through continued reference to safety throughout the policy.</li> </ul> <p><b>Policy 6 The Role of Town and Local Centres</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on Race</b> Positive impact on personal safety and access to services.</li> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Positive impact on personal safety and access to services and employment. Positive impact from reference to access improvements taking account of equality issues</li> <li>• <b>Impact on Disability</b> Positive impact on personal safety and access to services and employment. Details will be included in centre specific local development documents and will take account of equality issues as identified in the supporting text.</li> <li>• <b>Impact on Age</b> Positive impact on personal safety and access to services and employment. Details will be included in centre specific work.</li> </ul>	<p>Ensure that detailed policies or plans for specific centres take account of equality issues. (Responsibility: Development)</p> <p>Ensure that detailed policies or plans for specific centres take account of age issues. (Responsibility: Development)</p>
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			<p>The support for a night time economy potentially causes divisions between younger and older generations. However, the policy will have regard to crime and disorder issues through the regulation of licensed premises.</p> <p>Positive design/layout of developments will help decrease crime and the fear of crime.</p> <p>Positive impact from access to local services, the range of uses and environmental improvements will be improved through this policy approach; all of which will take account of equality issues.</p> <ul style="list-style-type: none"><li>• <b>Impact on Religion</b> Positive impact on personal safety and access to services. Positive impact from reference to access improvements taking account of equality issues</li><li>• <b>Impact on Sexual Orientation</b> Positive impact on personal safety and access to services and employment. Positive impact from reference to access improvements taking account of equality issues.</li></ul> <p><b>Policy 8 Housing Size, Mix and Choice</b></p> <ul style="list-style-type: none"><li>• <b>Impact on Race</b></li></ul>	
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		<p>Positive impact from provision of affordable housing and delivery of mix of housing sizes although delivery issues due to economic climate.</p> <ul style="list-style-type: none"> <li> <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b>            Positive impact from provision of affordable housing although delivery issues due to economic climate.            Only providing a proportion of lifetime homes may not sufficiently promote equalities         </li> <li> <b>Impact on Disability</b>            Positive impact arising from amount of affordable housing as well as from a proportion of homes that should be capable of being adapted to suit the lifetime of occupants. Only providing a proportion of 'life time' homes may not sufficiently promote equalities.         </li> <li> <b>Impact on Age</b>            Positive impact from provision of affordable housing although delivery issues due to economic climate.            Only providing a proportion of lifetime homes may not sufficiently promote equalities         </li> </ul> <p>Positive impact from provision of a mix of dwelling types including starter homes and</p>	<p>Amend policy to provide all new dwellings to the lifetime homes standard.*</p> <p>Amend to policy to provide all new dwellings to the lifetime homes standard.*</p> <p>Amend policy to provide all new dwellings to the lifetime homes standard.*</p>
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		<p>homes to allow downsizing.</p> <ul style="list-style-type: none"> <li>• <b>Impact on Religion</b> The ability to deliver affordable housing alongside other requirements, taking into account broad assessments of viability, may impact on religious developments.</li> <li>• <b>Impact on Sexual Orientation</b> Low relevance</li> </ul> <p><b>Policy 9 Gypsies, Travellers and Travelling Showpeople</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on Race</b> Positive impact from delivery of suitable sites. The justification text highlights that the consultation into specific sites will require sensitive and appropriate consultation with the groups that will use the sites along with the community in the surrounding area.</li> <li>• <b>Impact on Disability</b> Low relevance</li> <li>• <b>Impact on Age</b> Low relevance</li> <li>• <b>Impact on Religion</b> Low relevance</li> <li>• <b>Impact on Sexual Orientation</b></li> </ul>	<p>Ensure religious considerations are part of design considerations. (Responsibility: Development)</p>
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		<p>Low relevance</p> <p><b>Policy 10 Design &amp; Enhancing Local Identity</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on Race</b> Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive</li> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive.</li> <li>• <b>Impact on Disability</b> Positive impact arising from the requirement that all new developments should be designed to create an inclusive environment.</li> <li>• <b>Impact on Age</b> Positive impact from high design standards including reducing opportunities for crime and ensuring new developments are inclusive.</li> <li>• <b>Impact on Religion</b> Greater emphasis on the influence of religion on character of place could result in a more positive impact.</li> <li>• <b>Impact on Sexual Orientation</b> Positive impact from high design standards</li> </ul>	<p>Consider criteria for impact of religious character on place, including building types, design and views. (Responsibility: Development)</p>
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including reducing opportunities for crime and ensuring new developments are inclusive.

**Policy 12 Local Services and Healthy Lifestyles**

- **Impact on Race**

Positive impact from provision of accessible services.

- **Impact on Gender, Gender Identity and Pregnancy and Maternity**

Positive impact from provision of accessible services.

- **Impact on Disability**

Positive impact from provision of accessible services.

- **Impact on Age**

Positive impact from provision of accessible services.

- **Impact on Religion**

Positive impact from provision of accessible services.

- **Impact on Sexual Orientation**

Positive impact from provision of accessible services.

		<p><b>Policy 13 Culture, Sport and Tourism</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on race</b> The policy has been amended to ensure flexibility in application of policy to allow needs of communities to be met within those communities.</li> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Low relevance</li> <li>• <b>Impact on Disability</b> Low relevance</li> <li>• <b>Impact on Age</b> Low relevance</li> <li>• <b>Impact on Religion</b> Positive impact from provision of cultural assets</li> <li>• <b>Impact on Sexual Orientation</b> Low relevance</li> </ul> <p><b>Policy 14 Managing Travel Demand</b></p> <ul style="list-style-type: none"> <li>• <b>Impact on Race</b> The need to fully address existing accessibility deficiencies as part of the prioritisation of new development process will result in positive</li> </ul>	<p>Policy sub-text should allow flexibility of location if the service to service an identified community or catchment area. (Responsibility: Development)</p>
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			<p>improvement</p> <ul style="list-style-type: none"> <li> <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b>            Positive impact from increase in frequency and routes likely to outweigh any negative impacts from increase in use.            Reference to “<i>people with mobility issues</i>” will include consideration of issues related to pregnancy/maternity and the use of push chairs etc.         </li> <li> <b>Impact on Disability</b>            The need to fully address existing accessibility deficiencies as part of the prioritisation of new development process will result in positive improvement         </li> <li> <b>Impact on Age</b>            The need to fully address existing accessibility deficiencies as part of the prioritisation of new development process will result in positive improvement         </li> <li> <b>Impact on Religion</b>            Positive impact, increased frequency and safety.         </li> <li> <b>Impact on Sexual Orientation</b>            Positive impact, increased frequency and safety.         </li> </ul>	<p>Ensure that the implementation of the approach has regard to the needs of people with mobility difficulties. (Responsibility: Development)</p> <p>Ensure that the implementation of the approach has regard to the needs of people with mobility difficulties. (Responsibility: Development)</p>
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			<p><b>Policy 16 Green Infrastructure, Parks and Open Space</b></p> <ul style="list-style-type: none"><li>• <b>Impact on Race</b> Positive impact from increased provision of GI. Positive impact from reference in policy to ensuring that GI is as <i>“inclusive as possible”</i> although monitoring this will be important.</li><li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Positive impact from increased provision of GI. Positive impact from reference in policy to ensuring that GI is as <i>“inclusive as possible”</i> although monitoring this will be important.</li><li>• <b>Impact on Disability</b> Positive impact from improved provision of green infrastructure. A requirement that new or enhanced Green Infrastructure corridors and assets should be as inclusive as possible will have a positive impact</li><li>• <b>Impact on Age</b> Positive impact from increased provision of GI. Positive impact from reference in policy to ensuring that GI is as <i>“inclusive as possible”</i> although monitoring this will be important.</li><li>• <b>Impact on Religion</b> Positive impact from reference in policy to ensuring that GI is as <i>“inclusive as possible”</i></li></ul>	
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			<p>although monitoring this will be important.</p> <ul style="list-style-type: none"><li>• <b>Impact on Sexual Orientation</b> A requirement that new or enhanced Green Infrastructure corridors and assets should be as inclusive as possible will have a positive impact</li></ul> <p><i>No Policies were found to be relevant to Marriage &amp; Civil Partnership as there is no spatial element to the distribution of these elements and the built and natural environment has very little impact specific to this group.</i></p> <p><b>The Proposed Changes have been screened to determine the need for Equalities Impact Assessment. All except for one are considered to have no impact on protected groups. The one Proposed Change found to be relevant is to Policy 8, which now includes reference to concentrations of Houses in Multiple Occupation when considering to the need to redress housing mix.</b></p> <ul style="list-style-type: none"><li>• <b>Impact on Race</b> Positive impact from rebalancing of areas with large numbers of HMOs to deliver sustainable</li></ul>	
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			<p>communities.</p> <ul style="list-style-type: none"> <li>• <b>Impact on Gender, Gender Identity and Pregnancy and Maternity</b> Low relevance</li> <li>• <b>Impact on Disability</b> Low relevance</li> <li>• <b>Impact on Age</b> Positive impact from rebalancing of areas with large numbers of HMOs to deliver sustainable communities.</li> <li>• <b>Impact on Religion</b> Low relevance</li> <li>• <b>Impact on Sexual Orientation</b> Low relevance</li> </ul>	<p>* Recommendation on Lifetimes Homes standard not accepted in full. Standard can have impact on viability of development, which has not been tested. Considered preferable to develop a City specific approach to Lifetime Homes within the forthcoming more detailed Land and Planning Policies Development Plan Document. (Responsibility: Development)</p>
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**Outcome(s) of equality impact assessment:**

No major change needed       Adjust the policy/proposal       Adverse impact but continue       Stop and remove the policy/proposal

**Arrangements for future monitoring of equality impact of this proposal / policy / service:**

A review will only be undertaken when the Core Strategy is reviewed. However, an equality Impact assessment will be undertaken on subsequent additional Development Plan Documents, such as the Land and Planning Policies Development Plan Document.

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