



NOTTINGHAM CITY COUNCIL
EXECUTIVE BOARD

Date: Tuesday 17 November 2015

Time: 2.00 pm

Place: Ground Floor Committee Room - Loxley House, Station Street, Nottingham,
NG2 3NG

Councillors are requested to attend the above meeting to transact the following business

Corporate Director for Resilience

Governance Officer: Laura Wilson **Direct Dial:** 0115 8764301

AGENDA

Pages

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| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES
Last meeting held on 20 October 2015 (for confirmation) | 3 - 8 |
| 4 | LOCAL PLAN PART 2: LAND AND PLANNING POLICIES DOCUMENT - PUBLICATION VERSION - KEY DECISION
Portfolio Holder for Planning and Housing | 9 - 116 |
| 5 | APPROVALS IN RELATION TO THE EXPANSION OF BLUECOAT ACADEMY - KEY DECISION
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| 6 | REPAIRS AND MAINTENANCE OF COUNCIL ASSETS - KEY DECISION
Report of Portfolio Holder for Planning and Housing | 145 - 150 |
| 7 | EXCLUSION OF THE PUBLIC
To consider excluding the public from the meeting during consideration of the remaining item(s) in accordance with Section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption | |

outweighs in the public interest in disclosing the information

**8 REPAIRS AND MAINTENANCE OF COUNCIL ASSETS - KEY
DECISION - EXEMPT APPENDIX**

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ALL ITEMS LISTED 'UNDER EXCLUSION OF THE PUBLIC' WILL BE HEARD IN PRIVATE FOR THE REASONS LISTED IN THE AGENDA PAPERS. THEY HAVE BEEN INCLUDED ON THE AGENDA AS NO REPRESENTATIONS AGAINST HEARING THE ITEMS IN PRIVATE WERE RECEIVED

IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE GOVERNANCE OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING

CITIZENS ATTENDING MEETINGS ARE ASKED TO ARRIVE AT LEAST 15 MINUTES BEFORE THE START OF THE MEETING TO BE ISSUED WITH VISITOR BADGES

CITIZENS ARE ADVISED THAT THIS MEETING MAY BE RECORDED BY MEMBERS OF THE PUBLIC. ANY RECORDING OR REPORTING ON THIS MEETING SHOULD TAKE PLACE IN ACCORDANCE WITH THE COUNCIL'S POLICY ON RECORDING AND REPORTING ON PUBLIC MEETINGS, WHICH IS AVAILABLE AT WWW.NOTTINGHAMCITY.GOV.UK. INDIVIDUALS INTENDING TO RECORD THE MEETING ARE ASKED TO NOTIFY THE GOVERNANCE OFFICER SHOWN ABOVE IN ADVANCE.

NOTTINGHAM CITY COUNCIL

EXECUTIVE BOARD

MINUTES of the meeting held at Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG on 20 October 2015 from 14.00 pm - 14.17 pm

Membership

Present

Councillor Graham Chapman (Vice Chair)
Councillor Jon Collins (Chair)
Councillor Nicola Heaton
Councillor David Mellen
Councillor Dave Trimble
Councillor Jane Urquhart
Councillor Sam Webster (from minute 36)

Absent

Councillor Alan Clark
Councillor Nick McDonald
Councillor Alex Norris

Colleagues, partners and others in attendance:

David Bishop	- Deputy Chief Executive/Corporate Director for Development and Growth
Gill Callingham	- Regeneration Specialist
Chris Common	- Senior Corporate Performance Specialist
Ian Curryer	- Chief Executive
Andrew Errington	- Director of Community Protection
Richard Henderson	- Head of Change and Improvement
Alison Michalska	- Corporate Director for Children and Adults
Glen O'Connell	- Corporate Director for Resilience
Nathan Oswin	- Political Assistant to the Labour Group
Keri Usherwood	- Marketing and Communications Manager
Laura Wilson - Constitutional Services	- Constitutional Services Officer

Call-in

Unless stated otherwise, all decisions are subject to call-in and cannot be implemented until Thursday 29 October 2015.

35 APOLOGIES FOR ABSENCE

Councillor Alan Clark – other Council business
Councillor Nick McDonald – other Council business
Councillor Alex Norris – other Council business

36 DECLARATIONS OF INTERESTS

Councillors Jon Collins and Sam Webster declared an interest in agenda item 8 (minute 42), Blueprint Joint Venture – Key Decision, as Council appointed Directors of Blueprint, and left the room prior to discussion of the item.

37 MINUTES

The Board confirmed the minutes of the meeting held on 22 September 2015 as a correct record and they were signed by the Chair.

38 COUNCIL PLAN 2015-19

The Board considered the Leader's report setting out the key priorities to be delivered by the Council over the four years of the current administration that had been elected in May 2015.

RESOLVED to

- (1) recommend that Full Council approves the Council Plan at its meeting on 9 November 2015;**
- (2) approve the review/reporting timelines, as follows, including the publication of information externally, including the production of an annual performance report:**
 - (a) reporting progress to citizens and stakeholders, at least bi-annually, via the Council's website and through the Nottingham Arrow;**
 - (b) reviewing the delivery plan on an annual basis to ensure it remains relevant, manageable, and takes into consideration any changes that may have taken place in the intervening year;**
 - (c) reporting progress to Portfolio Holders on a quarterly basis, with initial reporting beginning in November 2015 for the second quarter of 2015/16, with full performance reporting commencing on January 2016, the third quarter of 2015/16.**

Reasons for decisions

The Council Plan will guide and steer the Council's services and approach to support the delivery of key priorities for the City over the next four years.

Other options considered

No other options were considered, but a review of the performance management of the Council Plan 2012-15 informed the decisions and improvements that have been part of the development of the Council Plan 2015-19.

39 INTERMEDIATE BODY STATUS FOR EUROPEAN STRUCTURAL AND INVESTMENT FUNDS SUSTAINABLE URBAN DEVELOPMENT PROGRAMME - KEY DECISION

The Board considered the Leader/Portfolio Holder for Strategic Regeneration and Development, Deputy Leader/Portfolio Holder for Resources and Neighbourhood Regeneration, and Portfolio Holder for Jobs, Growth and Transport's report seeking approval for Nottingham City Council to become the Urban Authority to deliver the Nottingham Sustainable Urban Development (SUD) Strategy, operating under

Intermediate Body (IB) Status, as defined by the European Union Regulations, for 2015-2020.

RESOLVED to

- (1) agree that the City Council becomes the Urban Authority for SUB using IB status for European Structural and Investment Funds (ESIF) purposes, including having responsibility for the SUD allocation of €12.2 million (currently £8.43 million), and for the governance of the SUD Strategy;**
- (2) approve that the Director of Economic Development continues negotiation and development work with the Department for Communities and Local Government in relation to IB status and delegation agreements;**
- (3) agree that the City Council will engage with the EU-wide best practice Urban Development Network and the Urban Innovative Actions programme.**

Reasons for decisions

SUD funding has been given to Core Cities within England, and a recognised Urban Authority needs to act as the IB for each SUD Strategy.

One of the benefits of SUD is access to £10.44 million of ring-fenced funding from D2N2 ESIF Strategy funding for delivery of the programme in the Nottingham Urban Area. This will be matched at a rate of 50% with public or private sector funding, for an overall programme value of £20.88 million.

The Urban Innovative Actions programme gives cities access to a new €370 million fund for innovative solutions to urban issues, which offers substantial opportunities for the City Council and Nottingham organisations.

Other options considered

The use of a Combined Authority as the IB was rejected as the Combined Authority has not yet been formed in Nottingham but, when it is, it will not have the same boundaries with the SUD which could cause governance issues.

Not taking on SUD status was rejected as it would mean the opportunity to ring-fence £10.44 million of European Regional Development Fund money for Nottingham projects would be lost.

Not engaging with the Urban Development Network and Urban Innovative Actions was rejected as it would mean an opportunity for the City Council to engage in best practice networks and access a new funding stream would be missed.

40 NEW BUILD TENDER AWARDS FOR SITES IN THE BUILDING A BETTER NOTTINGHAM COUNCIL HOUSE PROGRAMME - KEY DECISION

The Board considered the Portfolio Holder for Planning and Housing's report seeking approval for four new build housing schemes at Hazel Hill, Oakford Close, Conway Close and Hazel Hill Crescent, to support the Council's pledge to continue to build high quality council houses across the City.

RESOLVED to

- (1) approve the additions of four new build schemes and associated costs to the Public Sector Housing Revenue Account (HRA) Capital Programme:**
 - (a) Hazel Hill - £2.890 million;**
 - (b) Oakford Close - £2.500 million;**
 - (c) Conway Close - £1.315 million;**
 - (d) Hazel Hill Crescent - £0.395 million;**
 - (e) Nottingham City Homes fees - £0.071 million; and**
 - (f) the acquisition of Hazel Hill land - £0.300 million;**
- (2) delegate authority to the Deputy Chief Executive/Corporate Director for Development and Growth, in consultation with the Portfolio Holder for Planning and Housing, to award the new build tenders for the four sites (Hazel Hill, Hazel Hill Crescent, Oakford Close and Conway Close), and sign the contracts, subject to tenders being returned within the total funding envelope of £7.171 million;**
- (3) approve the use of £0.051 million of Homes and Community Agency Affordable Homes Programme 2015-18 grant to part fund the Hazel Hill Crescent scheme;**
- (4) approve the use of £0.867 million of retained Right to Buy 1-4-1 receipts to support the development of Hazel Hill, Oakford Close and Conway Close;**
- (5) approve the transfer of £0.300 million from the HRA Capital Programme to the Property Trading Account as payment for the Hazel Hill site and the demolition of the existing property.**

Reasons for decisions

To enable the Council to realise its ambition to provide high quality housing and actively regenerate neighbourhoods.

The awarding of the contracts will allow new homes to be delivered within the existing housing programme.

Other options considered

Not redeveloping the sites was rejected because of the Council's ambition to provide high quality housing and regenerate neighbourhoods.

Selling the sites for market housing development was rejected as the provision of council homes in these locations will ensure the Council can regenerate communities, and one of the sites has been returned by a developer after only 50% of the site was developed.

Disposing of all the sites to a Registered Provider partner, for a reduced receipt in order for them to provide new affordable housing, was rejected because the sites are not marketable, and Hazel Hill has been given up by a Registered Provider.

41 EXCLUSION OF THE PUBLIC

RESOLVED to exclude the public from the meeting during consideration of the remaining item in accordance with section 100A(4) of the Local Government Act 1972 on the basis that, having regard to all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

Councillors Jon Collins and Same Webster left the meeting.

42 CHAIR

Councillor David Mellen took the Chair for the remainder of the meeting.

43 BLUEPRINT JOINT VENTURE - KEY DECISION

The Board considered the Deputy Leader/Portfolio Holder for Resources and Neighbourhood Regeneration's exempt report.

RESOLVED to approve the recommendations in the report, subject to the inclusion of consultation with the Deputy Leader/Portfolio Holder for Resources and Neighbourhood Regeneration in recommendations 2 and 3.

Reasons for decisions

As detailed in the report.

Other options considered

As detailed in the report.

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Subject:	Local Plan Part 2: Land and Planning Policies Document – Publication Version		
Corporate Director(s)/ Director(s):	David Bishop, Deputy Chief Executive/Corporate Director for Development and Growth		
Portfolio Holder(s):	Councillor Jane Urquhart, Portfolio Holder for Planning and Housing		
Report author and contact details:	Matt Gregory, Planning Policy Manager 0115 8763981 matt.gregory@nottinghamcity.gov.uk		
Key Decision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Subject to call-in	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Reasons: <input type="checkbox"/> Expenditure <input type="checkbox"/> Income <input type="checkbox"/> Savings of £1,000,000 or more taking account of the overall impact of the decision			<input type="checkbox"/> Revenue <input type="checkbox"/> Capital
Significant impact on communities living or working in two or more wards in the City			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total value of the decision: Nil			
Wards affected: All wards		Date of consultation with Portfolio Holder(s): 12 October 2015	
Relevant Council Plan Strategic Priority:			
Cutting unemployment by a quarter			<input type="checkbox"/>
Cut crime and anti-social behaviour			<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City			<input type="checkbox"/>
Your neighbourhood as clean as the City Centre			<input type="checkbox"/>
Help keep your energy bills down			<input type="checkbox"/>
Good access to public transport			<input checked="" type="checkbox"/>
Nottingham has a good mix of housing			<input checked="" type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs			<input checked="" type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events			<input type="checkbox"/>
Support early intervention activities			<input type="checkbox"/>
Deliver effective, value for money services to our citizens			<input type="checkbox"/>
Summary of issues (including benefits to citizens/service users):			
<p>Once adopted, the Land and Planning Policies Document (LAPP) will form the second part of the City Council's Local Plan for Nottingham City, alongside the Nottingham City Aligned Core Strategy (Local Plan Part 1), which was adopted in September 2014.</p> <p>The LAPP contains detailed Development Management Policies and Site Allocations, to guide future development in the City up to 2028.</p> <p>The Local Plan will form the statutory Development Plan that all planning authorities must prepare by law. 'Publication' is the first formal stage in the preparation of a planning document and follows several stages of informal consultation.</p>			
Exempt information: None			
Recommendation(s):			
1 To approve the Local Plan Part 2: Land and Planning Policies Document (Publication Version), and accompanying Policies Map (located in the Group Rooms), for a period of public consultation.			
2 To delegate authority to the Portfolio Holder for Planning and Housing to approve any minor changes that might be needed prior to consultation.			

1 REASONS FOR RECOMMENDATIONS

- 1.1 Production of a Local Plan is a statutory requirement. If no planning framework is in place, the government's default presumption in favour of sustainable

development (as set out in the National Planning Policy Framework) will apply to all relevant planning applications.

2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

2.1 Planning legislation requires the City Council to produce a Local Plan. In Nottingham, the Local Plan will comprise the Local Plan Part 1: The Nottingham City Aligned Core Strategy (adopted September 2014) and, on adoption, the Local Plan Part 2: Land and Planning Policies (LAPP).

2.2 Whilst the Nottingham City Aligned Core Strategy contains the overarching strategic planning policies for the City, and the aligned authorities of Gedling and Broxtowe, the LAPP contains detailed Development Management policies and Site Allocations for the City. Prior to its adoption, the LAPP is required to go through a number of formal and informal consultation stages. Publication represents the first formal stage of preparation, and follows extensive informal consultation on the 'Call for Sites', 'Issues and Options', 'Additional Sites' and 'Preferred Option' consultations. All of the consultation responses received as a result of these consultations have been used to inform and shape the LAPP as it has evolved.

Content of the LAPP

2.3 The Publication version of the LAPP contains 59 Development Management policies and 85 Site Allocations and a set of Development Principles for each site.

2.4 The 59 Development Management Policies are arranged into the following sections in the document:

- Climate change
- Employment Provision and Economic Development
- Role of the City, Town, District and Local Centres
- Regeneration
- Housing Size, Mix and choice
- Design and Enhancing Local Identity
- The Historic Environment
- Local Services and Healthy Lifestyles
- Managing Travel Demand
- Our Environment
- Minerals
- Infrastructure

2.5 All of the Site Allocations and City-wide land-use designations and constraints have been mapped on the accompanying Policies Map. Due to its size, a printed version of the Policies Map is available in the Group Rooms.

2.6 Appendix 1 of this report provides a summary of the main changes that have been made to the LAPP between the Preferred Option and Publication versions.

2.7 The following supporting documents have also been prepared alongside the Publication Version of the LAPP and will be available during the consultation period. The Sustainability Appraisal is a legal requirement of Plan Preparation. These documents, plus a high resolution version of the LAPP, can be viewed at:

www.nottinghamcity.gov.uk/localplan

- **Sustainability Appraisal Report:** This has been prepared to fulfil the requirements of the Planning and Compulsory Purchase Act (2004), and the

requirements of the EU Strategic Environmental Assessment Directive. The report assesses the economic, social and environmental impacts of all of the policies and site allocations contained in the LAPP, and evaluates reasonable alternatives to these.

- **Site Assessment Document:** This contains detailed assessments of each site put forward during the LAPP preparation process in terms of planning history, land use, constraints, transport and accessibility, etc.
- **Report of Consultation:** This document details the consultation comments received at the previous Preferred Option stage and how these have been addressed in the Publication Version of the LAPP.
- **Background Papers:** There are 7 Background Papers in total (Climate Change, Transport, Sustainable, Inclusive and Mixed Communities, Employment Provision and Economic Development, Green Belt, Retail and Minerals) which contain background evidence and the national policy context for specific policies in the LAPP.
- **Infrastructure Delivery Plan:** This document sets out the infrastructure requirements for the City over the plan period.

What Happens Next?

- 2.8 Subject to approval by the Executive Board, the LAPP will be published for a formal statutory public representation period early in 2016.
- 2.9 Any representations received will be considered and technical drafting changes may be proposed if any factual or minor inaccuracies emerge. These will not be consulted upon. However, if the City Council wishes to make any further substantial changes to the draft LAPP in response to the representations or other key factors, then it is likely that these will need to be subject to further consultation.
- 2.10 For example, it may be necessary to amend the plan to comply with any relevant Government announcements or policy which emerges prior to Public Examination. For instance, the Housing Bill, published on 14 October, proposes further changes to the planning system including Affordable Housing policy, but further details of the Bill are awaited.

The Examination

- 2.11 Assuming that there is no need for further substantial changes to the LAPP, the draft LAPP will be considered by City Council, along with all the supporting documents and representations received, prior to being submitted to the Government to allow an independent Examination by an Inspector. The Inspector will examine the 'soundness' of the whole plan, irrespective of whether or not any representations are received. The Examination is likely to include a public hearing session, when parties making representations may, at the Inspector's discretion, present their views in person.

Adoption

- 2.12 At the end of the independent Examination, the Inspector will issue a report that will declare the LAPP sound or unsound. If sound, the City Council can adopt the LAPP. If the LAPP is found to be unsound, then it cannot be adopted.

3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 There were no other options considered as the preparation of a Local Plan is a statutory obligation and the City Council must fulfil its obligations in this regard or risk future planning applications being determined in accordance with the National

Planning Policy Framework and its default presumption in favour of sustainable development.

4 FINANCE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)

- 4.1 The preparation and consultation of the Land and Planning Policies Document is part of the statutory planning process. The costs of this activity will be met from existing resources earmarked for this purpose.

5 LEGAL AND PROCUREMENT COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND INCLUDING LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)

- 5.1 As indicated in the main body of the report, the Council is under a statutory duty to produce a Local Plan of which the LAPP is part. Requirements relating to the production and adoption of Local Plan documents are prescribed by Regulations. Under the Local Authorities (Functions and Responsibilities) (England) Regulations 2000 (as amended) the approval of Development Plans are not the sole responsibility of the Executive but approval of the publication document is within the Executive Board's remit. The LAPP has been the subject of legal advice during its preparation to seek to ensure its compliance with law and Planning Policy.

6 SOCIAL VALUE CONSIDERATIONS

- 6.1 Not applicable.

7 REGARD TO THE NHS CONSTITUTION

- 7.1 Not applicable.

8 EQUALITY IMPACT ASSESSMENT (EIA)

Has the equality impact been assessed?

- (a) not needed (report does not contain proposals for new or changing policies, services or functions, financial decisions or decisions about implementation of policies development outside the Council)
- (b) No
- (c) Yes – Equality Impact Assessment attached

Due regard should be given to the equality implications identified in any attached EIA.

9 LIST OF BACKGROUND PAPERS RELIED UPON IN WRITING THIS REPORT (NOT INCLUDING PUBLISHED DOCUMENTS OR CONFIDENTIAL OR EXEMPT INFORMATION)

- 9.1 The Land and Planning Policies Sustainability Appraisal Report, November 2015
- 9.2 The Land and Planning Policies Preferred Option Report of Consultation, November 2015
- 9.3 The Land and Planning Policies Site Assessment Document, November 2015

- 9.4 Climate Change Background Paper, November 2015
- 9.5 Retail Background Paper, November 2015
- 9.6 Transport Background Paper, November 2015
- 9.7 Sustainable, Inclusive and Mixed Communities Background Paper, November 2015
- 9.8 Employment Provision and Economic Development Background Paper, November 2015
- 9.9 Minerals Background Paper, November 2015
- 9.10 Green Belt Background Paper, November 2015
- 9.11 Infrastructure Delivery Plan, November 2015

<http://gossweb.nottinghamcity.gov.uk/ncceextranet/index.aspx?articleid=19734>

10 PUBLISHED DOCUMENTS REFERRED TO IN THIS REPORT

- 10.1 Department for Communities and Local Government, National Planning Policy Framework, March 2012
- 10.2 Nottingham City Council, Local Plan Part 1: The Nottingham City Aligned Core Strategy, September 2014
- 10.3 Nottingham City Council, The Land and Planning Policies Development Plan Document Preferred Option, September 2013
- 10.4 Nottingham City Council, The Land and Planning Policies Development Plan Document Issues and Options September 2011
- 10.5 Nottingham City Council, The Land and Planning Policies Development Plan Document Additional Sites put forward through the Issues and Options Consultation March 2012

11 OTHER COLLEAGUES WHO HAVE PROVIDED INPUT

- 11.1 Dawn Alvey, Local Plans Manager, 0115 8763982, dawn.alvey@nottinghamcity.gov.uk
- 11.2 Ann Barrett, Solicitor, 0115 8764411, ann.barrett@nottinghamcity.gov.uk
- 11.3 Jim Driver, Finance Service Partner, 0115 8764226, jim.driver@nottinghamcity.gov.uk

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Appendix 1: Main changes to the LAPP Publication Version

The table below lists the main changes made to the LAPP Publication Version since the Preferred Option Version.

Climate Change Policies
Policy on Zero Carbon Homes deleted due to the introduction of the government's new National Housing Standards. Water policy amended so that the water consumption standard for new dwellings aligned with the new National Housing Standards optional higher standard and changes related to Sustainable Drainage systems and maintenance and management agreements. The policy has also been amended to set out requirements for reductions in surface water run-off. Policy relating to sustainable design has been strengthened.
Retail Policies
Retail policies have been amalgamated and restructured to improve consistency and avoid duplication. Greater clarity has been provided in relation to priorities for the Broadmarsh and the Victoria Centre and delivery of balanced improvements. The outcomes of the Retail Study 2015 have been incorporated. There has also been a policy amendment to address Pay Day Loan shops.
Employment Policies
The policy text has been amended to support proposals for employment uses (in addition to employment sites) and to protect business parks and industrial estates from non employment uses (rather than just B1, B2, B8 uses). The outcomes of the Employment Land Study 2015 have been incorporated.
Regeneration Policies
Policies updated to reflect the aims and objectives of the City Centre Time and Place Plan and the new focus on City Centre Quarters. Site specific policies have been added for the strategic regeneration sites at Boots, Stanton Tip and the Waterside. A policy covering regeneration in general has also been added.
Housing Policies
Changes to student policies, reference to planning for gypsies and travellers and self-build added. Specialist housing policy updated to require 10% adaptable and accessible dwellings on sites of 10 homes or more. Purpose Built Student Accommodation (PBSA) policy amended to clarify where PBSA is appropriate within the City Centre/City Centre Quarters and criteria added to ensure developers provide a need argument for new PBSA and requirement for student schemes to be adaptable.
Design Policies
The requirement for homes to meet the proposed new National Housing Standard for space has been added. The Design Principles policy for the City Centre has been moved to this chapter (rather than remaining in the Retail Chapter).

Historic Environment Policies
The previous historic environment policies have been merged into one policy entitled: 'Heritage Assets' at the suggestion of Heritage England to avoid repetition between the policies. Duplication with the NPPF has also been removed. The Caves policy has been amended to remove categorisation of caves at the suggestion of Heritage England. The newly worded policy relates to a Caves Area which has been drawn up according to where caves are concentrated in the City Centre. A Caves Assessment is required to assess the impact of development proposals upon caves. Development proposals must recognise, protect and enhance caves accordingly.
Local Services and Healthy Lifestyles Policies
The requirement for restriction on hot food takeaways has been amended to relate only to schools (not playgrounds) due to difficulties of implementation and enforcement. The justification text for restriction of hot food takeaways has been updated with the most recent evidence.
Community Facilities
These policies have been amended to strengthen tests for loss of facilities including assets of community value and a new policy has been added to resist loss of pubs outside the city centre or where they are designated as assets of community value.
Transport Policies
Policies have been updated to reflect detail of proposed transport schemes and these have been cross-referenced to the Policies Map. A policy to safeguard existing and proposed cycle routes has been added and additional supporting text making comment on the role of freight movements has been included.
Our Environment Policies
Policies on the Development of Open Space and Allotments have been amended to strengthen the protection afforded to these elements. The Biodiversity policy has been brought in line with the NPPF and reference to the enhancement of biodiversity has been reinforced. The Land Contamination, Instability and Pollution Control policy has had a minor re-organisation and additional references have been added to include ecology/biodiversity. A Minerals Safeguarding Area has been included in line with NPPF requirements and greater clarity regarding potential impacts of mineral development and the Local Aggregates Assessment have been added. In line with the NPPF, there are also separate minerals policies for phased hydrocarbon proposals and site restoration, after-use and after-care. The Telecommunications policy is now included within the 'Our Environment' Section (moved from Employment chapter).
Site Allocations
'Prospect Place', 'The Portal' and 'Radford Bridge Allotments' (in line with recent Appeal decision) have been added as new Site Allocations. 'The Spinney', 'Brook Street East' 'Brook Street West', 'Colwick Service Station' and 'Rear of 107-127 Ruddington Lane' have been carried forward as Site Allocations following the Preferred Options consultation. Development

principles for all Site Allocations have been updated. Site Allocations have been removed or amended (e.g. northern part of Southglade Food Park) where development is progressing successfully on site (where development has commenced on larger sites these may still be included in the Plan due to longer delivery periods/phased delivery).

Policies Map

A comprehensive review of all land-use designations has been undertaken and a Policies Map created. New designations include mapping of the City Centre caves and a Caves Area, the District Heating Network, a Minerals Safeguarding Area. City Centre Time and Place Plan designations have been added.

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NOTTINGHAM CITY COUNCIL
LOCAL PLAN PART 2
LAND AND PLANNING POLICIES DOCUMENT

EQUALITY IMPACT ASSESSMENT (EqIA)

PUBLICATION VERSION
November 2015

Nottingham City Council
Local Plan Part 2
Land and Planning Policies Document
Equality Impact Assessment (EqIA)
November 2015

**Quick Guide to the Equality Impact Assessment (EqIA) of the
Publication Version of the Land and Planning Policies (LAPP) document
(Local Plan Part 2)**

Purpose of this document:

The Land and Planning Policies (LAPP) document (Local Plan Part 2) document forms part of the Local Plan for Nottingham City along with the Core Strategy which guides future development in Nottingham City. The Local Plan Part 2 contains development management planning policies and site allocations against which planning applications for future development proposals in Nottingham City will be determined. Following a consultation period on the Local Plan Part 2 it will be submitted for independent examination, where its suitability for adoption will be considered. The EqIA assesses the impact of the policies and sites within the Local Plan Part 2 with the aiming of removing or minimising disadvantages, meeting the needs of people with protected characteristics and encouraging people with protected characteristics to participate in public life.

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Section 1: Introduction

Background to the Equality Impact Assessment

- 1.1 Legislation relating to equality and diversity has been in existence for many years. Recently much of the existing equality legislation was brought together and strengthened under the Equality Act 2010. This places a number of responsibilities and requirements on the City Council.
- 1.2 The City Council has a General Equality Duty to:
 - Eliminate unlawful discrimination, harassment and victimisation.
 - Advance equality of opportunity and to foster good relations between people who have protected characteristics (as defined by the EA) and those who do not.
- 1.3 The Council has set out nine Equality Objectives along with several measures and targets to support the delivery of these (see Appendix 1).
- 1.4 The purpose of the General Equality Duty is to integrate consideration of equality and good relations into the Council's day-to-day business. It entails giving appropriate weight and priority to the need to:
 - Remove or minimise disadvantages;
 - Take steps to meet the needs of people with protected characteristics; and;
 - Encourage people with protected characteristics to participate in public life.
- 1.5 In order to have due regard to the aims of the general equality duty when setting policies, an Equality Impact Assessment (EqIA) of the Local Plan Part 2: Land and Planning Policies Document (LAPP) has been undertaken. The EqIA needs to read alongside the LAPP.
- 1.6 The purpose of the EqIA is to highlight the likely impact of the strategy and policies on the target groups and give due consideration to taking action to improve the policies where this appropriate and achievable.
- 1.7 For the purpose of this assessment, the following equality groups have been considered:
 - Age Equality;
 - Race;
 - Gender;
 - Disability Equality;
 - Sexual Orientation Equality; and
 - Religion or Belief Equality;

- 1.8 The Council's Equality Objectives highlight the importance of equality and sets out how the Council will meet its general and specific duties, how it will assess compliance with the general and specific Duties under the Equality Act, and how it will assess the impact of policies on the promotion of Race Equality.
- 1.9 An Equality Impact Assessment is defined by the Equality & Human Rights Commission as "...a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do for everybody".
- 1.10 Undertaking Equality Impact Assessments allows local authorities to identify any potential discrimination caused by their policies or the way they work and take steps to make sure that it is removed. Equality Impact Assessments also allow for the identification of opportunities to promote equality.
- 1.11 The LAPP includes policies on a wide range of topics and site allocations across the City. To make sure that the LAPP meets the needs of all members of the community it is important to use the Equality Impact Assessment to identify potential discrimination and opportunities to promote equality.
- 1.12 There is a requirement to understand the impacts new plans can have on equalities. The public sector equality duty, which came into place in 2011, requires public bodies to have due regard to the need to eliminate discrimination, advance equality opportunity, and foster good relations in the course of developing policies and delivering services.
- 1.13 As stated in the LAPP Preferred Option document, an EqIA is to be undertaken when the document is 'published'. This EqIA has been prepared to accompany the Publication Draft of the LAPP and has been prepared in liaison with the Council's Equality & Diversity Officer and representatives from the following teams - Building Control (particularly relating to matters of access), Housing Strategy, Regeneration and Planning Policy.

What is an Equality Impact Assessment?

- 1.14 The Equality Act came into force in April 2011. This replaces the three previous separate public sector duties relating to Equalities with a single duty covering all protected strands. This general duty will require that public bodies have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it;
 - 'Due regard' means that a public body must give weight to the duties

outlined above in proportion to its relevance when discharging their functions. As shown in recent case law this must be done in a conscious way with focus on the specific requirements of the legislation. Therefore this Equality Impact Assessment and the changes that result from it will be an important part of the decision to adopt the Core Strategy as part of the development plan for the Borough Council.

What is the Local Plan Part 2: Land and Planning Policies Document (LAPP)?

- 1.15 The LAPP (Local Plan Part 2) forms part of the City's Local Development Framework (LDF) which, alongside the Nottingham Aligned Core Strategy (adopted in 2014) will replace the saved policies of the Local Plan (2005). These two documents will be the key planning documents for the City Council.
- 1.16 The document is City-wide in coverage and includes development management policies as well as non-strategic site allocations. Views expressed at the Preferred Option stage, as well as site appraisals and the Sustainability Appraisal process have informed these.

Methodology

- 1.17 The Equality Act (October 2010) identifies equality in terms of people's "protected characteristics". Equality is now looked at in terms of certain headings and the impact of the policies in the LAPP are be assessed against these.

Section 2: The Approach to the Equality Impact Assessment

2.1 Stage 1 - Evidence gathering

Understand the community – what are the issues? Are there any spatial concentrations?

The most significant difference between the City's population structure and nationally is in the 20-24 age range (15.5% and 6.6% respectively). This is primarily due to the number of students attending the two universities (Source: ONS, 2014 Mid Year Estimates).

The City is relatively ethnically diverse with 34.6% (25.2% in 2001) of the population coming from Black and Minority ethnic groups (i.e. all categories except White British) - this compares with 14.6% regionally and 20.2% nationally (Source: ONS, 2011 Census).

2.2 Stage 2 - Scoping of relevance

Scope – Each policy and site has been assessed to see if it could have an impact (positive or negative) on a protected characteristic or area where they are concentrated. Policies may also have a neutral impact on the protected characteristics.

2.3 Stage 3 – Identifying policies or sites with negative impacts. For these policies consideration has been given as to whether mitigation is necessary

2.4 Stage 4 – Action Plan

Does the impact mean action needs to be taken? Mitigation has been identified where necessary

2.5 Stage 5 – Monitoring

Monitoring of Policies and sites including Policies identified as having potentially negative consequences will take place through the monitoring of the Local Plan Part 2 and the Authority Monitoring Report

Information Gathering

- 2.6 The following sources of information have been used and are referred to where appropriate:
- Census data;
 - National and Local Statistics;
 - Indices of Multiple Deprivation 2010;
 - National Survey of Sexual Attitudes and Lifestyle (NSSAL) 2012
- 2.7 Using the information gathered from the sources listed above, the following gives a profile of what is known about each of the equality categories in the City.

Population

Age Profile

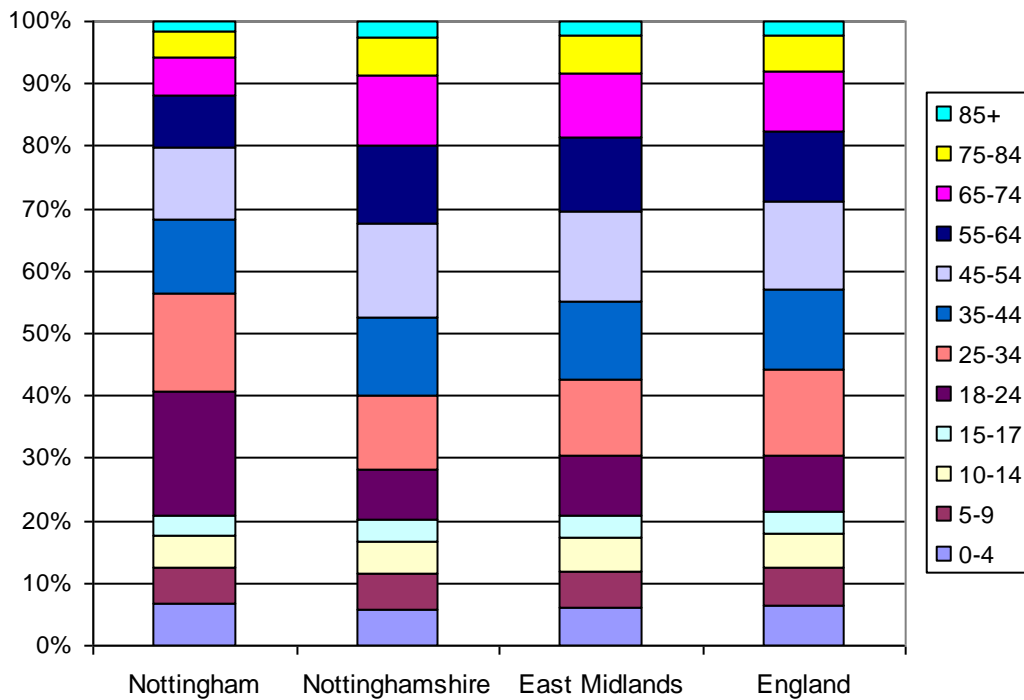
- 2.8 The 2014 Mid Year Estimates show that Nottingham has a population of 314,300, an increase of 34,600 (12%) since 2004, higher than the national increase of 8%.
- 2.9 The age profile of Nottingham City is younger than regionally and nationally with a significantly higher proportion of 18-24 year olds, primarily due to the large numbers of students at the City's two universities. This is especially clear in the Dunkirk & Lenton ward of Nottingham City, where over 70% of the population is between 16 and 29.
- 2.10 70% of the population of Nottingham are of working age (16-64) compared to 63% nationally, and just 12% of the population are over retirement age, compared to 18% in England.
- 2.11 The age profile of the City based is set out in table 1 and figure 1 below.

Table 1: Age profile of Nottingham City (2014)

	Males	Females	Persons	%
0-4	10,700	10,210	20,910	6.7%
5-9	9,490	9,030	18,520	5.9%
10-14	7,980	7,560	15,550	4.9%
15-19	12,190	12,340	24,520	7.8%
20-24	24,840	23,720	48,560	15.5%
25-29	13,560	12,300	25,860	8.2%
30-34	12,180	10,980	23,150	7.4%
35-39	10,000	8,850	18,860	6.0%
40-44	9,670	8,980	18,650	5.9%
45-49	9,340	9,340	18,690	5.9%
50-54	8,710	8,580	17,290	5.5%
55-59	7,170	7,080	14,250	4.5%
60-64	6,380	6,090	12,470	4.0%
65-69	5,570	5,350	10,910	3.5%
70-74	3,740	4,320	8,060	2.6%
75-79	3,110	3,960	7,070	2.2%
80-84	2,300	3,220	5,520	1.8%
85-89	1,200	2,290	3,490	1.1%
90+	560	1,380	1,940	0.6%
All Ages	158,700	155,600	314,300	100

Source: Office for National Statistics 2014

Figure 1: Age profile of Nottingham, Nottinghamshire, East Midlands and England (2014)



Source: Office for National Statistics 2014

Population Projections

- 2.12 In May 2014 the Office for National Statistics released 2012-based population projections to 2037. The projections take into account births, deaths, and migration, but are based on past trends. As such, they, but do not take into account the capacity of a City to accommodate an increase in population, so should be used as indicative rather than as a *prediction* of the future population.
- 2.13 The population of Nottingham is projected to increase from 308,700 in 2012 to 323,400 in 2022, an increase of 14,700 (5%), and to 352,200 in 2037, an increase of 43,500 (14%). The increases projected for England are 7% to 2022 and 16% to 2037.
- 2.14 Unlike some other areas, the over 65 population in Nottingham is not projected to change much, at least in the short term – from 11.7% in 2012 to 12.7% in 2022 and 16.0% in 2037 (compared to 17%, 19% and 24% respectively for England). This is mainly due to the City's large student population and high levels of population churn.

Table 2: 2012-based sub-national population projections

	2012 Mid Year Estimate	2012-based projection for 2022	2012-based projection for 2031	Change 2012-2037
Nottingham	308,700	323,400	352,300	14%
Broxtowe	110,700	118,300	127,300	15%
Gedling	114,000	120,900	129,600	14%
Rushcliffe	111,600	119,700	129,700	16%
East Midlands	4,567,700	4,857,100	5,229,900	14%
England	53,493,700	57,337,800	62,166,000	16%

Source: Office for National Statistics, 2014

Race / Ethnicity

- 2.15 The 2011 Census showed that 65% of the population of the City are from the White British ethnic group, compared to 80% in England. The remainder – 35% - are from Black and Minority Ethnic groups, an increase from 19% in 2001, with the largest groups being Pakistani (5.5% - an increase from 3.6% in 2001); Other White (5.1% - an increase from 2.5%); and White and Black Caribbean (4.0% - an increase from 2%) - see table 3 below.

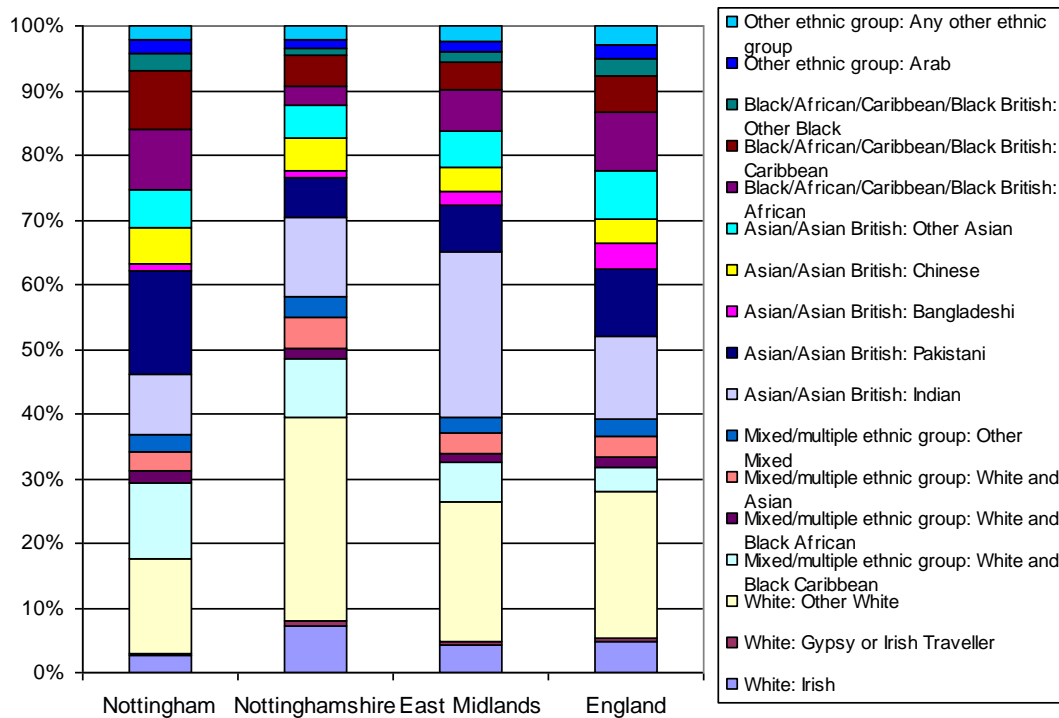
Table 3: Ethnic Groups in Nottingham compared to Nottinghamshire, East Midlands and England (2011)

Ethnic Group		Nottingham	Nottinghamshire	East Midlands	England
Total (number)		305,680	785,802	4,533,222	53,012,456
White	British	65.4	92.6	85.4	79.8
	Irish	0.9	0.5	0.6	1.0
	Gypsy or Irish Traveller	0.1	0.1	0.1	0.1
	Other White	5.1	2.3	3.2	4.6
Mixed or multiple ethnicity	White & Black Caribbean	4.0	0.7	0.9	0.8
	White & Black African	0.7	0.1	0.2	0.3
	White & Asian	1.1	0.3	0.5	0.6
	Other Mixed	0.9	0.2	0.3	0.5
Asian or Asian British	Indian	3.2	0.9	3.7	2.6
	Pakistani	5.5	0.4	1.1	2.1
	Bangladeshi	0.3	0.1	0.3	0.8
	Chinese	2.0	0.4	0.5	0.7
	Other Asian	2.1	0.4	0.8	1.5
Black/African/Caribbean / Black British	African	3.2	0.2	0.9	1.8
	Caribbean	3.1	0.4	0.6	1.1
	Other Black	1.0	0.1	0.2	0.5
Other ethnic group	Arab	0.8	0.1	0.2	0.4
	Any other ethnic group	0.7	0.2	0.4	0.6
BME (not White British)		34.7	7.4	14.5	20.0

Source: 2011 Census, Office for National Statistics

Note: Gypsies and travellers are considered to be a separate ethnic group in the 2011 Census, and are treated as such in this EQIA. Their housing needs in terms of new pitch provision have been assessed separately, (see Sustainable, Inclusive and Mixed Communities Background Paper, 2015 and The Nottingham Gypsy and Traveller Accommodation Assessment, 2015) and have informed the Local Plan (Housing Size, Mix and Choice section).

Figure 2: BME groups in Nottingham, Nottinghamshire, East Midlands and England (2011)



Source: 2011 Census, Office for National Statistics

2.16 Within the City, there are some particular communities of BME groups – with a high proportion of people from the Pakistani group in Radford/Hyson Green/ Forest Fields; concentrations of White: Other in Sneinton, the City centre, Hyson Green and St Ann’s; and concentrations of the Indian ethnic group in the Meadows, Hyson Green and Wollaton.

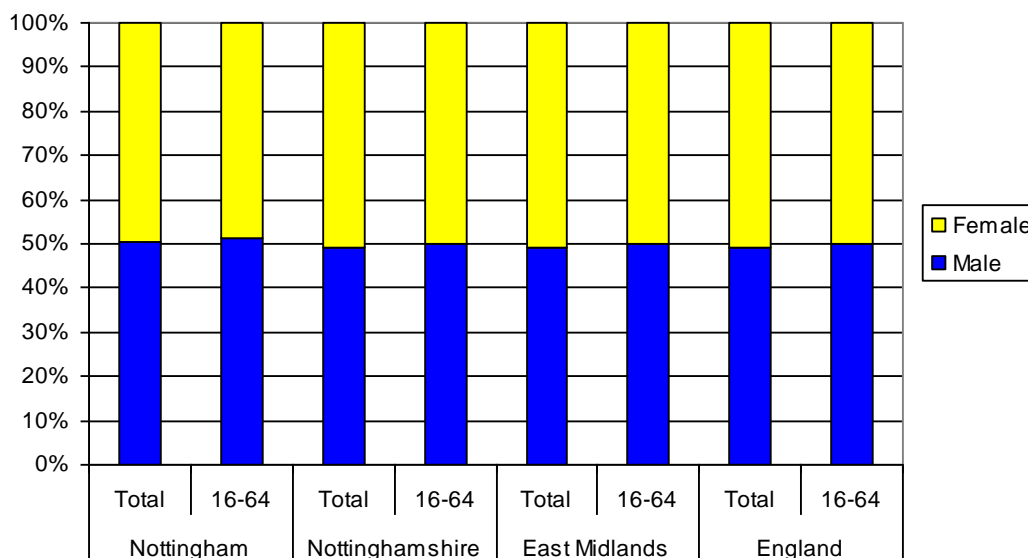
Source: 2011 Census (Super Output Area level data), Office for National Statistics.

2.17 Some 59,700 people in Nottingham (20% of the population of the City) were born outside of the UK. Of these, 38,500 (65%) arrived between 2001 and 2011. This group will include the large numbers of EU Accession Migrant workers arriving after 2004.
Source: 2011 Census, Office for National Statistics.

Gender

2.18 The 2014 Mid-year Estimates show that the population of Nottingham is 314,300, with 158,700 Males (50.5%) and 155,600 Females (49.5%). The working age (16-64) population is 219,090, of which 51.3% are Male and 48.7% Female.
The proportion of males is slightly higher in the 30-39 age groups, and lower in the 70+ age groups.

Figure 3: Gender breakdown in Nottingham, Nottinghamshire, East Midlands and England (2014)



Source: 2014 Mid Year Estimates, Office for National Statistics

2.19 In terms of pay, the average gross weekly pay and hourly pay of residents is shown in table 4 below.

As can be seen males earn more than females in all four comparator areas. Males in Nottingham earn significantly less than the county, regional and national averages but females are on a par with Nottinghamshire and the region.

Table 4: Average pay in Nottingham compared to Nottinghamshire, East Midlands and England (2014)

Median pay (£s)	Nottingham	Nottinghamshire	East Midlands	England
Weekly pay - gross				
Male Full Time Workers	424.9	536.6	526.5	565.3
Female Full Time Workers	422.5	427.5	420.2	466.0
Total Full Time Workers	424.3	489.6	483.4	523.6
Hourly pay - gross				
Male Full Time Workers	10.67	13.12	12.73	13.88
Female Full Time Workers	11.10	11.39	11.17	12.40
Total Full Time Workers	10.76	12.46	12.10	13.29

Source: ONS Annual Survey of Hours and Earnings 2014 - resident analysis.
Note confidence intervals apply.

Disabled People

2.20 Data from the 2011 Census shows that 27,700 people (9.1% of the population) in Nottingham City have a long term health problem or disability which limits their daily activities a lot. A further 27,700 (9.1%) are limited a little.

2.21 The proportion of people with long term health problems increases with age, and Nottingham has higher than average health problems for every age group except 16-24s. Women tend to have more long term health problems than men.

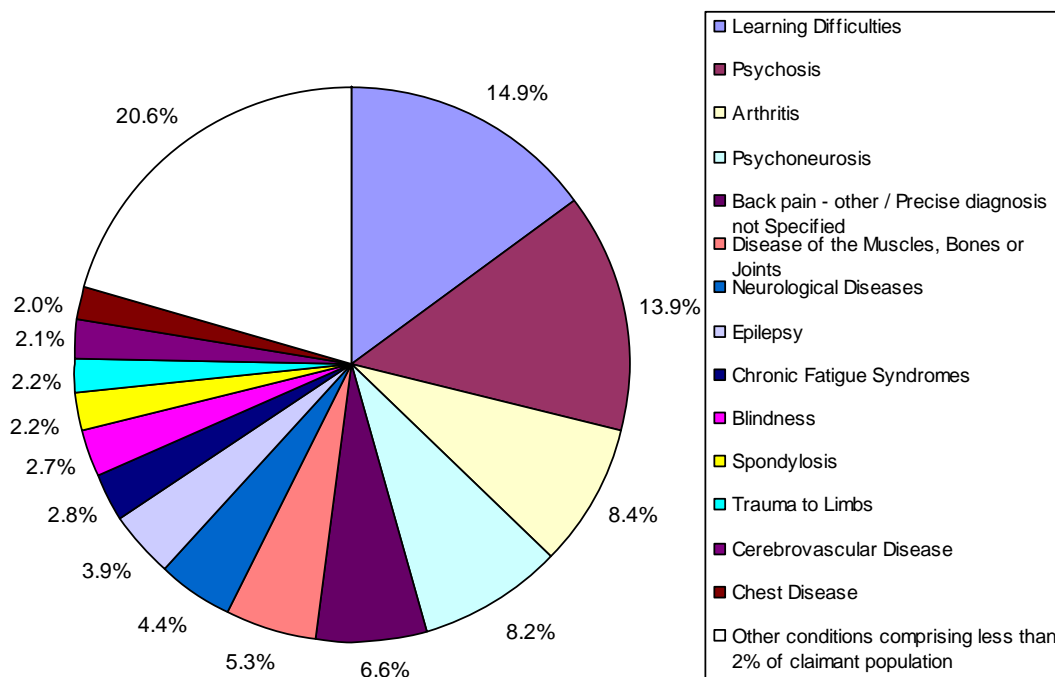
Table 5: Health and Disability in Nottingham compared to Nottinghamshire, East Midlands and England (2011)

	Nottingham	Nottinghamshire	East Midlands	England
Day-to-day activities limited a lot	9.1	9.7	8.7	8.3
Day-to-day activities limited a little	9.1	10.6	9.9	9.3
Day-to-day activities not limited	81.9	79.7	81.4	82.4
Day-to-day activities limited a lot: Age 16 to 64	6.7	6.4	5.7	5.6
Day-to-day activities limited a little: Age 16 to 64	7.6	8.2	7.6	7.1
Day-to-day activities not limited: Age 16 to 64	85.8	85.3	86.6	87.3

Source: 2011 Census, Office for National Statistics

- 2.22 11,130 people of working age were claiming Disability Living Allowance¹ in November 2014, with a further 5,780 people of pensionable age also claiming. Note that this does not cover all people defined as disabled as some people may not meet the criteria, may not wish to claim or may not be aware they can claim.
- 2.23 Of the 11,130 claims, over 50% were claiming due to one of 5 main conditions – learning difficulties; psychosis; arthritis; psychoneurosis and back pain – other, see figure 4 below.

Figure 4: Claimants of Disability Living Allowance in Nottingham by main disabling condition, November 2014



Source: DWP ONS Crown Copyright Reserved [from Nomis on 29/07/2015]

Sexual Orientation

- 2.24 There is no national data on the number of people who are lesbian, gay or bisexual. The National Survey of Sexual Attitudes and Lifestyle in 2010-12 estimates that approximately 5% of men and 8% of women in Britain have ever had a same-sex partner. National government estimates that around 6% of the UK population is gay, lesbian or bisexual. Stonewall, a national charity involved in gay, lesbian and bisexual issues consider 5-7% to be a reasonable estimate. The 2011 Census did not ask questions relating to sexual orientation – only asking about marital status, including if a person was in a registered same sex civil partnership. For England and Wales this

¹ Disability Living Allowance (DLA) provides a non-contributory, non means-tested and tax-free contribution towards the disability-related extra costs of severely disabled people who claim help with those costs before the age of 65.

gave a percentage of 0.2% of adults (the same percentage as Nottingham), so is unlikely to be an accurate figure for the proportion of lesbian, gay or bisexual people.

It is considered that improvements under all elements of the A&DM DPD will be of benefit to members of this equalities group.

Religion /Belief

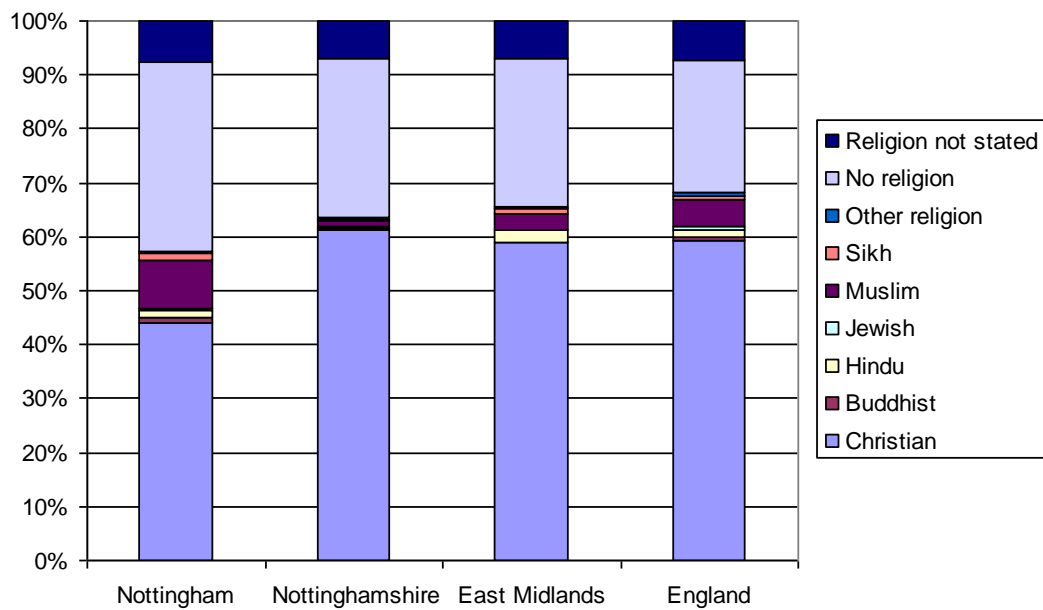
- 2.25 The 2011 Census showed that the dominant religion in Nottingham is Christian, with relatively high proportions of people with a Muslim faith, Sikh faith and Hindu faith.
- 2.26 While religion is often linked to ethnic background, it is important to note that this is not automatically true. However, the religious make up of the population does follow a similar pattern to the ethnic background with a more diverse picture within Nottingham City than the County, Region and England.

Table 6: Religion in Nottingham compared to Nottinghamshire, East Midlands and England (2011)

Religion	Nottingham	Nottinghamshire	East Midlands	England
Total (number)	305,680	785,802	4,533,222	53,012,456
Christian	44.2	61.3	58.8	59.4
Buddhist	0.7	0.2	0.3	0.5
Hindu	1.5	0.4	2.0	1.5
Jewish	0.3	0.1	0.1	0.5
Muslim	8.8	0.9	3.1	5.0
Sikh	1.4	0.4	1.0	0.8
Other religion	0.5	0.3	0.4	0.4
No religion	35.0	29.3	27.5	24.7
Religion not stated	7.6	7.0	6.8	7.2

Source: 2011 Census, Office for National Statistics

Figure 5: Religion in Nottingham, Nottinghamshire, East Midlands and England (2011)



Source: 2011 Census, Office for National Statistics

Section 3: Screening the Allocations & Development Management Policies

3.1 Where it is considered that a policy will have a positive impact on a group this has been shown by a '+' symbol. The key below identifies the other symbols used to summaries the impact on a group it is considered each policy will have.

Symbol	Likely Impact
+	Positive
0	Neutral/Negligible
-	Negative
N/A	Not Applicable

Section 4: Assessment of the Allocations & Development Management Policies

4.1 All of the sites and the vast majority of policies were identified as likely to have a direct positive impact or neutral/negligible impact on certain groups

- 4.2 However two policies and one site allocation were identified with potential negative impacts and therefore appropriate mitigation, actions and monitoring have been assessed in further detail.
- 4.3 **Policy HE1** Proposals affecting designated and non-designated heritage assets
- 4.4 This policy could result in a conflict between protecting the historic environment, especially listed buildings and adding alterations to improve access for those with limited mobility (e.g where physical adaptations to promote accessibility may be considered inappropriate to the character of the building)

Consideration of Alternatives

- 4.5 Policies to protect the historic environment are required by the National Planning Policy Framework. It is therefore concluded that there is no alternative to this policy.

Mitigation/Actions

- 4.6 Experience from Development Management and Building Control professionals suggest that this conflict is more apparent than actual in most cases as solutions can generally be negotiated through the Development Management process using innovative design solutions and through making reasonable adjustments where services are provided from historic buildings. In addition this policy will also be considered along with other policies such as DE1 (Building Design and use) which seek to mitigate adverse impacts and maximise accessibility. However there, may be some cases when mitigation is inevitably not possible or limited due to the particular characteristics of heritage assets which benefit from statutory protection.
- 4.7 Policy HO2 - Protecting dwelling houses [Use Class C3] suitable for family occupation

This policy may have a negative impact on people requiring alternative forms of housing, for example, young people/smaller households.

Consideration of Alternatives

- 4.8 This policy seeks to ensure that the existing stock of homes across Nottingham becomes more sustainable and meets the needs of families in line with wider council objectives. The number of family homes in Nottingham is low compared to surrounding areas and it is not considered appropriate to pursue an alternative approach.

Mitigation/Actions

4.9 The policy does not apply in the City Centre where an alternative range of accommodation is available and other policies, particularly the Quarters Policies (RE2-RE5), Waterside (RE8) and HO5 (Locations for Purpose Built Student Accommodation) promote alternative accommodation for smaller households including students. Policy HO2 also allows for the development of other accommodation where this is appropriate in terms of the context of the site and local needs. Provision of dwellings of a format suitable for smaller households is likely to increase via the use of Permitted Development rights which allow conversion of existing offices and some retail premises to residential use. It is considered that further mitigation is unnecessary.

4.10 PA22 Western Boulevard - Residential Use

This allocation may have a negative impact on travelling show people as part of the site is currently used as showmans' winter quarters and storage.

Consideration of Alternatives

4.11 The quantum of sites set out in the plan is needed to support the delivery of housing across the plan area.

Mitigation/Actions

4.12 Should all of the site be developed for housing appropriate and suitable premises for the relocation for existing occupiers will be required.

Section 5: Consultation

5.1 Consultation on the EqIA will be undertaken in parallel the LAPP Publication document.

Section 6: Conclusions

6.1 This assessment meets the duty placed on the City Council to undertake EqIA and considers a range of evidence and data relating to City's population and characteristics. The assessment concludes that there LAPP generally has an overall positive impact on protected characteristics. However there are two policies and one site allocation which may potentially have a negative impact on identified groups. The assessment identifies appropriate mitigations and actions to address these.

Section 7: Full Assessment of Development Management Policies

Age: (Y:Young people inc students, F: Families, O:Older people)

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy CC1: Sustainable Design and Construction	+FO	0	0	0	0	0	Sustainable design will reduce energy costs which will particularly benefit families and older people
Policy CC2: Decentralised Energy and Heat Networks	+FO	0	0	0	0	0	Decentralised Energy and Heat Networks will reduce energy costs which will particularly benefit families and older people
Policy CC3: Water	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy EE1: Providing a Range of Employment Sites	+YF	+	+	+	0	0	The allocation and delivery of land for employment will benefit all members of the community and provide specific opportunities to address, gender, race and disability inequalities. Promotion of new employment within existing employment sites in the most accessible locations may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
Policy EE2: Protecting existing business parks/industrial estates	+YF	+	+	+	0	0	The protection of land for employment will benefit all members of the community and provide specific opportunities to address age, gender, race and disability inequalities.
Policy EE3: Change of use to non-employment uses	0	0	0	0	0	0	The policy contains criteria to judge proposals for change of use to non-employment uses. The protection of land for employment will benefit all members of the community and provide specific opportunities to address age, gender, race and disability inequalities. The policy also allows in certain circumstances re-use for other uses. The impact will depend on the change.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy EE4: Local Employment and Training Opportunities	+Y	+	+	+	0	0	Training particularly assists young people, BME groups and disabled people into employment
Policy SH1: Major retail and leisure developments within the City Centre's Primary Shopping Area	+YFO	+	+	+	+	+	Protecting and enhancing the City's network of retail centres will have a positive impact on the quality of life of residents by providing focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to young people, older people, BME groups and disabled people who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to those who do not have access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
Policy SH2: Development within Primary Frontages	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy SH3: Development within Secondary Frontages	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy SH4: Development of main town centre uses in edge of centre and out of centre locations	+YFO	+	+	+	+	+	Protecting and enhancing the City's network of retail centres will have a positive impact on the quality of life of residents by providing focal points for the provision of services and facilities and by reducing the need to travel. This may be of particular benefit to young people, older people, BME groups and disabled people who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to those who do not have access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
Policy SH5: Independent Retail Clusters	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy SH6: Food and Drink Uses and High Occupancy Licensed Premises / Entertainment Venues within the City Centre	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy SH7: Centres of Neighbourhood Importance (CONIs)	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy SH8: Markets	+YFO	0	0	+	0	0	This policy will impact positively on those who need access to low cost items ie people in social need - proportionally this help young people inc students, young families, disabled people and older people.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE1: Facilitating Regeneration	+YFO	+	+	+	0	0	Facilitating Regeneration will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE2: Canal Quarter	+YFO	+	+	+	0	0	Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people inc students, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE3: Creative Quarter	+YFO	+	+	+	0	0	Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people inc students, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE4: Castle Quarter	+YFO	+	+	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE5: Royal Quarter	+YFO	+	+	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people inc students, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE6: The Boots Site	+YFO	+	+	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE7: Stanton Tip	+YFO	+	+	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy RE8: Waterside	+YFO	+	+	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups and older and younger people, as these groups tend to have a higher need for affordable housing. Delivery of land for employment in particular will provide opportunities to address age, gender, race and disability inequalities. Improving pedestrian and cycle linkages will benefit disabled people and older people
Policy HO1: Housing Mix	+FO	0	0	+	0	0	The Policy encourages a mix of housing including family housing and provision for older people. This policy should also benefit disabled people. The Policy also refers to National Housing Standards 'Category 2 level' for accessibility

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy HO2: Protecting dwellinghouses (Use Class C3) suitable for family occupation	-Y +F	0	+	0	0	0	The Policy protects dwellings for family housing. This Policy may have a negative impact on young people
Policy HO3: Affordable Housing	+YFO	0	0	+	0	0	The Policy encourages the provision of affordable housing, this should benefit young people and may also bring benefits to disabled people, BME groups and older people, as these groups tend to have a higher need for affordable housing
Policy HO4: Specialist Housing	+O	0	0	0	0	0	The Policy encourages the provision of specialist housing for older people, other vulnerable groups and for hostel accommodation
Policy HO5: Locations for Purpose Built Student Accommodation	+Y	0	0	0	0	0	Policy provides criteria for judging purpose built student development

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy HO6: Houses in Multiple Occupation (HMOs) and Purpose Built Student Accommodation	+YO	0	0	0	0	0	Policy encourages development which may benefit young people inc students, however there is also a criteria that the design ensures that purpose-built accommodation is capable of being reconfigured to meet general housing need. The Policy may also benefit single older people too
Policy DE1: Building Design and Use	+O	0	0	+	0	0	This policy seeks to deliver high quality and sustainable design that considers both the appearance and the way that a development scheme functions. Developments will be expected to create safe and accessible environments which will particularly benefit and meet the needs of people who have mobility problems such as older people and disabled people
Policy DE2: Context and Place Making	+O	0	0	+	0	0	Developments will be expected to create accessible places which will particularly benefit and meet the needs of older people and disabled people and avoiding obstruction or adversely affecting a public right of way

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy DE3: Design Principles for Development within the City Centre Primary Shopping Area	+O	0	0	+	0	0	Development will be expected to provide good accessibility, especially for people with disabilities, reinstating or introducing new pedestrian linkages where appropriate.
Policy DE4: Creation and Improvement of Public Open Spaces in the City Centre	+O	0	0	+	0	0	The Policy will encourage accessible Public Squares, linkages and open spaces which should particularly benefit young, older people and disabled people
Policy DE5: Shopfronts	+O	0	0	+	0	0	Developments will be expected to create accessible shopfronts which will particularly benefit and meet the needs of older people and disabled people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy DE6: Advertisements	+O	0	0	+	0	0	The policy includes a criteria re pedestrian safety and meet the needs of older people and disabled people. The policy also states the action will be taken against advertisements where they prejudice public safety
Policy HE1: Proposals affecting designated and non-designated heritage assets	-O	0	0	-	0	0	There could be a conflict between protecting the historic environment, especially listed buildings and adding alterations to improve access for those with limited mobility. However, this policy will be considered along with other policies such as 'Building Design and use'
Policy HE2: Caves	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy LS1: Food and Drink Uses and Licensed Entertainment Venues Outside the City Centre	+YF	0	0	0	0	0	There is a restriction on the location of takeaways re schools which should benefit young people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy LS2: Safeguarding Land for Further and Higher Education Facilities	+YF	0	0	0	0	0	The provision of education is particularly important to young people
Policy LS3: Safeguarding land for Health Facilities	+YFO	0	0	+	0	0	The provision of health facilities are often important to a range of groups
LS4: Public Houses outside the City Centre and / or designated as an Asset of Community Value	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy LS5: Community Facilities (other than public houses)	+YFO	+	+	+	+	+	Community facilities are often important to a range of groups
Policy TR1: Parking and Travel Planning	+YO	+	+	+	0	0	Transport provision is of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to those who do not have access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy TR2: The Transport Network	+YO	+	+	+	0	0	Transport provision is of particular benefit to young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This could also be of particular benefit to those who do not have access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
TR3: Cycling	+YF	0	0	0	0	0	Cycle Routes are of particular benefit to the young and families
Policy EN1: Development of Open Space	+YF	0	0	+	0	0	The provision of open space particularly benefits young people, families and people with mental health issues and disabled people
Policy EN2: Open Space in New Development	+YF	0	0	+	0	0	The provision of open space particularly benefits young people, families and people with mental health issues and disabled people

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy EN3: Playing Fields and Sports Grounds	+YF	0	0	+	0	0	The provision of open space particularly benefits young people, families and people with mental health issues and disabled people
Policy EN4: Allotments	0	0	0	+	0	0	The provision of allotments particularly benefits people with mental health issues and disabled people
Policy EN5: Development Adjacent to Waterways	+YF	0	0	+	0	0	Cycle Routes are of particular benefit to the young and families. Safe public connections are of particular benefit to disabled people
Policy EN6: Biodiversity	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy EN7: Trees	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy MI1: Minerals Safeguarding Areas	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.

Policy	Equalities Group						Commentary
	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	
Policy MI2: Restoration, After-use and After-care	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy MI3: Hydrocarbons	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy IN1: Telecommunications	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
IN2: Land Contamination Instability and Pollution	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy IN3: Hazardous Installations and Substances	N/A	N/A	N/A	N/A	N/A	N/A	It is not anticipated that this policy will impact on any specific group.
Policy IN4: Developer Contributions	0	0	0	0	0	0	Improved services and infrastructure will generally have a positive impact but it depends on the nature of contribution

Section 8: Full Assessment of Site Allocations

Age: (Young people inc students, F: Families, O:Older people)

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA01	Bestwood Road - Former Bestwood Day Centre	+YFO	+	0	+	0	0	Bulwell Ward has a high proportion of families, disabled people and females. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA02	Blenheim Lane	+YF	+	0	0	0	0	Bulwell Ward has a high proportion of families, disabled people and females. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. The existing allotments are to be reprovisioned

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA03	Eastglade, Top Valley - Former Eastglade School Site	+YFO	+	0	+	0	0	Bestwood Ward has high proportion of families, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA04	Linby Street/Filey Street	+YFO	+	+	+	0	0	Bulwell Ward has a high proportion of families, disabled people and females. There are vacant buildings currently, so mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people,

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA05	Ridgeway - Former Padstow School Detached Playing Field	+YFO	+	0	+	0	0	Bestwood Ward has a high proportion of families, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA06	Beckhampton Road - Former Padstow School Detached Playing Field	+YFO	+	0	+	0	0	Bestwood Ward has high proportion of families, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA07	Hucknall Road/Southglade Road - Southglade Food Park	+YF	+	0	0	0	0	Bestwood Ward has high proportion of families, females and disabled people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA08	Eastglade Road - Former Padstow School Site	+YFO	+	0	+	0	0	Bestwood Ward has high proportion of families, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA09	Edwards Lane - Former Haywood School Detached Playing Field	+YFO	+	0	+	0	0	Bestwood Ward has high proportion of families, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA10	Piccadilly - Former Henry Mellish School Playing Field	+YFO	+	0	+	0	0	Bulwell Forest Ward has a high proportion of older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA11	Stanton Tip - Hemphill Vale	+YFO	+	+	+	0	0	Bulwell Ward has a high proportion of families, disabled people and females. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								could also be of benefit to women who are less likely to have access to a car than men.
PA12	Highbury Road - Former Henry Mellish School Site	+YFO	0	0	+	0	0	Bulwell Ward has a high proportion of families, disabled people and females. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people and older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The community/education uses may be of particular benefit to the young people and their parents/carers.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA13	Edwards Lane - Former Haywood School Site	+YFO	+	0	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA14	Arnside Road - Former Chronos Richardson	+YFO	+	0	+	0	0	Bestwood Ward has high proportion of families, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. New housing will also have health benefits

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA15	Bulwell Lane - Former Coach Depot	+YFO	+	0	+	0	0	Basford Ward has a high proportion of families. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA16	Woodhouse Way - Nottingham Business Park North	+YF	+	0	0	0	0	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA17	Woodhouse Way - Woodhouse Park	+YFO	+	0	+	0	0	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Young people and disabled people will benefit from a proportion of the site being for accessible open space
PA18	Vernon Road - Former Johnsons Dyeworks	+YFO	+	0	+	0	0	Basford Ward has a high proportion of families. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA19	Lortas Road	+YFO	+	0	+	0	0	Berridge Ward has the highest proportion of BME in the City. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Publicly accessible open space (rather than school playing fields) to be created so negative impacts avoided.
PA20	Haydn Road/Hucknall Road - Severn Trent Water Depot	+YFO	+	0	+	0	0	Berridge Ward has the highest proportion of BME in the City. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA21	Mansfield Road - Sherwood Library	+YFO	+	+	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular will provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA22	Western Boulevard	+YFO	-	0	+	0	0	Basford Ward has a high proportion of families. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. Site is currently occupied by travelling show people development of the whole site may have a negative impact but mitigation measures have been identified.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA23	Radford Road - Former Basford Gasworks	+YFO	+	+	+	0	0	Basford Ward has a high proportion of families. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA24	College Way - Melbury School Playing Field	+YFO	+	0	+	0	0	<p>Billborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be mitigated by a proportion of the site being for accessible open space</p>

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA25	Chingford Road Playing Field	+YFO	+	0	+	0	0	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be mitigated by a proportion of the site being for accessible open space
PA26	Denewood Crescent - Denewood Centre	+0	0	0	+	0	0	Bilborough Ward has the highest proportion of disabled people in the City and high proportion of females and older people. The loss of a training centre/offices could have a negative impact on race and age inequalities, however, the allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people,

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA27	Wilkinson Street - Former PZ Cussons	+YFO	+	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. A proportion of the site will be for accessible open space

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA28	Ransom Road - Hine Hall	+YFO	+	0	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits.
PA29	Bobbers Mill Bridge - Land Adjacent to Bobbers Mill Industrial Estate	+YFO	0	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. The loss of employment opportunities could have a negative impact on race and age inequalities, however, the allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA30	Bobbers Mill Bridge - Bobbers Mill Industrial Estate	+YFO	+	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.
PA31	Ascot Road - Speedo	+YFO	+	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA32	Beechdale Road - South of Former Co-op Dairy	+YFO	0	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. The loss of employment opportunities could have a negative impact on race and age inequalities, however, the allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA33	Chalfont Drive - Former Government Buildings	+YFO	0	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. The loss of employment opportunities could have a negative impact on race and age inequalities, however, the allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA34	Beechdale Road – Former Beechdale Baths	+YFO	+	0	+	0	0	Leen Valley Ward has a high proportion of families and BME and disabled people. The allocation and delivery of land for housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The retail use may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.. Alternative provision for the existing leisure facility is being provided elsewhere in the vicinity
PA35	Woodyard Lane - Siemens	+YFO	0	0	+	0	0	Wollaton Ward has the highest proportion of older people in the City. The loss of employment opportunities could have a negative impact on race and age inequalities, however, housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The community uses may be of particular benefit to the young people and their parents/carers. Young people and disabled people will benefit from a proportion of the site being for open space

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA36	Russell Drive - Radford Bridge Allotments	+YFO	+	0	+	0	0	Wollaton Ward has the highest proportion of older people in the City. Housing will provide increased opportunities for young people, young families disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME Groups, older and younger people. Young people and disabled people will benefit from a proportion of the site being for open space. The allotments are to be reprovided
PA37	Robin Hood Chase	+YFO	0	0	+	0	0	St Anns Ward has a high proportion of young people and BME. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people and older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. Delivery of the community facility/centre may provide opportunities to address age and disability inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA38	Carlton Road - Former Castle College	+YFO	+	0	+	0	0	St Anns Ward has a high proportion of young people and BME. The loss of a educational facility could have a negative impact on race and age inequalities, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA39	Carlton Road - Former Albany Works Site and Co-op	+YFO	+	+	+	0	0	St Anns Ward has a high proportion of young people and BME. The allocation and delivery of land for housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA40	Daleside Road - Former Colwick Service Station	+YFO	+	0	+	0	0	The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA41	Alfreton Road - Forest Mill	+YFO	+	0	+	0	0	Radford & Park Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA42	Ilkeston Road - Radford Mill	+YFO	+	+	+	0	0	Radford & Park Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.
PA43	Salisbury Street	+YFO	+	0	+	0	0	Radford & Park Ward has a high proportion of young people and BME. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA44	Derby Road - Sandfield Centre	+YFO	+	+	+	0	0	Radford & Park Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA45	Prospect Place	+FO	0	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. The Ward has a high proportion of Homes in Multiple Ownership however, to try and rebalance this the site has been allocated for predominantly family housing. The loss of employment opportunities could have a negative impact on race and age inequalities, however, the allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing
PA46	Derby Road - Former Hillside Club	+YFO	+	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. The Ward has a high proportion of Homes in Multiple Ownership however, to try and rebalance this the site has been allocated for predominantly family housing. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								these groups tend to have a higher need for affordable housing. New housing will also have health benefits.
PA47	Abbey Street/Leen Gate	+YFO	+	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. Delivery of land for employment in particular may provide opportunities to address age and race inequalities. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people.
PA48	Queens Drive - Land adjacent to the Portal	+Y	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA49	NG2 West - Enterprise Way	+Y	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities
PA50	NG2 South - Queens Drive	+Y	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities
PA51	Riverside Way	+YFO	+	0	+	0	0	Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA52	University Boulevard - Nottingham Science and Technology Park	+YF	+	0	0	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.
PA53	Electric Avenue	+YF	+	0	0	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities
PA54	Boots	+YFO	+	0	+	0	0	Dunkirk & Lenton Ward has the highest proportion of young people in the City. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								e.g. young people, BME groups and disabled people.
PA55	Ruddington Lane - Rear of 107-127	+YFO	+	0	+	0	0	Clifton North Ward has a high proportion of older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA56	Sturgeon Avenue - The Spinney	+YFO	+	0	+	0	0	Clifton North Ward has a high proportion of older people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. If specialist housing it will particularly benefit disabled people and older people, or family housing would help rebalance the population.. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. Specialist elderly housing may benefit older people
PA57	Clifton West	+YFO	+	0	+	0	0	Clifton South Ward has a high proportion of older people, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
								mitigated by a proportion of the site being for accessible open space
PA58	Green Lane - Fairham House	+YFO	0	0	+	0	0	Clifton South Ward has a high proportion of older people, females and disabled people. The allocation and delivery of land for housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA59	Farnborough Road - Former Fairham Comprehensive School	+YFO	+	0	+	0	0	Clifton South Ward has a high proportion of older people, females and disabled people. The allocation and delivery of land for housing will have a positive impact on both existing and future residents, and help rebalance the population. In particular it will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision which may be required as part of development will benefit those on low incomes and may also bring benefits to disabled people, BME groups, older and younger people, as these groups tend to have a higher need for affordable housing. New housing will also have health benefits. The loss of open space would cause a negative impact on young people and disabled people, however, this should be mitigated by a proportion of the site being for accessible open space
PA60	Victoria Centre	+YFO	+	+	+	0	0	St Anns Ward has a high proportion of young people and BME. The uses may be of particular benefit to the young people, young families, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men. The transport improvements should particularly benefit disabled people

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA61	Royal Quarter - Burton Street, Guildhall, Police Station and Fire Station	+YFO	+	0	+	0	0	St Anns Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA62	Creative Quarter - Brook Street East	+YFO	+	0	+	0	0	St Anns Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA63	Creative Quarter - Brook Street West	+YFO	+	0	+	0	0	St Anns Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people
PA64	Creative Quarter - Sneinton Market	+YFO	+	0	+	0	0	St Anns Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA65	Creative Quarter - Bus Depot	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people
PA66	Castle Quarter, Maid Marian Way - College Site	+YFO	+	0	+	0	0	Radford & Park Ward has a high proportion of young people and BME. Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people. The college is to be relocated.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA67	Broadmarsh Centre	+YFO	+	+	+	0	0	Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The uses may be of particular benefit to the young people, young families, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people and could also be of benefit to women who are less likely to have access to a car than men. The transport improvements should particularly benefit disabled people
PA68	Canal Quarter - Island Site	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA69	Canal Quarter - Station Street/Carrington Street	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA70	Canal Quarter - Queens Road, East of Nottingham Station	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA71	Canal Quarter - Sheriffs Way, Sovereign House	+YFO	+	0	+	0	0	ixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA72	Canal Quarter - Waterway Street	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA73	Canal Quarter - Sheriffs Way/Arkwright Street	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA74	Canal Quarter - Arkwright Street East	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA75	Canal Quarter - Crocus Street, Southpoint	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA76	Waterside - London Road, Former Hartwells	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA77	Waterside - London Road, Eastcroft Depot	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA78	Waterside - London Road, South of Eastcroft Depot	+YFO	+	0	+	0	0	Mixed use development will benefit all members of the community. . Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA79	Waterside - Iremonger Road	+O	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA80	Waterside - Cattle Market	+YFO	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA81	Waterside - Meadow Lane	+YFO	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA82	Waterside - Freeth Street	+YFO	+	0	+	0	0	The loss of employment opportunities could have a negative impact on race and age inequalities and it will be important for any relocations to be local, however, mixed use development will benefit all members of the community. Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people and older, BME Groups and younger people. Delivery of land for employment in particular may provide opportunities to address race and age inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA83	Waterside - Daleside Road, Trent Lane Basin	+YFO	+	0	+	0	0	Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Site Ref	Site Name	Age	Race	Gender	Disabled People	Sexual Orientation	Religion / Belief	Commentary
PA84	Waterside - Daleside Road, Eastpoint	+YFO	+	0	+	0	0	Delivery of land for employment in particular may provide opportunities to address age and race inequalities. The other uses may be of particular benefit to the young people, older people, and disabled people who may face greater challenges in accessing key services and facilities. This may particularly benefit those without access to a car e.g. young people, BME groups and disabled people.
PA85	Waterside - Trent Lane, Park Yacht Club	+YFO	+	0	+	0	0	Housing will provide increased opportunities for young people, young families, disabled people and older people to access suitable housing. Affordable housing provision may also bring benefits to disabled people, BME groups, older and younger people. Delivery of land for employment in particular may provide opportunities to address age and race inequalities.

Appendix 1: Nottingham City Council Equality Objectives Revised Measures and Targets - January 2014

	Equality Objectives & Current Measures	Target 12/13	CP* 2013	Revised Measure	Target 14/15	CP 2013	Narrative
1	<i>Percentage of 16-18 year old Nottingham City Residents with special educational needs not in employment, education or training</i>			<i>Percentage of 16-18 year old Nottingham City Residents with special educational needs in employment, education or training</i>			Lead Officer: Nicki Jenkins – Head of Economic Development Director: Chris Henning (Economic Development)
1.1	Overall	5%	-	Percentage of 16-18 year old Nottingham City Residents with special educational needs in employment, education or training (EET)	90%	85%	This figure has been re-profiled and is now reported in the positive i.e. % of young people in employment education or training (EET) instead of a percentage of those classed as not in employment, education or training (NEET).
1.2	School Action Plus (incl. MSG)	10%	-				
1.3	Learning Difficulties & Disabilities	9%	-				
	Equality Objectives & Current Measures	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Narrative
2	<i>90% of bus routes to be fully accessible for disabled people by 2013.</i>						Lead Officer: Andy Gibbons – Head of Public Transport Director: Sue Flack (Planning &

							Transport)
2.1	Percentage of DDA compliant bus routes	90%	94%	-	96%	94%	100% of bus routes will have to be DDA compliant by law, by 2017. Nottingham City has 100% low floor service buses in operation
2.2	-	-	-	No. of residents waiting no longer than 30 mins to access a bus or able to access a bus stop within 400m of their home	93%	91%	GIS mapping is used to develop bus services. This allows effective target setting and monitoring to improve services.
2.3	-	-	-	No. of residents waiting no longer than 60 mins to access a bus or able to access a bus stop within 400m of their home	97%	95%	
3	<i>Continue to increase the percentage of respondents stating public services treat people fairly</i>	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Lead Officer: Imoegen Denton – Equality & Community Relations Lead Director: Angela Probert (HR & Transformation)
3.1	Percentage of respondents stating public services treat people fairly	88%	83%	N/A	90%	85%	Perceptions of fair treatment decreased from 85% in 2011/2012 according to the 2012/2013 Citizens' survey. Results of the latest Citizens' survey (February 2014) show that there has been an increase in performance.
	Percentage of BME						Perceptions of fair treatment decreased

3.2	citizens stating public services treat people fairly	88%	79.6%	N/A	93%	89.4%	from 81.6% in 2011/2012 according to the 2012/2013 Citizens survey. Results of the latest Citizens' survey (February 2014) show a positive increase in perception.
3.3		N/A	N/A	Percentage of disable citizens stating public services treat people fairly	85%	80%	This measure was not reported on previously in the Equality Objectives report, however the result of the citizens' survey show that performance lags behind that of peer groups
4	<i>Satisfaction with information being easy to understand for BME and disabled citizens</i>	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Lead Officer: Ruby Bhattal – Head of Marketing & Communication Director: Claire Richmond (Policy Partnerships & Communication)
4.1	Percentage of BME citizens who are satisfied that information is easy to understand	83.2%	79.4%	N/A	95%	90%	Satisfaction with information being easy to understand has decreased from 82.2% in 2011/2012 according to the Citizens' survey. The latest Citizens' survey results are reflected in this report
4.2	Percentage of disabled citizens who are satisfied that information is easy to understand	84.6%	79.2%	N/A	86%	81.4%	Satisfaction with information being easy to understand has decreased from 83.6% in 2011/2012. The latest Citizens' survey results are reflected in this report.
5	<i>Employment rates of disabled people, different ethnic groups and care leavers</i>	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Lead Officer: Nicki Jenkins – Head of Economic Development Director: Chris Henning (Economic Development)
5.1	(No former measure used in relation to disabled people).			People with Long-term health problem or disability (employment rate)	55%	52.5%	2011 census information has been used to give a figure for people with a disability (not comparable with previous census data). This may need to be reviewed if a suitable proxy measure cannot be

		Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	established.
5.2	Black and Black British (unemployment rate)	12%	17.2%	Black and Black British (JSA rate)	7.8%	9.8%	<p>RAG rating: GREEN This group saw an annual fall in the unemployment count (9.7%) which was higher than the national average for that group (8.1%).</p> <p>BME focused activity - The city council has funded 35 12 month work placements (delivered with PATRA) for many years and this has been increased to 50 for 2013/14. The Apprenticeship Hub, in partnership with three BME focused community groups is holding 6 roadshows (Jan – March 14).</p>
5.3	Mixed/Dual heritage (unemployment rate)	9%	19.5%	Mixed/Dual heritage (JSA rate)	3.4%	5.4%	<p>RAG rating: GREEN This group saw an annual fall in the unemployment count (14.8%) which was higher than the national average for that group (10.4%).</p> <p>Data from the 2011 Census suggests that there may be problems with the reporting of ethnicity to Job Centre Plus and this may have resulted in the stated rates for the White and Black or Black British groups being overstated and the Mixed ethnic group rate being underestimated.</p>
5.4	(No former measure used in relation to young people leaving care)	N/A	N/A	Care Leavers in employment, education or training (EET)	19 th 37% 20 th	19 th 34.8% 20 th	Figures relate to 19 th , 20 th and 21 st birthdays. This is recorded as to whether they are in EET or NEET (not in EET) within a three month window, two months

					21%	18.5%	before their birthday and a month after.
					21 st 30%	21 st 26.7%	
6	<i>Representation of women, disabled people and different ethnic groups in the Council's workforce</i>	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Lead Officers: Emma Hodgett & Denise Willis – Head of Talent & Skills Director: Angela Probert (HR & Transformation)
6.1	Percentage of top 5% earners that are black or minority ethnic (BME)	10%	12%	Percentage of BME colleagues employed at grades: GLPC A – C GLPC D - E GLPC F – G GLPC H – I GLPC J – K SLMG - CD	7% 7% 5% 4% 2% 2%	5.3% 5% 3.3% 1.7% 0.3% 0.1%	According to the 2011 Census, the City's BME population is approximately 35% BME. 2011 data shows: 4.4% 4.3% 3.6% 1.8% 0.1% 0
6.2	Percentage of top 5% earners that are women	55%	51%	Percentage of women employed at grades: GLPC A – C GLPC D - E GLPC F – G GLPC H – I GLPC J – K SLMG-CD	22% 20% 15% 9% 4% 6%	20% 18% 13% 6.2% 2% 4%	The data provided indicates that the gender profile of the Council currently stands at 37% male and 63% female. According to the 2011 census the City's population is evenly split i.e. 50% male and 50% female.
		Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	
				Percentage of colleagues who			The data indicates that the percentage of

6.3	Percentage of top 5% earners declaring a disability	5%	4%	have declared a disability at grades: GLPC A – C GLPC D - E GLPC F – G GLPC H – I GLPC J – K SLMG-CD	4% 3% 3% 2% 2% 2%	1.5% 0.8% 0.7% 0.3% 0.1% 0%	colleagues who have declared that they have a disability is approximately 4%. According to the 2011 census, 14% of the working aged population stated that they have a disability or illness.
6.4	Following a data verification exercise with Council colleagues, the Percentage return rate of respondents who declare their race, gender, transgender, sexual orientation, age and religion or belief	70%	Not yet Avail..	N/A	70%	Not yet Avail..	Training and communications campaign promoting the use of self service profile updates via ORACLE required to facilitate this.
6.5	Variance in engagement/satisfaction rates between different employee groups: BME Lesbian Gay men Bisexual Disabled	3% or less	2% 5% -2% 13% 9%	N/A	3% or less	2% 5% -2% 13% 9%	This information relates to the Colleague Opinion Survey (COI) and is calculated based on the difference in satisfaction rates between the general Council population and colleagues with protected characteristics as defined by the Equality Act 2010 (not all groups with protected characteristics are distinguished in the COI. The COI is not conducted every year. The latest survey results relate to 2012.
6.6	Percentage of NCC managers with formal responsibility for colleagues who have	100%	-	Percentage of NCC managers who have completed the Equalities E-	100%	-	The e-learning training has not been rolled out widely due to incompatibility issues with CITRIX. Steps are currently being taken to resolve this.

	completed the Equalities E-Learning Training			Learning Training			
7	Reduce repeat incidents of hate crime by 25% by 2014/15	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Lead Officer: Tim Spink – Senior Neighbourhood Crime & Justice Manager Director: Peter Moyes (Crime & Drugs Partnership)
7.1	Number of incidents of repeat hate crime	34	31	To reduce repeat incidents of Hate Crime	25	31	Hate crime includes religious hate crime, homophobic and racially motivated hate crime. Racist hate crime represents the highest volume of hate crime in the city. People of Asian ethnicity are the most victimised group of citizens.
8	Increase reporting and decrease repeat reporting of domestic and sexual violence	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	Lead Officer: Tim Spink – Senior Neighbourhood Crime & Justice Manager Director: Peter Moyes (Crime & Drugs Partnership)
8.1	Percentage increase in reporting of incidents of domestic and sexual violence	1.5%	+41%	Increase in domestic violence (DV) incident calls	+43%	+41%	This target relates to DV incident calls. There has been an increase in reporting since 2012/13. The figures provided relate to DV incident calls (YTD April - Nov 13/14). There were 4,582 incidents which equates to 1,343 additional incidents since last year (+41.46%).
8.2	Percentage decrease in repeat reporting of domestic violence	No target set	-38%	Percentage decrease in the number of repeat victims of domestic violence	-40%	-35%	Repeat Victims for both DV incidents and Crimes with 3 or more offences in the previous rolling 12 months from the latest crime/incident.

							<p>Reports from repeat victims refer to the sum of crimes/incidents each victim accounted for. The total being 1234 reports from repeat victims (-38.08%, 759 fewer reports)</p> <p>There were 310 repeat victims YTD (-35.42%, 170 fewer victims)</p>
9	<i>Help people keep their energy bills down</i>	Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	<p>Lead Officer: Gail Scholes – Head of Energy Services</p> <p>Director: Andy Vaughan (Neighbourhood Services)</p>
9.1	Promote energy reduction measures to householders by clearly explaining the measures available, from energy tariff switching through to loft insulation	No target set	-	No. of homes receiving loft cavity or solid wall insulation as part of NCC initiative	20,000	18,000	It is difficult to draw any correlation between the measures used and their impact on equality. However, it may be possible to map performance against deprivation as reported against the 'super output areas' identified in the 2010 Indices of Multiple Deprivation (IMD) report compiled by the Office for National Statistics.
9.2	Number of PV (photovoltaic) panels (solar panels) installed	No target set	-	No. of homes accessing low cost energy as part of an NCC partnership initiative (to include district heating; PV or other domestic energy generation measure)	7,500	3,200	Nottingham is the most energy efficient city in the UK, with 14.55% energy consumption coming from low or zero carbon sources. We deliver a range of measures to domestic housing including the largest decentralised UK energy network, the largest single domestic PV installation programme and the largest energy efficiency retrofit scheme in the UK. Our track record has already secured

							our Low Carbon Pioneer City status from the Department of Energy and Climate Change (DECC) enabling development of the next phase of the City Energy Strategy with our partners to deliver cheaper energy and energy consumption cost saving measures for our citizens. We have been short listed as a 2014 finalist for Energy team of the Year by the Local Government Association
9.3				No. of Citizens switching to cheaper energy tariff as part of NCC/partnership initiative	300	192	
				No. of hits on Nottingham Energy Tariff Switching Website	15,000	7,593	
				Average saving per household switch	£200 pa	£207 (pa)	
		Target 12/13	CP 2013	Revised Measure	Target 14/15	CP	

Agenda Item 5

EXECUTIVE BOARD – 17 NOVEMBER 2015

Subject:	Approvals in relation to the expansion of Bluecoat Academy		
Corporate Director(s)/ Director(s):	Alison Michalska, Corporate Director for Children and Adults		
Portfolio Holder(s):	Councillor Sam Webster, Portfolio Holder for Schools		
Report author and contact details:	Sarah White, Senior Project Manager, Major Programmes Telephone: 0115 87 63410 Email: sarah.white1@nottinghamcity.gov.uk		
Key Decision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Subject to call-in	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Reasons: <input checked="" type="checkbox"/> Expenditure <input type="checkbox"/> Income <input type="checkbox"/> Savings of £1,000,000 or more taking account of the overall impact of the decision			<input type="checkbox"/> Revenue <input checked="" type="checkbox"/> Capital
Significant impact on communities living or working in two or more wards in the City			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Total value of the decision: £5,777,000			
Wards affected: Bilborough		Date of consultation with Portfolio Holder(s): 21 October 2015	
Relevant Council Plan Strategic Priority:			
Cutting unemployment by a quarter			<input type="checkbox"/>
Cut crime and anti-social behaviour			<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City			<input checked="" type="checkbox"/>
Your neighbourhood as clean as the City Centre			<input type="checkbox"/>
Help keep your energy bills down			<input type="checkbox"/>
Good access to public transport			<input type="checkbox"/>
Nottingham has a good mix of housing			<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs			<input type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events			<input type="checkbox"/>
Support early intervention activities			<input type="checkbox"/>
Deliver effective, value for money services to our citizens			<input checked="" type="checkbox"/>
Summary of issues (including benefits to citizens/service users):			
This report asks for approval to allocate funding towards the construction of a 420 place primary school as part of Bluecoat Academy. In addition, this report also asks for approval to enter into contract with Wates Construction to procure the new school.			
Exempt information:			
None			
Recommendation(s):			
1 To approve the allocation of funding, as set out in paragraph 4.2 and Appendix A, for the expansion of the Bluecoat Academy, creating a new 420 place primary school.			
2 To delegate authority to the Head of Legal Services to enter into a contract on behalf of Nottingham City Council with Wates Construction to deliver the expansion, subject to costs being within the agreed budget of £5,777,000, and value for money demonstrated.			

1 REASONS FOR RECOMMENDATIONS

- 1.1 Nottingham City Council is facing increasing pressure to provide additional places for primary children due to an increasing birth rate and inward migration. To date, 1,920 places have already been provided, primarily using Basic Need grant. This grant allocated by the Education Funding Agency (EFA) to support Local Authorities to fund additional school places. The construction of a new primary school, which will be part of the Bluecoat Academy, on the site of the former Shepherd Special School in Bilborough will help address the need for additional school places in the City.
- 1.2 Design development is now complete and the project has been subject to market testing to provide a robust cost estimate. In order to procure the new school, approval to allocate the required funding and to enter into contract is required.

2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 Bluecoat Academy began a consultation process for the expansion in April 2014 and concluded the process in June 2014. There were no objections to the expansion.
- 2.2 Initial approvals have been given to demolish the Shepherd School building and to provide temporary accommodation on the Bluecoat Beechdale site to allow the school to provide primary school places. Additional approvals have authorised the procurement of design and survey works to allow the development of the project to progress in order to ensure the new building will be available as soon as possible.
- 2.3 Details of the proposed project including designs, cost and programme are included in the Business Case at Appendix B. Funding requirements are attached at Appendix A.

3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 Doing nothing was rejected as there are no other schools in the required area able to accommodate this size of expansion at this time.

4 FINANCE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)

4.1 Background

In October 2014 Full Council approved £4.39m (pending full business case to the expansion of Bluecoat Primary. £0.500m has previously been approved for demolition costs and is included in the Capital Programme. The costs of the scheme have since increased to £5.777m, an increase of £1.397m.

4.2 Funding

This approval is requesting approval for scheme costs of £5.777m, the table below sets out the proposed funding for this scheme.

Funding	Amount £m
Basic Needs Grant (Demolition Works)	0.500
Basic Needs Grant - approved pending business case	3.800
Additional Basic Needs Grant Required	0.875
Total Basic Needs Grant	5.175
Schools Forum Accessibility Funding	0.080
Savings on Oaks Fields Scheme	0.172
Diocese Contribution	0.350
Total Cost	5.777

The additional Basic Needs Grant funding is contained within confirmed and indicative grants; therefore, there will no overall impact on the Capital Programme.

The Capital Programme will be amended accordingly.

On 29 March 2012 Schools Forum approved the allocation of £0.200m of Dedicated Schools Grant funding each financial year to fund schools accessibility works. Portfolio Holder approval was given via Delegated Decision 2120 to allocate the 2015/16 allocation to specific school schemes. As a result of slippage on some schemes in 2015/16 funding of £0.080m has now been earmarked to fund the Bluecoat Primary scheme.

Bluecoat Academy lowered the age range of its pupils admitted by the Academy when it opened Bluecoat Primary in January 2015. As a consequence of this, a request to vary the pupil numbers for the additional pupils that would be admitted from September 2015 to September 2020 was submitted to the Department for Education and this was approved. This will result in the funding required by Bluecoat Academy for running the new primary school being allocated from the Dedicated Schools Grant through the local funding formula approved by Schools Forum.

If the building of the new school goes ahead the ongoing maintenance costs of the new building would have to be met from the schools budget.

4.3 VAT

Once the extension is complete the extension will be leased to the Academy to operate under a peppercorn lease, for VAT purposes a peppercorn lease is outside the scope of VAT. If the Diocese contributes an element of funding to this scheme, this peppercorn lease may become void and the contribution classed as consideration for the lease, this would revert the lease from outside the scope of VAT to an exempt lease, which may cause partial exemption issues.

Once it has been decided that the extension of the hall required, this element will need to be looked at in more detail to mitigate any partial exemption risk that might arise.

5 LEGAL AND PROCUREMENT COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND INCLUDING LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)

5.1 There are no significant procurement concerns with the recommendations set out in the report. The EMPAii regional Framework Agreement provides a compliant route for the engagement of Wates Construction and for the delivery of the works.

5.2 From a legal perspective the proposals set out in the report raise no significant issues and, on the basis of the rationale put forward, are supported.

6 SOCIAL VALUE CONSIDERATIONS

6.1 There are no social value considerations as these works fall below the threshold.

7 REGARD TO THE NHS CONSTITUTION

7.1 There are no implications to the NHS constitution.

8 EQUALITY IMPACT ASSESSMENT (EIA)

Has the equality impact been assessed?

- | | |
|---|-------------------------------------|
| (a) not needed (report does not contain proposals for new or changing policies, services or functions, financial decisions or decisions about implementation of policies development outside the Council) | <input type="checkbox"/> |
| (b) No | <input type="checkbox"/> |
| (c) Yes – Equality Impact Assessment attached | <input checked="" type="checkbox"/> |

Due regard should be given to the equality implications identified in any attached EIA.

9 LIST OF BACKGROUND PAPERS RELIED UPON IN WRITING THIS REPORT (NOT INCLUDING PUBLISHED DOCUMENTS OR CONFIDENTIAL OR EXEMPT INFORMATION)

9.1 Delegated Decision 1990 – Approvals related to design works, legal procurement and surveys to develop Bluecoat Primary School – 13 March 2015

9.2 Delegated Decision 2120

10 PUBLISHED DOCUMENTS REFERRED TO IN THIS REPORT

10.1 None

11 OTHER COLLEAGUES WHO HAVE PROVIDED INPUT

Sushma Fear
Telephone: 0115 8763411
Email: sushma.fear@nottinghamcity.gov.uk

Tina Adams, Capital and Taxation Manager
Telephone: 0115 87
Email: tina.adams@nottinghamcity.gov.uk

Julia Holmes, Finance Analyst
Telephone: 0115 8763733
Email: Julia.holmes@nottinghamcity.gov.uk

Malcolm Townroe, Head of Legal Services
Telephone: 0115 8764332
Email: Malcolm.townroe@nottinghamcity.gov.uk

Sue Oliver, Category Manager, Construction and Major Projects
Telephone: 0115 8762789
Email: sue.oliver@nottinghamcity.gov.uk

NEW BLUECOAT PRIMARY SCHOOL - BUDGET		
Approvals and Funding		
Funding already approved		
Demolition & Portakabin funding allocated		£500,000.00
Funding requiring approval		
Basic Need Funding allocated in the Capital Programme but not approved		£3,800,000.00
ASD Provision (100m2 @ £2,500)		£250,000.00
Additional area (250m2 @ £2,500)		£625,000.00
Schools Forum Accessibility funding		£80,000.00
Oak Field PFI savings		£172,000.00
Bluecoat Hall Funding		£350,000.00
Total additional funding requiring approval		£5,277,000.00
Overall budget		
Previously approved funding and funding requiring approval		£5,777,000.00

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Business Case

Project Title:

Expansion of Bluecoat Academy – primary phase

Lead Department:

Major Programmes



Safer, cleaner, ambitious
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Nottingham
City Council

DOCUMENT CONTROL

BC Author	Sarah White
Project Sponsor (contact details)	Nicholas Lee – Head of School Access and Improvement (87 64618)
Project Manager (contact details)	Rob Caswell – Programme Manager, Major Programmes (87 63408)
Date	19/10/15
Document ID	Bluecoat Business Case

Version	Status	Revision Date	Summary of Changes	Sign-Off
1	Draft	08/10/15	Initial draft	SJW
2	Draft	19/10/15	Revised draft	SJW

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1.0 PURPOSE OF DOCUMENT

This document sets out the Business Case for funding the preferred option in the expansion of Bluecoat Academy to provide a Primary School of 420 places and a 26 Full Time Equivalent (FTE) place nursery.

2.0 EXECUTIVE SUMMARY

The purpose of the project overall is to increase the age range of the Bluecoat Academy providing 420 primary school places in the Bilborough with a 26 FTE place nursery. There are two sites considered for the expansion of Bluecoat, the Aspley Lane site and the site of the former Shepherd school site adjacent to the Bluecoat Beechdale site in Bilborough.

Approvals

Several approvals have already been sought in relation to this project including:

- Agreement in principle to fund the Bluecoat primary provision was given by the Portfolio Holder and Corporate Director following the submission of a Briefing Note setting out the priorities for capital investment in schools for 2014 – 16.
- Bluecoat Academy received confirmation that they were able to expand from the Department for Education in December 2014.
- Approval for the demolition and temporary accommodation was received in November 2014.
- Approval to allow the design process to develop the design to planning stage and undertake surveys. This approval was received in March 2015.
- Approval to cover the cost of providing additional temporary accommodation on the Bluecoat Beechdale site to accommodate the new intake for 2015/6 was received in October 2015.

3.0 STRATEGIC FIT

3.1 Background of Business Need

Local Authorities are under a statutory duty to ensure there are sufficient school places in their area, promote high educational standards, ensure fair access to educational opportunity and promote the fulfilment of every child's educational potential. They must also ensure that there are school places available in the areas of need, promote diversity and increase parental choice. The proposals contained within the Business Case support these aims.

This project forms part of a broader programme of works to expand primary schools across Nottingham City and increase the number of school places available to children. To date, over 2,700 places have been added at schools in Nottingham through the combination of school expansions and schools admitting additional classes, called bulge years. Plans are also underway to add a further 1,500 places by September 2016 and this includes the scheme at Bluecoat Academy.

School projects are delivered by Major Programmes on behalf of the School Organisation team. The School Organisation team identify where new places are required and nominate either one school or a number of options that should be expanded. Major Programmes then work with a design team, including the school, to plan projects and deliver the works required.

Bluecoat Academy has long aspired to add a primary phase to their existing academy and they approached Nottingham City Council back in 2013 for support with this. This would be a Church of England primary school so would draw children from across the City, which will help with the ongoing pressure on primary school places. However, it will also be based in the Aspley / Bilborough area of the City so will help with the ongoing pressure on places in that area, which is particularly challenging. The forecast numbers of pupils within the Aspley / Bilborough area are shown in Table 3.1.

Table 3.1 Forecast pupil numbers for Aspley / Bilborough area.

Pupil Age	4	5	6	7	8	9	10	Apr -14	PAN
Year	R	1	2	3	4	5	6	Total	
2013/14	765	760	759	703	684	660	664	4995	793
2014/15	763	765	760	759	703	684	660	5094	823
2015/16	767	763	765	760	759	703	684	5201	853
2016/17	749	767	763	765	760	759	703	5266	853

This forecast is based on birth rates and in this area, historically, it under reports the number of pupils coming through. This is at least partly explained by inward migration from other areas across the City as well as nationally.

Ambleside has already been expanded to a 630-place primary school and projects are underway to expand both Rosslyn Park and Glenbrook. All three schools are in the Aspley / Bilborough area. The Pupil Admission Number (PAN) shown in Table 3.1 takes into account the increasing capacity at Rosslyn Park, Glenbrook and the additional capacity provided by the new Bluecoat Primary school.

Initially, the proposal was for the primary phase to be added to Bluecoat’s Aspley Lane campus but the traffic implications that a primary school poses means this would be unlikely to get planning approval. So, an alternative site has been proposed – the former Shepherd School on Harvey Road, which is opposite Bluecoat Beechdale Academy.

Bluecoat Primary is a priority because of the potential the school has to ease pressure in this area and across the City, providing an additional 420 places will be provided by the school. Analysis of the other faith primary schools in the City shows that, on average, they draw from 23 catchment areas whilst also filling an average of 62% of their places from children living in their immediate area, which means the primary will benefit the immediate Aspley / Bilborough areas whilst also freeing up capacity in schools across the City.

Another anticipated benefit of Bluecoat’s primary phase is the broadening of choice for parents of children in the Wollaton area. Bluecoat is already a popular and successful secondary school in Wollaton and parents may consider Bluecoat Primary as a suitable

alternative to Fernwood and Middleton, especially as their child would be guaranteed a place in the secondary phase of the school. This would ease pressure in another area of the City. The numbers of pupils in the three areas adjacent to the Aspley / Bilborough area are shown in Table 3.2. It is anticipated that this popular Church of England school will draw pupils from across a wider number of catchment areas across the City. Additionally a surplus capacity of between 5-10 % is ideal as it allows the opportunity for siblings to go to the same school and families who come into the catchment during the school year the opportunity to find a school place.

Table 3.2 Forecast of pupil number in the three adjacent areas to Aspley / Bilborough

Pupil Age	4	5	6	7	8	9	10		PAN (Pupil Admission Number)
Year	R	1	2	3	4	5	6	Total	
2013/14	1363	1312	1266	1247	1159	1151	1079	8577	1360
2014/15	1460	1363	1312	1265	1247	1159	1151	8957	1420
2015/16	1525	1460	1363	1312	1265	1247	1159	9331	1450
2016/17	1466	1525	1460	1361	1312	1265	1247	9636	1450

A further demand on school places in this area has been created through a number of planned housing developments. A development on Chalfont Drive in Bilborough is well underway and this is set to provide more than 300 family houses in the area. Also, the former Denewood site may be used for housing.

Bluecoat Academy has consulted on lowering their age range to accommodate primary pupils. This was approved by the Education Funding Agency (EFA) in the autumn term, allowing the school will start to admit Reception children in January 2015. This will require temporary accommodation until the building work is complete and it is estimated this will cost £0.3m. This will ease pressure on places in this area so that some benefits are felt immediately.

Works to procure temporary accommodation are already underway. In addition, £0.2m funding has been set aside to demolish the former Shepherd School where the new primary accommodation will be located.

3.2 Strategic Objectives and Outcomes

This project contributes to the Council’s priority to ensure that all children and young people thrive and achieve. It will provide a quality learning and teaching environment and meets the Council’s objectives to expand good and outstanding schools across the City; Bluecoat was rated as Outstanding in the latest Ofsted report (November 2012).

In addition, expanding Bluecoat will support the City Council’s commitment to deliver on Education for Nottingham, in particular by:

- Ensuring every child is taught in a school judged good or outstanding by Ofsted
- Reducing absence from school by a quarter
- Creating more special school places for children with additional needs.

Providing additional primary school places and a specialist Autistic Spectrum Disorder (ASD) unit fits with the strategic objectives of Nottingham City Council.

3.3 Scope

The scope of the project is expand Bluecoat Academy by providing a standalone new build expansion with space for 420 primary age pupils and 26 Full Time Equivalent (FTE) nursery age pupils on the site of the former Shepherd Special School off Harvey Road in Bilborough. The new school will include provision for a specialist Autistic Spectrum Disorder (ASD) unit, providing additional support for children with ASD with the intention of integrating these children into mainstream education.

The Academy will operate the primary school as part of a portfolio of schools across the City, including the Bluecoat Beechdale secondary school adjacent to the proposed primary school site.

In order to accommodate primary children in January 2015, temporary accommodation has been provided on the site of Bluecoat Beechdale, enabling the school to provide for up to 180 children. Demolition of the former Shepherd School has already taken place.

Guidance on the size of teaching and learning spaces in primary schools is given by the Department for Education (DfE). This was previously included in Building Bulletin 99 (BB99) but has since been updated to Building Bulletin 103 (BB103). This information is provided on the Education Funding Agency (EFA) website:

<https://www.gov.uk/government/publications/mainstream-schools-area-guidelines/area-planning-for-maintained-schools>

Further guidance on school design is available on the EFA website, including a baseline design which can be used for massing:

<https://www.gov.uk/government/publications/baseline-design-420-place-primary-school-with-26-place-nursery>.

3.4 Feasibility and scope

This Business Case presents the case for delivering the preferred option for expanding Bluecoat Academy following on from a feasibility study and detailed design work.

Wates Construction was asked to submit a detailed feasibility study for the Bluecoat project. This followed on from an initial exercise to look at options for developing the site and concern about what was feasible within the available budget. The scheme that was affordable within the original budget allocation of £4.3m was reviewed by the Directors of Education and it was agreed that this would not meet the educational needs of the school. It was proposed that the footprint of the building be increased and, following further discussions, that a specialist Autistic Spectrum Disorder (ASD) unit be included within the scope of the project. The design team, working on behalf of Wates, were briefed to develop a scheme on this basis. A full feasibility study was received in July.

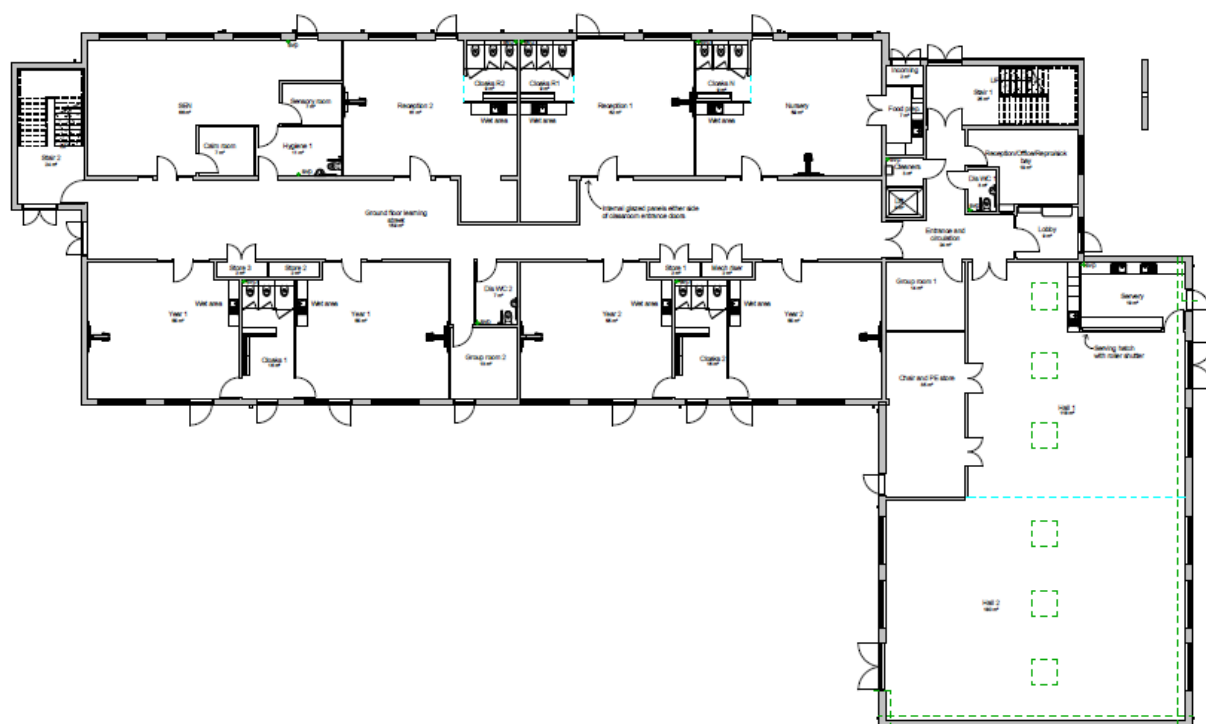
The proposed scope of the project now includes:

- 14 classrooms, including two for Reception age children
- A small number of group rooms and break out areas for small groups

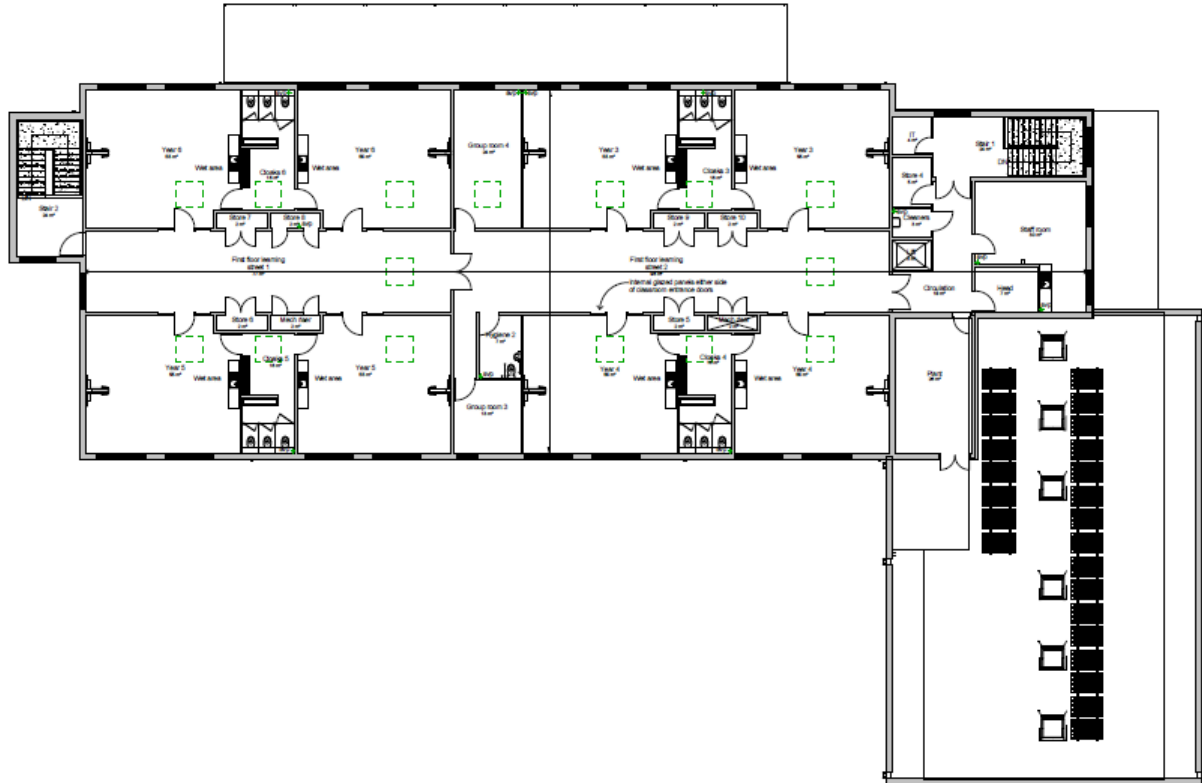
- One room for a 26 Full Time Equivalent (FTE) nursery provision
- One large room and several smaller rooms for the ASD provision
- Administrative and staff areas including a main office/ reception, staff room and head teacher's office
- Toilet, storage and circulation space
- A lift, accessible and ambulant toilet facilities and hygiene rooms
- A hall with a servery (not a kitchen – Bluecoat Academy will deliver meals to the site)
- A limited amount of external works including playground areas, fencing, access controls and CCTV to the building. No works are proposed to the rear of the site where a previous playground area and field are in place.

Indicative floor plans are included in the feasibility study. These have been updated in recent meetings with the school as below:

Ground floor layout



First floor layout



The external areas being delivered within the scope of the project are shown below:

The new school should be operational in January 2017.

3.6 Dependencies

This project forms part of a broader strategy to increase pupil places in areas of need across Nottingham. It contributes towards the strategic priority of Family Nottingham identified in the Council Plan 2009 – 2012: “Ensure that all children and young people thrive and achieve in education, training and employment.”

The Academy required approval from the Secretary of State to expand their age range to allow them to include a primary school within their portfolio of schools. The formal Business Case has been submitted to DfE for approval and was approved in December 2014.

Bluecoat Academy requires £350,000 in funding to be able to provide all the hall space shown in the drawings above and in the annexes. Approval for the additional funding for the hall extension must be received by December 2015 or this element will be omitted. There may be additional costs for incorporating this at a later date.

3.6 Key Risks

The key risks are:

Risk Number	Risk Description	LIKELIHOOD Rating	IMPACT Rating	Risk Rating	Risk Responses
1	Approval for NCC funding is not received	Possible	Catastrophic	15	Present a robust Business Case with clear options for delivering the required places and demonstrate the impact of not providing places.
2	The proposals are too costly to deliver.	Possible	Major	12	Ensure that the scope of the feasibility studies is realistic. Undertake financial assessments to ensure that the rates used reflect the market and offer value for money.
3	Site issues such as drainage or Highways requirements increase costs	Possible	Moderate	9	Liaise with appropriate personnel to establish what requirements are at an early stage so that the budget is reflective of requirements. Where the position is not clear, allocate a risk amount to cover any potential increase in costs.
4	Proposals do not meet school needs	Unlikely	Moderate	6	Engage school to ensure that the scope of works will address the needs of the young people and allow effective teaching and learning to take place.

3.8 Benefits Realisation Plan

Benefits	Observable	Measurable	Quantifiable	Financial	Expected
Financial Benefit	Reduction in cost of providing places in temporary accommodation	Revenue increase	Reduction in revenue spent on temporary accommodation	£151,450 per annum	At completion
Quality gain	Provision of required space in order to deliver effective and appropriate curriculum to children and young people.	Maintain high quality of education and educational outcomes	Ofsted ratings, test and exam performance, improvement in quality of life for children and young people.		Two years post-completion
Quality Gain	Provide a high quality building and improve existing resources in areas where additional resources are required	Satisfaction of children, young people, parents, carers and staff	Survey information to measure. Attendance figures. Increased parental choice.		Five years post-completion
Health gain	Improvement in quality of care provided in school environment	Satisfaction of children, young people, parents, carers and staff	Survey information to measure		Two years post-completion
Equality gain	Children and young people given suitable educational opportunities to achieve	Maintain high quality of education and educational outcomes	Ofsted ratings, test and exam performance, improvement in quality of life for children and young people.		Two years post-completion
Political gain	Provision of a wide range of suitable places ensuring parental choice	Additional places made available	Increase in capacity		Two years post-completion
Political gain	Expansion of special school places	Additional special school places made available	Increase in capacity		Two years post-completion
Quality gain	Expansion of popular and successful schools	Additional school places made available in schools that are good are outstanding	Increase in capacity		Two years post-completion

4.0 FINANCE

Estimated project costs

The estimated project budget is outlined below in Table 4:

Table 4.01 – Overview of Budget

NEW BLUECOAT PRIMARY SCHOOL - Budget				
FEASIBILITY COST PLAN				
<u>Construction cost</u>				£4,793,276.00
CLIENT CONTINGENCY & OTHER ITEMS				
Contingency			£100,000.00	
works)			£50,000.00	
Works to Existing Pitch			£0.00	
Works to Existing MUGA			£0.00	
Existing Play Area			£0.00	
design development)			£65,000.00	£215,000.00
		Carried Forward		£5,008,276.00
NCC DIRECT COSTS				
NCC Quantity Surveyor			£50,000.00	
Clerk of Works			£0.00	
CCTV Off Site			£10,000.00	
Schools IT Fees			£0.00	
Fire Insurance			£10,000.00	
Planning fees			£10,000.00	
Building Control			£15,000.00	
Demolition of Shepherd School			£130,000.00	
Portakabins			£543,724.00	768,724.00
		Overall cost		£5,777,000.00
		Approval		£5,777,000.00

Existing approvals and spend to date

Existing approvals have allowed the procurement of feasibility work, temporary accommodation, demolition and detailed design works as set out in the table below.

Table 4.02 – Overview of budget requiring approval

NEW BLUECOAT PRIMARY SCHOOL - BUDGET	
Approvals and Funding	
Funding already approved	
Demolition & Portakabin funding allocated	£500,000.00
Funding requiring approval	
Basic Need Funding allocated in the Capital Programme but not approved	£3,800,000.00
ASD Provision (100m2 @ £2,500)	£250,000.00
Additional area (250m2 @ £2,500)	£625,000.00
Schools Forum Accessibility funding	£80,000.00
Oak Field PFI savings	£172,000.00
Bluecoat Hall Funding	£350,000.00
Total additional funding requiring approval	£5,277,000.00
Overall budget	
Previously approved funding and funding requiring approval	£5,777,000.00

Funding

The funding for this scheme is from the Basic Need grant funding provided to the City Council from the EFA to provide the necessary school places within the City. Additional funding from the Schools Forum Accessibility fund will contribute towards the ASD provision. Savings from the Oak Field PFI scheme will be reallocated towards this project to ensure that there is a contingency figure for risks and additional works that may be required during the project. The contingency of £215,000 is comparable to that on similar projects and reflects the assessment of risks based on the survey information currently available.

Bluecoat Academy is looking for an additional £350,000 in funding from the Diocese and school funds in order to allow them to add an extension on to the proposed hall space as shown on the drawings to provide a dedicated worship space in order to meet their curriculum requirements. We are awaiting the outcome of a funding bid to see if this additional hall space will be delivered. If the funding is not available, the additional hall space will be omitted from the scheme.

Whole Life Costings.

When the building works are completed the new school will be transferred to the Academy Trust. School funding is provided based on a per pupil basis so the additional capacity will generate additional funding. In addition to the revenue budget there are regular opportunities to bid into funding for building improvements. It is not proposed that there should be a life cycle fund set up as there is a whole portfolio of school buildings that would be older and in worse condition that will need maintaining. The responsibility for maintaining the school will be the responsibility of Bluecoat Academy and they will have funding delegated to them directly from the Department for Education for this purpose.

It is unlikely that any substantial works will need to be undertaken to maintain the

building during the first five years other than decoration. A maintenance schedule will be provided within the Operations and Maintenance manuals handed to the school on completion of the project. In addition, Wates Construction will provide estimated costs for the running services in the new building based on the mechanical and electrical models developed for the project.

The school will be able to estimate the operational costs for the building based on the footprint of the building in comparison to their other buildings and should be able to make efficiencies in procuring these services.

Nottingham City Council's Authority's Requirements (ARs) are used to establish the quality criteria that Wates must meet for the building to be acceptable. These are available for review on request. These ARs also specify the minimum service life of each element of the building, reflecting best practice in construction. This draws on the experience of previous projects including the Building Schools for the Future schemes and incorporates lessons learned to ensure a robust set of requirements are in place establishing the City Council's expectations in relation to the quality and performance of the building.

Furniture, Fittings and Equipment (including ICT)

The school will require further funding to provide Furniture, Fittings and Equipment (FF&E) needed to run a school including desks, chairs and ICT equipment. These items are not covered by the project budget above and separate reports will be prepared to secure funding for these essential items.

5.0 PROCUREMENT AND VALUE FOR MONEY

The proposed procurement method is using the East Midlands Property Alliance (EMPA) framework with Wates Construction acting as the lead contractor.

Scape's regional frameworks are procured following a 2 stage OJEU process, with all documentation and contracts provided for clients to use. Each framework partner has been appointed following competitive tendering to ensure they provide exceptional value for money; 100% of tender packages for each project cost are market tested. Wates Construction is the contractor on the Scape Framework for this value of works.

Before the project is taken for formal approval, value for money and an assessment of procurement routes will be undertaken.

Consideration was given to the use of the Local Education Partnership (LEP) partner Inspired Spaces to procure this building. While the LEP have been very successful delivering the Building Schools for the Future (BSF) Programme, they have been less successful delivering value for money at smaller projects including primary schools. In addition they do not currently have a standardised solution such as the Connect system offered by Scape, instead offering off site construction solutions such as the one used to build Farnborough School and Technology College.

The project will be delivered as a design and build contract under the Scape framework using NEC Contract.

Where appropriate, such as where existing contracts exist, the school may be asked to procure works directly and will be refunded these costs by the City Council. The school are required to comply with financial regulations when procuring works.

The budget has been reviewed by a qualified Quantity Survey and their comments are:

- The rates included for the tender packages are comparable with the Heathfield Primary School, a project recently completed by Wates for NCC.
- The contingency included in the feasibility is at £100,000. This is considered reasonable for comparable in line with the recently completed Heathfield project.
- Provision for a design contingency at feasibility stage (for the contractor) is currently at £260,000. This will reduce as the detailed design develops and the design is firmed up and completed.
- Provision of £159,472 has been included within the feasibility breakdown for inflation. This is considered adequate at feasibility stage and will be reviewed as tendered costs on the project are firmed up.
- Wates tender is due to be received in January 2016 and will be subject to full scrutiny and analysis.

6.0 DELIVERY

The project will be delivered by Major Programmes on behalf of School Reorganisation; the team have considerable experience in delivering schemes of this nature and a strong working relationship with the school.

Delivery team

Internal resources:

The project will be managed by a Project Manager reporting to Programme Manager within Major Programmes. A Quantity Surveyor from the City Council will act as the contract administrator; this responsibility includes the validation of any change requests, verifying the costs for the project and managing the project budget.

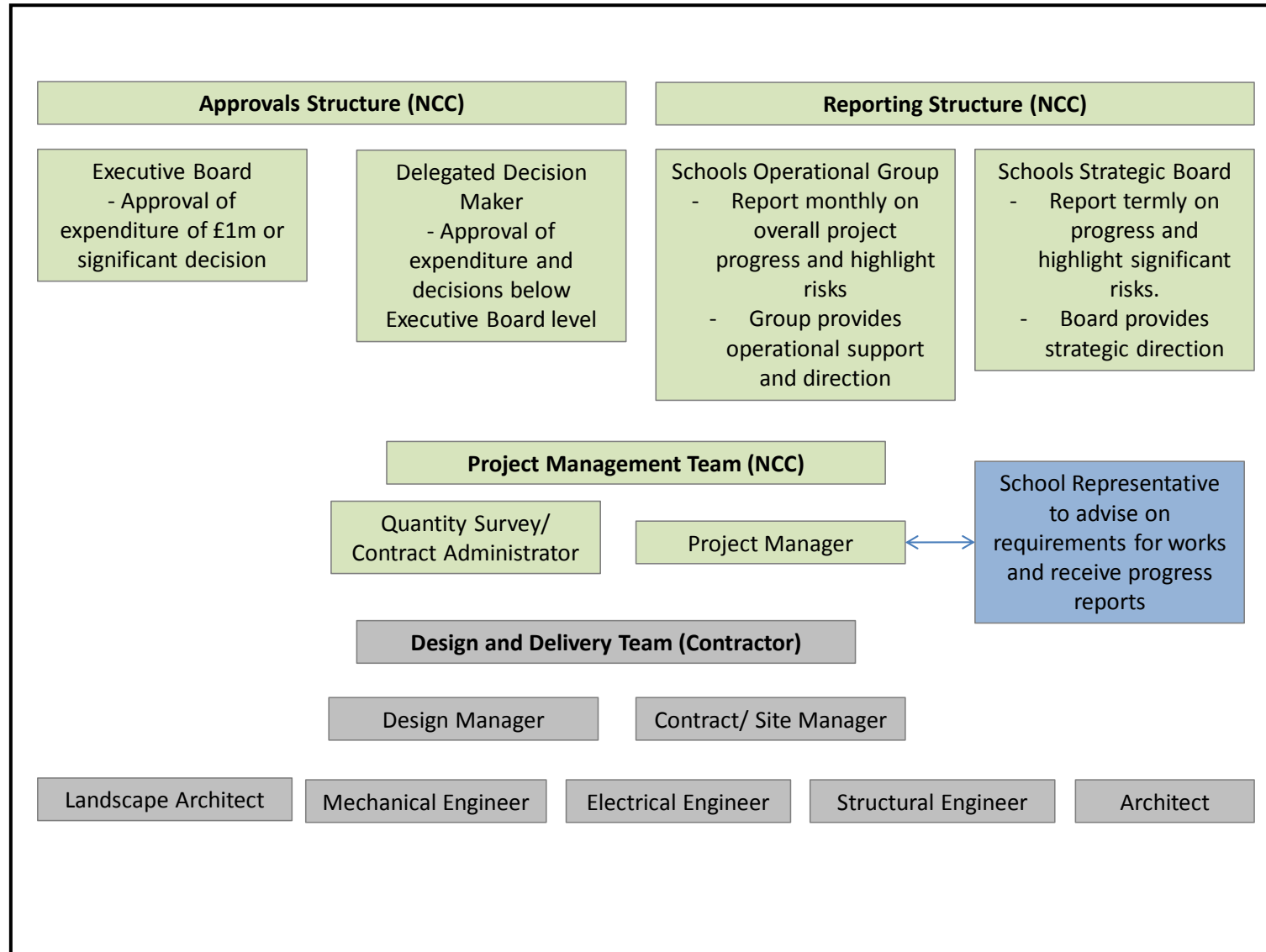
External resources:

Wates Construction will act as the contractor and will use the Scape team as architects. The contract type is yet to be confirmed.

A Construction Design Management (CDM) Coordinator will be appointed for the project using the Scape Framework, through Faithful and Gould.

7.0 PROJECT GOVERNANCE AND REPORTING

The governance and reporting structure for this project is as follows:



8.0 PROGRAMME

This Business Case will be presented to the Executive Board on 17th November 2015. At this stage, a decision will be made that will determine whether the project will progress.

In order for the milestones to be met, it is assumed:

- Approval is given by Executive Board in November 2015 allocating funding and agreeing to enter into contract.
- A planning period of 13 weeks will be required.

Using these assumptions, the key milestones are:

Milestone	Date
Approval process	
Executive Board meeting date	17 th November 2015
Approval to proceed (following call-in period)	2 nd December 2015
Planning application approved	23 rd December 2015
Design and contractual process	
Tender documentation and tender process by Wates	January 2016
Contracts signed	January 2016
Mobilisation period	February 2016
Start on site	February 2016
Handover	January 2017

Whilst the construction programme indicates a completion in December 2016, it is likely that the school will require some time to set up the building in preparation for children and therefore an additional period has been allowed in the milestones.

9.0 Project Governance

To date this project has had the following structure; in the first instance Nick Lee (Head of School Access and Improvement) and Rob Caswell (Programme Manager) have been responsible for managing the school reorganisation and expansion programme. In the event of issues needing to be escalated, these have been taken to Portfolio Holder Briefing, with the Corporate Director and Portfolio Holder for Schools to approve decisions.

Having recently appointed a Director of Education it is now anticipated that they will chair a Strategic Board that will include the relevant parties from Children and Adults and Major Programmes. In the first instance the following Officers will sit on the Board:

- Pat / Sarah Fielding – Directors of Education
- Nick Lee – Head of School Access and Improvement
- Jonny Kirk – Service Manager, Access to Learning
- Lucy Juby - Project Manager, Access to Learning
- Richard Beckett – Head of Major Programmes (Head)
- Rob Caswell – Programme Manager
- Sarah White – Senior Project Manager

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Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Approvals in relation to Bluecoat Academy Primary

Name of Author: Sarah White

Department: Development and Growth

Service Area: Major Programmes

Author (assigned to Covalent): N/A

Director: Alison Michalska

Strategic Budget EIA Y/N (please underline)

Brief description of proposal / policy / service being assessed:

Expansion of Bluecoat Academy to provide a new 420 place primary school with a specialist Autistic Spectrum Disorder (ASD) unit.

Information used to analyse the effects on equality:

Discussions with Access Officer, Educational Psychologist and school.

	Could particularly benefit X	May adversely impact X	How different groups could be affected (Summary of impacts)	Details of actions to reduce negative or increase positive impact (or why action isn't possible)
People from different ethnic groups.	<input type="checkbox"/>	<input type="checkbox"/>	<p>The new school will provide an easily accessible facility that considers the needs of all abilities. In particular, the school will have a specialist Autistic Spectrum Disorder (ASD) unit to provide additional support to children diagnosed with ASD who will attend the school. Consideration has been given to ensure that the school offers an excellent learning environment for all children, including appropriate changing facilities and specialist spaces.</p> <p>The school will provide a high quality facility for young people from across the City and ensure they have a safe and suitable learning environment appropriate to their needs.</p>	<p>No negative impact is expected. The site of the former Shepherd Special School has been vacant for some time and this project will enhance the area for everyone.</p>
Men	<input type="checkbox"/>	<input type="checkbox"/>		
Women	<input type="checkbox"/>	<input type="checkbox"/>		
Trans	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>		
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>		
Older	<input type="checkbox"/>	<input type="checkbox"/>		
Younger	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>		

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:

Annual review to take place by school to ensure the needs of all children, staff and visitors are met.

Approved by (manager signature):

Rob Caswell, Programme Manager

Tel: 0115 8763408

Email: robert.caswell@nottinghamcity.gov.uk

Date sent to equality team for publishing:

16/10/15

Send document or link to:

equalityanddiversityteam@nottinghamcity.gov.uk

Subject:	Repairs and Maintenance of Council Assets		
Corporate Director(s)/ Director(s):	Andy Vaughan, Corporate Director for Commercial and Operations Dave Halstead, Director of Neighbourhood Services		
Portfolio Holder(s):	Councillor Jane Urquhart, Portfolio Holder for Planning and Housing		
Report author and contact details:	Laura Shepherd, Commercialism Programme Manager Laura.Shepherd@nottinghamcity.gov.uk Tel: 0115 8763456		
Key Decision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Subject to call-in	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Reasons:	<input checked="" type="checkbox"/> Expenditure <input type="checkbox"/> Income <input type="checkbox"/> Savings of £1,000,000 or more taking account of the overall impact of the decision	<input checked="" type="checkbox"/> Revenue <input checked="" type="checkbox"/> Capital	
Significant impact on communities living or working in two or more wards in the City			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Total value of the decision: £42m			
Wards affected: City-wide		Date of consultation with Portfolio Holder(s): 15 October 2015	
Relevant Council Plan Strategic Priority:			
Cutting unemployment by a quarter			<input checked="" type="checkbox"/>
Cut crime and anti-social behaviour			<input type="checkbox"/>
Ensure more school leavers get a job, training or further education than any other City			<input checked="" type="checkbox"/>
Your neighbourhood as clean as the City Centre			<input type="checkbox"/>
Help keep your energy bills down			<input type="checkbox"/>
Good access to public transport			<input type="checkbox"/>
Nottingham has a good mix of housing			<input type="checkbox"/>
Nottingham is a good place to do business, invest and create jobs			<input checked="" type="checkbox"/>
Nottingham offers a wide range of leisure activities, parks and sporting events			<input type="checkbox"/>
Support early intervention activities			<input type="checkbox"/>
Deliver effective, value for money services to our citizens			<input checked="" type="checkbox"/>
Summary of issues (including benefits to citizens/service users):			
<p>The City Council has embarked upon a new strategic direction for its repairs and maintenance function, and minor works projects for the Council's buildings.</p> <p>The current arrangement is an outsourced model and the Council procures a principal contractor who, in-turn, appoints sub-contractors. The supply chain costs of payments to the principal contractor and for use of the SCAPE framework equate to an average 17% of total spend.</p> <p>The arrangement proposed within this report is for the Council to directly contract with the supply chain via a competitive procurement process and to fulfil the principal contractor role internally, which, in turn, removes the 17% supply chain cost.</p> <p>In fulfilling the principal contractor role internally this requires the Council's internal service to upscale and upskill. This will be addressed alongside wider restructuring of the Operational Property Services team.</p> <p>In addition to realising savings, this also provides the Council will the opportunity to undertake works on behalf of others and creates headroom for growth; this is in-keeping with the Council's broader commercialism strategy.</p> <p>The financial benefit of this revised approach is a net saving in 2016/2017 of £0.5m, this is after the increased costs of providing the principal contractor role internally have been taken into consideration. This £0.5m saving has already been assumed within the re-profiled Strategic Asset Management big ticket.</p> <p>This represents phase 1 of the broader transformation of the Council's Operational Property function.</p>			

A subsequent phase will follow in 2016/2017 where the Council will explore in-sourcing the delivery of appropriate works to the City Council's delivery arm or to Nottingham City Homes. This is anticipated to lever further savings.

It should be noted that the procurement exercise for the repairs and maintenance element is being undertaken jointly with Nottinghamshire County Council as part of a renewed sense of collaboration around this service area. Approval is sought to delegate authority to the Corporate Director to enter into contract once the procurement process has been completed.

The other identified procurement routes have been outlined in the exempt appendix and will comply with the Council's Financial Regulations and Public Contract Regulations.

Exempt information:

An appendix to the report is exempt from publication under paragraphs 2 and 3 of Schedule 12A to the Local Government Act 1972 because it contains information relating to information which is likely to reveal the identity of an individual, and information relating to the financial or business affairs of any particular person (including the authority holding that information) and, having regard to all the circumstances, the public interest in maintaining the exemption outweighs the public interest in disclosing the information. It is not in the public interest to disclose this information because it could impact on ongoing staff consultation and compromise the Council's trading position

Recommendation(s):

- 1 To endorse the Council's revised strategy to its repair, maintenance and minor works function as set out in this report.
- 2 To delegate authority to the Corporate Director for Commercial and Operations to enter into contracts following completion of the procurement processes as outlined in the exempt appendix.
- 3 Once awarded, to delegate authority to the Director of Neighbourhood Services to make call-offs from the framework agreements and award contracts to successful tenderers.
- 4 To approve the up-scaling of the Council's Operational Property Services team to fulfil the role of 'principal contractor' and the use of executive budgets for this purpose. This is the subject of a separate restructuring process.
- 5 To note that this change will result in a net saving of £0.500m in 2016/2017, which is allocated to the assumed savings within the Strategic Asset Management Big Ticket. This net saving is a result of procurement savings less the increase in cost of providing the 'principal contractor' role internally.
- 6 To approve spend associated with this decision for 4 years from 1 April 2016 to 31 March 2020.

1 REASONS FOR RECOMMENDATIONS

- 1.1 This report proposes a new strategic direction for the Operational Property Services function of the Council, underpinned by commercialism principles.
- 1.2 This report sets out proposals for delivering the £0.5M saving already assumed within the Strategic Asset Management Big Ticket for 2016/7.
- 1.3 This is a phased approach and this represents phase 1, which centres around the use of contractors; it is envisaged that the balance between in-house (NCC and NCH) provision and the use of sub-contractors will change over the lifetime of these contracts.

2 BACKGROUND (INCLUDING OUTCOMES OF CONSULTATION)

- 2.1 The Council's budget strategy assumes savings from the Strategic Asset Management Big Ticket Programme. Within this programme, assumed savings

have been allocated against Operational Property Services activities as set out below. This report describes how the Council will deliver the £0.5m saving assumed in 2016/2017.

- 2016/17 - £0.5m
- 2017/18 - £0.9m
- 2018/19 - £1.3m

- 2.2 It is proposed that the Council moves away from the current principal contractor arrangement and replace this with individual contracts with building suppliers, and manages these suppliers via a newly created in-house Operational Property Services Team (Building Operations and Professional Services Team). The gross supply chain saving is estimated to be £0.9m but some of this gross saving will be required to reinvest and up-skill the newly created Operational Property Services team, result in a net saving of £0.5m.
- 2.3 It is proposed that this new team, once established, will run as a commercial unit and, in the fullness of time, offer its services to others as part of the Council's broader commercialism strategy. This may well contribute toward the 2017/2018 and 2018/2019 savings targets within the Strategic Asset Management Big Ticket.
- 2.4 This new strategic direction is part of a joint initiative between Nottingham City Council and Nottingham City Homes, and this represents the first phase. It is anticipated that during the lifetime of these contracts and, as Nottingham City Homes also scales up to operate commercially, further work will be redirected to Nottingham City Homes. NCH is going through its own 'gearing up' process.
- 2.5 The Operational Property Services Transformation Group is overseeing this activity, which includes Councillor Jane Urquhart as the relevant Portfolio Holder, the Corporate Director for Commercial and Operations, and the Chief Executive of Nottingham City Homes, plus a number of other colleagues. This is a significant first step towards a more commercial future for both organisations.

3 OTHER OPTIONS CONSIDERED IN MAKING RECOMMENDATIONS

- 3.1 Not making changes to the current procurement model was rejected as it is unlikely to release the savings assumed within the Strategic Asset Management Big Ticket.
- 3.2 In-sourcing all procured works was rejected as the in-house delivery arms in Nottingham City Homes and Neighbourhood Services are not equipped to provide all required works due to the specialisms required at this time, and it would put the authority at significant risk if the delivery arms up scaled too quickly.

4 FINANCE COMMENTS (INCLUDING IMPLICATIONS AND VALUE FOR MONEY/VAT)

- 4.1 The net savings associated with this decision are set out in section 2.1 and will be aligned to the Strategic Asset Management Big Ticket Programme. This programme already has savings committed in the Medium Term Financial Plan that require delivery.
- 4.2 This report also requires the creation of a new in-house Building Services Team funded from gross savings. Recommendation 4 captures the use of executive budget to support this cost.

- 4.3 This spend aligns to the reactive maintenance budgets that are in specific service area budgets. The risk associated with the delivery of saving is that if services reconfigure, there may be a reduction in spend on maintenance. This issue will need to be taken into consideration on a case by case basis if services reconfigure.
- 4.4 The appropriate procurement processes will be undertaken.

5 LEGAL AND PROCUREMENT COMMENTS (INCLUDING RISK MANAGEMENT ISSUES, AND INCLUDING LEGAL, CRIME AND DISORDER ACT AND PROCUREMENT IMPLICATIONS)

- 5.1 The Public Contracts Regulations 2015 (the Regulations) provide for the City to be able to make a direct award to Nottingham City Homes (NCH) without the requirement to advertise the contract opportunity. Contracts between the City and NCH are exempt from the requirements set out in the Regulations to advertise and hold a competitive tender because they are contracts made between entities within the public sector. This exemption is often referred to as the Teckal exemption but is now expressly contained in the Regulations. NCH is considered to be a Teckal company because of the control the City can exert over NCH through a combination of the Articles of Association and the Partnership Agreement between the two parties. To ensure NCH continues to benefit from the Teckal exemption it must undertake more than 80% of its activities for the City. This level of activity must be kept under review.
- 5.2 The City must satisfy that it is able to make use of the framework being awarded by the County. To do this the City is engaging with the County as part of the County's procurement process but the City will be ultimately responsible for ensuring that future use by the City of the framework complies with the Regulations.
- 5.3 The restructuring of this service is likely to be a service provision change pursuant to regulation 4(1) TUPE. Regulation 4(1) operates to transfer the contracts of employment of any employee assigned to the organised grouping of employees that are assigned to carrying out the services under the contract. If TUPE does apply, the parties are required to inform and consult and provide work force information in compliance with TUPE. Failure to comply with the Regulations risks employment tribunal complaints being brought.'
- 5.4 Procurement supports the recommendations set out within the report and will support the client with the external procurement requirements to ensure that it complies with the Councils Financial Regulations, Public Contract Regulations and delivers value for money.

6 SOCIAL VALUE CONSIDERATIONS

- 6.1 The revised strategy will meet key strategic aims by providing local jobs for local people as outlined in Nottingham City Council's Procurement Strategy.
- 6.2 The development of the flexible resourcing model will focus around providing local employment opportunities and building a core infrastructure from entry level with apprentices, upwards.

7 REGARD TO THE NHS CONSTITUTION

7.1 Not applicable

8 EQUALITY IMPACT ASSESSMENT (EIA)

8.1 Following discussions with the Equalities Team it has been identified that it would be more appropriate to undertake specific Equality Impact Assessments with individual project work streams

9 LIST OF BACKGROUND PAPERS RELIED UPON IN WRITING THIS REPORT (NOT INCLUDING PUBLISHED DOCUMENTS OR CONFIDENTIAL OR EXEMPT INFORMATION)

9.1 None

10 PUBLISHED DOCUMENTS REFERRED TO IN THIS REPORT

10.1 None

11 OTHER COLLEAGUES WHO HAVE PROVIDED INPUT

Andy Vaughan – Corporate Director for Commercial and Operations
Dave Halstead – Director of Neighbourhood Services
Colin McInnes – Project Manager
Andrew James – Team Leader, Contracts and Commercial, Legal Services
Sue Oliver – Category Manager, Procurement
Hannah Gemmill – HR Business Partner
Faye Truong – Service Redesign Consultant
Ceri Walters – Head of Commercial Finance
Paulette Brown – Solicitor
Steve Hale, Property Director, Nottingham City Homes
Nick Murphy, Chief Executive, Nottingham City Homes
Daniel Doherty – Interim Assistant Director, Property Services, Nottingham City Homes.

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