

Equality Impact Assessment (EIA) Tool

Control Details:	
Title of EIA/ Decision (DDM):	The Greater Nottingham Strategic Plan - Preferred Approach - Consultation
Budget booklet code (if applicable):	N/A
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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1	Paul Tansey	7/10/2022
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Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Rosey Donovan	Equality and Employability Consultant	21/10/2022 and 26/10/2022

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

Glossary of Terms

Term	Description
EIA	An Equality Impact Assessment (EIA) is a way of measuring the potential impact (both positive and negative) that a policy function or service may have on different groups.

1. a. Brief description of proposal/ policy/ service to be assessed

In Nottingham City the Local Plan comprises 3 documents: the Nottingham City Aligned Core Strategy, the Land and Planning Policies Document, and the Nottinghamshire and Nottingham Waste Core Strategy. The Greater Nottingham Strategic Plan will replace the Aligned Core Strategy, The Strategic Plan Preferred Approach Consultation sets out a preferred approach for strategic planning in Greater Nottingham from 2022 to 2038. This is an early stage of plan preparation (Reg18) and will be followed by a Preferred Option version of the plan which will include detailed policies. The Greater Nottingham Strategic Plan - Preferred Approach – seeks views on the proposed strategy and vision, the approach to housing and employment provision and the proposed strategic sites. It will be subject to an 8-week consultation period.

The next version of the plan will be a full Pre-Submission Plan and will cover issues such as transport, design, education and climate change. It will also be subject to an EIA and formally consulted upon. The Strategic Plan is relevant to all who will live, work and visit Greater Nottingham and is not intended to benefit any one particular group above others.

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. The delivery of land for employment will provide opportunities to address age, gender, race and disability inequalities.

1. b. Information used to analyse the equalities implications

A full EIA was undertaken during the preparation of the Local Plan and looked at the profile of Nottingham’s population, investigating the impact of proposed planning policies on all sections of the population. This has informed the preparation of the Strategic Plan.

1. c. Who will be affected and how?

Impact type	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
NCC staff/ Service users/ Citizens/ Community	People from different ethnic groups	X			The Strategic Plan is inclusive of all ethnic groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The allocation and delivery of land for housing and	In accordance with the City Council’s Equality and Diversity Policy, planning officers will use the principles of ‘Plain English’ to make	

					<p>employment will have a positive impact on both existing and future residents.</p>	<p>information simple and easy to understand. It will be fully accessible and alternative formats will be provided on request. Interpreters will be provided on request if costs can be covered.</p> <p>The Strategic Plan consultation database includes contact details for a range of different organisations representing different ethnic groups all of whom will be notified of consultations.</p>	
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<p>NCC staff/ Service users/ Citizens/ Community</p>	<p>Men</p>	<p>X</p>			<p>The Strategic Plan is inclusive of all gender groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The Strategic Plan includes themes which are relevant to gender such as access to transport, housing, jobs, services and facilities (20 minute neighbourhood), and open space.</p>		
<p>NCC staff/ Service users/ Citizens/ Community</p>	<p>Women</p>	<p>X</p>			<p>The Strategic Plan is inclusive of all gender groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The Strategic Plan includes themes which are relevant to gender such as access to transport, housing, jobs, services and</p>		

					facilities (20 minute neighbourhood), and open space.		
NCC staff/ Service users/ Citizens/ Community	Trans	X			The Strategic Plan is inclusive of all gender groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The issues of personal safety, crime and fear of crime may be particularly relevant to these groups.		
NCC staff/ Service users/ Citizens/ Community	Disabled people/ carers	X			The Strategic Plan is relevant to everyone who will live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. It will provide increased	In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information	

					<p>opportunities for disabled people to access suitable housing. Delivery of land for employment in particular will provide opportunities to address disability inequalities.</p> <p>Access to transport, housing, jobs, services and facilities (20 minute neighbourhood), and open space will help disabled people. Availability of information online may help reduce barriers to participation in the local plan process for those with physical disabilities. Offices and libraries where documents will be made available are also</p>	<p>simple and easy to understand. It will be fully accessible and alternative formats will be provided on request.</p>	
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					accessible to disabled people. The document can also be posted out.		
NCC staff/ Service users/ Citizens/ Community	Pregnancy and maternity	X			The Strategic Plan is relevant to everyone who will live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others.		
NCC staff/ Service users/ Citizens/ Community	Marriage/Civil Partnership			X	No equality impacts have been identified that are specific to these groups.		
NCC staff/ Service users/ Citizens/ Community	People of different faiths/ beliefs and those with none	X			The Strategic Plan is intended to promote the needs of all regardless of religions/beliefs. A variety of religious groups are included on the consultation database and consultation methods are designed to reach		

					all groups including 'hard to reach' groups		
NCC staff/ Service users/ Citizens/ Community	Lesbian/ Gay/ Bisexual people	X			Equality of opportunity for all is an overall aim of the Strategic Plan. The issues of personal safety, crime and fear of crime may be particularly relevant to these groups.		
NCC staff/ Service users/ Citizens/ Community	Older	X			The Strategic Plan is relevant to all who live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. However, it will provide increased opportunities for older people to access suitable transport, housing,	Other more traditional forms of communication such as physical documentation, postal correspondence, along with local meetings and forums, and officer assistance where appropriate will	

					<p>jobs, services and facilities (20 minute neighbourhood), and open space. The consultation methods aim to be fully inclusive of older people. The use of the internet, emails and online consultation may be less accessible to some older people.</p>	<p>ensure that all age groups, including older people are catered for.</p>	
<p>NCC staff/ Service users/ Citizens/ Community</p>	<p>Younger</p>	<p>X</p>			<p>The Strategic Plan is relevant to all who live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. The allocation and delivery of land for housing and employment will have a positive impact on both existing and future residents. The</p>	<p>Consultation methods aimed at younger people that can be used when appropriate. The use of the internet and emails and online consultation may make it more accessible to younger people.</p>	

					consultation methods aim to be fully inclusive of younger people. The use of the internet and emails and online consultation tends to be more accessible to younger people.		
NCC staff/ Service users/ Citizens/ Community	Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>			X	No equality impacts have been identified at this stage that are specific to these groups.		

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The Strategic Plan is relevant to all who live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others, however it recognises the needs of specific groups such as older people who may find it difficult to access appropriate housing and employment opportunities.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.				
Advance equality of opportunity between those who share a protected characteristic and those who don't	<p>Planning officers will use the principles of 'Plain English'. It will be fully accessible and alternative formats will be provided on request.</p> <p>Other more traditional forms of communication such as physical documentation, postal correspondence, along with local meetings and forums, and officer assistance where appropriate will ensure that all age groups, including older people are catered for.</p>	Matt Gregory	During the 8 week consultation period from December 2022	

	The use of the internet and emails and online consultation may make it more accessible to younger people.			
Foster good relations between those who share a protected characteristic and those who don't	The Strategic Plan consultation database includes contact details for a range of different organisations	Matt Gregory	Continually updated	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal.</p> <p>Approving Manager details (name, role, contact details):</p> <p>Matt Gregory Nottingham City Council</p> <p>0115 8763981</p> <p>matt.gregory@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p> <p>26/10/2022</p>
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Approving Manager Signature: 	Date of final approval: 26/10/2022
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For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.