

## Equality Impact Assessment Form

### 1. Document Control

#### Control Details:

Title: <b>If this is a budget EIA please ensure the title is the same as the title used within the budget booklet</b>	Street Naming and Numbering Policy and Guidance -January 2023
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)  <b>If yes, please include the reference number</b>	N
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

### 2. Document Amendment Record:

Version	Author	Date	Approved
1	Sarah Abbott	13/12/2021	
2	Sarah Abbott	13/01/2023	

**3. Contributors/Reviewers** (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Sarah Abbott	GIS Data and Infrastructure Manager	10/12/2021
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**4. Glossary of Terms**

Term	Description
GIS	Geographical Information Systems
SNN	Street Naming and Numbering
EPNS	English Place-Name Society
NCC	Nottingham City Council
Local Studies Library	Local Studies Library

**5. Summary**

(Please provide a brief description of proposal / policy / service being assessed)

Nottingham City Council has a statutory responsibility for Street Naming and Numbering (SNN), which comprises the naming of streets and numbering/naming of properties.

To ensure the service operates effectively and efficiently, it is necessary to set out process, procedures and adopted legislation in the form of a local policy. This is recommended national best practice.

The purpose of the policy is to ensure all properties within Nottingham City are officially addressed with a consistent and unique postal address and provides for a policy that is fair to everyone and creates a consistent approach.

## **6. Information used to analyse the effects on equality:**

(Please include information about how you have consulted/ have data from the impacted groups)

Overall, the policy applies equally to all developers and applicants, with the aim of the policy to provide a fair and consistent approach.

However, specifically in respect of street naming, the policy is seeking to more positively reflect and celebrate the diversity and culture of Nottingham, with a particular preference for street names which promote diversity.

In order to fully analyse the effect on equality, we would first need to understand the history of all street names in the City and how they could be attributed protected characteristics.

A range of sources are available in assessing street names and their meanings. The main key repositories are:

- Nottinghamshire Archives
- Nottingham Local Studies Library
- Nottingham City Council's Address Management service

### **1. Records held at Nottinghamshire Archives**

Early 19<sup>th</sup> Century references to street-naming are recorded in the Corporation committee minute books. However, they rarely offer a rationale for any new names.

In the 20<sup>th</sup> Century, the General Works and Highways Committee was responsible for Nottingham's streets. Street-naming is occasionally noted, however again, the rationale for new street names is rarely offered.

### **2. Records held at Nottingham Local Studies Library**

The Local Studies Library (LSL) includes a street-names card index, which often provides relevant information on street name history. This includes references in books, periodicals and newspaper articles. Additionally, the LSL has a useful and extensive persons card index.

The origins for pre-modern street-names were published in 1940 in *EPNS Nott.* by the English Place-Name Society (EPNS). From these, it is often possible to determine the rationale for street-names, but the meaning behind more modern names can be difficult to pinpoint. This is partly because the Nottingham Corporation (the predecessor of NCC) did not have a formal process for street-naming until the twentieth century; and partly because many Nottingham streets were originally created privately and only adopted by NCC in the twentieth century.

### **3. Nottingham City Council**

Since 2006 Nottingham City Council's Address Management service have formally managed the statutory function of Street Naming and Numbering. As such, information has been recorded where the rationale for street names is known and more recently, captured in formal Decision Notices as per national best practice, which outlines the reason for any chosen new street name.

Although all possible sources identified above could be fully investigated and researched, reviewing street name history for the entire city in respect of protected characteristics would be extremely complex and time-consuming, and would certainly not be able to reach definitive conclusions for the history and etymology of street names in the City for the reasons outlined above.

As such, it is not possible to fully analyse the overall history of street names across the City.

Nonetheless, it is recognised there is a historic imbalance of streets names in respect of diversity, with white men dominating, reflecting the social structures and attitudes of the time the majority of new streets were created.

Moving forward it is planned to record information on all street name history. This will ensure the impact of the policy can be monitored in achieving its aims of street names better celebrating the City's heritage and culture in a way that is compatible with a modern, diverse City.

**7. Impacts and Actions:**

	<b>Could particularly benefit X</b>	<b>May adversely impact X</b>
<u>People from different ethnic groups.</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<u>Women</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<b><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></b>		

<p><b>How different groups could be affected</b> (Summary of impacts)</p>	<p><b>Details of actions to mitigate, remove or justify negative impact or increase positive impact</b> (or why action isn't possible)</p>
<p>Provide details for impacts / benefits on people in different protected groups.</p> <p>Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)</p> <p>Our policy encourages that where possible, street names should:</p> <ul style="list-style-type: none"> <li>• enhance the social and environmental wellbeing of the local area by creating a positive association for the occupiers of the street and wider community.</li> <li>• create a sense of place by recognising the local historical or landscape character/ geography.</li> <li>• encourage social cohesion and inclusion, or</li> <li>• reflect and/or celebrate heritage and culture in a way that is compatible with life in a modern, diverse City</li> </ul> <p>Furthermore, in accordance with national best practice (<a href="https://www.geoplace.co.uk/local-authority-resources/street-naming-and-numbering/snn-best-practice">https://www.geoplace.co.uk/local-authority-resources/street-naming-and-numbering/snn-best-practice</a>) the policy ensures the use of names and their combination with numbers could not be considered rude, discriminatory, obscene, and racist nor contravene any aspect of the council's equal opportunities policy.</p>	<p>Continue on separate sheet if needed (click and type to delete this note)</p> <p>The overarching requirements for choosing street names seek to ensure a better focus on creating a sense of place and ensuring the diversity and culture of the City is better reflected and celebrated in our street naming.</p> <p>In order to mitigate against potential negative impact (for example, on white men) no proposed street name will be either shortlisted or not shortlisted on the basis of gender, race or sexual orientation.</p> <p>The SNN Officer will, however, pay due regard to the overall gender and ethnic balance of cases being shortlisted, and to the imbalances in representation that presently exist, with the aim of achieving a positive impact on equality and diversity.</p> <p>Irrespective of any protected characteristic, in order for a deceased person's name to be considered, evidence must be provided that they have made a significant contribution to the community either at a national, regional or local level and/ or have a historical connection to the land being developed. This will be achieved through the aforementioned pro-forma in regards to naming after deceased</p>

<p>Specifically, there is a particular preference for street names which promote diversity and names that recognise the history of Black, Asian and Ethnic Minorities, women’s history and Lesbian, Gay, Bisexual and Transgender (LGBT) history will be considered favourably.</p> <p>As such the policy seeks to provide a positive impact on the following protected groups:</p> <ul style="list-style-type: none"><li>• People from different ethnic groups</li><li>• Women</li><li>• Trans</li><li>• Lesbian, gay or bisexual people</li><li>• People of different faiths/ beliefs</li></ul> <p>In addition, a proforma for naming streets after deceased people has been prepared in line with the policy; amongst other details (e.g. connection to site history), this will capture protected characteristics to help inform decision-making. This provides an opportunity to create a list of pre-approved potential street names looking to address the recognised imbalance as well as assisting the monitoring of the impact of the policy.</p>	<p>people and in-line with the street (and building) names preferences table (see SNN Policy, Section 11).</p> <p>Finally, all proposed street names will be consulted on with relevant ward Councillors for a period of one month, as per existing policy.</p>
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**8. Arrangements for future monitoring of equality impact of this proposal / policy / service:**

Decision notices will be created for all new street and building names, outlining the reason for a chosen name and any alternatives considered. For street names after deceased people, the pro-forma will also record protected characteristics, which could enable future monitoring of the effects of the policy on equality.

**9. Outcome(s) of equality impact assessment:**

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

**10. Approved by (manager signature) and Date sent to equality team for publishing:**

<p><b>Approving Manager:</b> The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel &amp; email to allow citizen/stakeholder feedback on proposals.</p>	<p><b>Date sent for advice:</b> Send document or Link to: <a href="mailto:equalities@nottinghamcity.gov.uk">equalities@nottinghamcity.gov.uk</a></p>
<p><b>Approving Manager Signature:</b></p> 	<p><b>Date of final approval:</b></p> <p>26/01/2023</p>

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