

Equality Impact Assessment (EIA) Tool

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| Control Details: | |
| Title of EIA/ Decision (DDM): | Greater Nottingham Strategic Plan: Strategic Logistics Sites 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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| Name | Title role | Date |
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Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

Glossary of Terms

| Term | Description |
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| 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 sets out the approach to strategic planning in Greater Nottingham from 2023 to 2041.

There is a need for strategic distribution sites in Greater Nottingham. To help meet this need an assessment of sites has taken place and the conclusions are to be consulted on.

The consultation relates to providing land for strategic distribution at Bennerley Viaduct in Broxtowe and Ratcliffe-on-Soar Power Station site in Rushcliffe. Both sites will provide employment opportunities. The site in Broxtowe is particularly close to the City and therefore close to City residents.

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.

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) |
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| NCC staff/ Service users/ Citizens/ Community | People from different ethnic groups | X | | | The provision of Strategic Distribution sites are inclusive of all ethnic groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The allocation and | In accordance with the City Council’s Equality and Diversity Policy, planning officers will use the principles of ‘Plain English’ to make | Jobs created by the Strategic Plan will be monitored |

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| | | | | | <p>delivery of land for 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 including providing interpreters if a request is made.</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</p> | |
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| | | | | | | notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Men | X | | | The provision of Strategic Distribution sites are 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 jobs | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact details for a range of different organisations representing different groups all of whom will | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | be notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Women | X | | | The provision of Strategic Distribution sites are 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 jobs, safety and design | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact details for a range of different organisations representing different groups all of whom will | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | be notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Trans | X | | | The provision of Strategic Distribution sites are inclusive of all gender groups. Equality of opportunity for all is an overall aim of the Strategic Plan. | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact details for a range of different organisations representing different groups all of whom will | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | be notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Disabled people/ carers | X | | | The provision of Strategic is relevant to everyone who will live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. Delivery of land for employment in particular will provide opportunities to address disability inequalities. 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 | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. It will be fully accessible and alternative formats will be provided on request. Contact details will be clearly visible in case further details are required. The Strategic Plan consultation | Jobs created by the Strategic Plan will be monitored |

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| | | | | | available are also accessible to disabled people. The document can also be posted out. | database includes contact details for a range of different organisations representing different groups all of whom will be notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Pregnancy and maternity | X | | | The provision of Strategic Distribution sites are relevant to everyone who will live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | details for a range of different organisations representing different groups all of whom will be notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Marriage/Civil Partnership | | | X | No equality impacts have been identified that are specific to these groups. | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact details for a range of | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | different organisations representing different groups all of whom will be notified of consultations. | |
| 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 | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact details for a range of different organisations | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | representing different groups all of whom will be notified of consultations. | |
| NCC staff/ Service users/ Citizens/ Community | Lesbian/ Gay/ Bisexual people | X | | | Equality of opportunity for all is an overall aim of the Strategic Plan. | | Jobs created by the Strategic Plan will be monitored |
| 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, jobs. The consultation methods aim to be fully inclusive of older people. The | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact | Jobs created by the Strategic Plan will be monitored |

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| | | | | | <p>use of the internet, emails and online consultation may be less accessible to some older people.</p> | <p>details for a range of different organisations representing different groups all of whom will be notified of consultations.</p> <p>Other more traditional forms of communication such as physical documentation, postal correspondence, and officer assistance where appropriate will ensure that all age groups, including older people are catered for. Contact details will be clearly visible in case</p> | |
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| | | | | | | further details are required. | |
| NCC staff/ Service users/ Citizens/ Community | Younger | 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. The allocation and delivery of land for employment will have a positive impact on both existing and future residents. The 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. | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information simple and easy to understand. The Strategic Plan consultation database includes contact details for a range of different organisations representing different groups all of whom will | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | <p>be notified of consultations.</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> | |
| NCC staff/ Service users/ Citizens/ Community | <p>Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background.</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p> | | | X | No equality impacts have been identified at this stage that are specific to these groups. | In accordance with the City Council's Equality and Diversity Policy, planning officers will use the principles of 'Plain English' to make information | Jobs created by the Strategic Plan will be monitored |

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| | | | | | | <p>simple and easy to understand.</p> <p>The Strategic Plan consultation database includes contact details for a range of different organisations representing different groups all of whom will be notified of consultations.</p> | |
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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 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. | No impacts identified and no adjustments needed | | | |
| 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, and officer assistance where appropriate will ensure that all age groups, including older people are catered for. Contact details will be clearly visible in case further details are required.</p> <p>The use of the internet and emails and online consultation may make it more accessible to younger people.</p> | Matt Gregory | During the consultation period | |
| 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 | |

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| | Consultation is undertaken in accordance with our privacy notices and GDP Regulations | | | |
| (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

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| <p>The assessment must be approved by the manager responsible for the service /proposal. 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>02/08/2023</p> |
| <p>Approving Manager Signature:</p>  | <p>Date of final approval:</p> <p>04/08/2023</p> |

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.