

Greater Nottingham Strategic Plan



Equality Impact Assessment

October 2025

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1. Introduction

- 1.1. An Equality Impact Assessment is defined by the Equality and 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”. This Equality Impact Assessment assesses the impact of the policies and strategic allocations within the Greater Nottingham Strategic Plan – Publication Version, with the aim of removing or minimising disadvantages, meeting the needs of people with protected characteristics and encouraging people with protected characteristics to participate in public life.
- 1.2. The Publication Version of the Strategic Plan includes proposed policies and strategic allocations in a wide range of areas across Greater Nottingham. To make sure that the policies and strategic allocations selected meet 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.

The Equalities Act 2010¹

- 1.3. The Equalities Act replaces previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies, making it easier for people to understand and comply to. It also strengthens the law in important ways to help tackle discrimination and equality. The majority of the Act came into force in October 2010.
- 1.4. The public sector Equality Duty² came into force in April 2011. The Duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.
- 1.5. The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people’s needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people’s opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.
- 1.6. The general duty requires public authorities, in the exercise of their functions, to have due regard to the need to:
 - eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the Equality Act,

¹ <https://www.legislation.gov.uk/ukpga/2010/15/contents>

² <https://www.legislation.gov.uk/uksi/2011/2260/contents/made>

- advance equality of opportunity between people who share and people who do not share a relevant protected characteristic, and
- foster good relations between people who share and people who do not share a relevant protected characteristic.

1.7. The Equality Act explains that the second aim (advancing equality of opportunity) involves, in particular, having due regard to:

- remove or minimise disadvantages suffered by people due to their relevant protected characteristics,
- take steps to meet the different needs of people who share a relevant protected characteristic,
- encourage participation in public life or any other activity by underrepresented groups, and
- take steps to meet the different needs of disabled persons.

1.8. The Equality Act identifies personal characteristics that might lead people to experience discrimination and inequality, called the 'protected characteristics'. These characteristics are:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation
- marriage and civil partnership

1.9. Marriage and civil partnership is a protected characteristic but not a 'relevant' one. This means it should be considered only in relation to the first aim of the general duty (eliminating discrimination).

1.10. In common with many Councils around the Country, Broxtowe Borough Council, Nottingham City Council and Rushcliffe Borough Council have determined that Care Experience (i.e. children in care, or those that have left care) should be treated as a Protected Characteristic, through a motion passed in July 2023, January 2023 and September 2023 respectively.

1.11. Accordingly, this appraisal also includes assessment how policies affect this protected characteristic at section 3 below.

Greater Nottingham Strategic Plan

- 1.12. The Councils of Broxtowe, Erewash, Gedling, Nottingham City and Rushcliffe agreed to work on a joint Strategic Plan to replace their existing Core Strategies. The Councils have a statutory duty to update their Local Plan's to ensure that the policies remain relevant and effectively address the needs of the communities.
- 1.13. However, prior to a draft version of the Strategic Plan being consulted, Erewash departed from the joint work to undertake an individual Core Strategy Review. Broxtowe, Gedling, Nottingham City and Rushcliffe continued to work together on the Strategic Plan. Furthermore, after the consultation of a previous version of this plan in September 2024, Gedling also withdrew from the joint plan. The Councils currently involved in this version of the plan (March 2025) are thus Broxtowe, Nottingham City and Rushcliffe.
- 1.14. This report relates to the March 2025 version of the plan. Changes to the plan are also recommended through a schedule of modifications following the consultation process. These modifications to the plan document are only made after the local plan examination process, as the modifications may change because of the examination recommendations.
- 1.15. Broxtowe, Gedling, Nottingham City and Rushcliffe have previously consulted on the Greater Nottingham Strategic Plan Growth Options document in July 2020 and February 2021, the Greater Nottingham Strategic Plan Preferred Approach in January/February 2023, and more recently on the Greater Nottingham Strategic Plan: Distribution and Logistics Preferred Approach in September-November 2023. The Councils have produced a Report of Consultation Responses: Growth Options (February 2022)³ and a Preferred Approach: Response to the Growth Options Consultation (December 2022)⁴.
- 1.16. The Councils have now prepared the Greater Nottingham Strategic Plan Publication Version. The Publication Version details the proposed policies for the area and includes strategic allocations for the four Councils, which will help to meet their housing and employment needs.

Aims and Objectives

- 1.17. The main objective of the Equality Impact Assessment (EIA) is to assess the potential impact of the policies in the Publication Version of the Strategic Plan on different groups and communities within the Greater Nottingham Area.
- 1.18. Equalities considerations have informed the Councils overall approach through the plan-making process. An Equalities Impact Assessment for each policy is set

³ <https://www.gnplan.org.uk/media/merfagvt/report-of-responses-final.pdf>

⁴ [preferred-approach-response-to-the-growth-options-consultation-1.pdf \(gnplan.org.uk\)](#)

out in Chapter 3 of this report, with due consideration being made to the nine protected characteristics and the three aims of the general duty.

Methodology

- 1.19. The Equality Act identifies equality in terms of people's 'protected characteristics'. Equality is now looked at in terms of certain headings, and the impacts of the proposed policies and strategic allocations of the Publication Version of the Strategic Plan are assessed against these.

2. Evidence Gathering

- 2.1. This section of the Equalities Impact Assessment pulls together the headline statistics relevant to each of the protected characteristics identified. The following sources of information have been used and are referred to where appropriate:
- Census data⁵; and
 - National Statistics⁶.
- 2.2. 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 Greater Nottingham Area.

Population, Age and Gender Profile

- 2.3. According to the 2021 Census, the population within the Greater Nottingham Area is 670,912. Broxtowe has the lowest population and Nottingham City has the highest population of the four Greater Nottingham Councils.

Area	Population
Broxtowe	110,940
Gedling	117,263
Nottingham City	323,632
Rushcliffe	119,077
Greater Nottingham	670,912
England	56,490,048

Table 2.1 - Source Census 2021

⁵ <https://www.nomisweb.co.uk/>

⁶ <https://www.ons.gov.uk/>

- 2.4. The 2021 Census indicates that of the 670,912 residents within the Greater Nottingham Area, 328,629 (49.0%) were male and 342,283 (51%) were female. This reflects the national averages.
- 2.5. The age profile of the Greater Nottingham Area, as shown below in Table 2.2, indicates that the area has a lower proportion of residents who are over 65 years of age (16.9%) when compared to England (18.4%). Conversely, the Greater Nottingham Area has a higher proportion of younger residents between 16 and 34 (29%) when compared to England (24.2%).
- 2.6. However, when Nottingham City is removed from consideration, the age profile significantly alters. Broxtowe, Gedling and Rushcliffe have a higher proportion of residents who are over 65 years of age (21.7%) when compared to England (18.4%). Additionally, Broxtowe, Gedling and Rushcliffe have a lower proportion of younger residents between 16 and 34 (21.3%) when compared to England (24.2%).
- 2.7. This indicates that within Nottingham City, there is a significantly larger proportion of younger residents than older residents, compared to the other three Councils within the Greater Nottingham Area, who in turn have a larger proportion of older residents than younger residents.

Age	Greater Nottingham		England
	Number	%	%
Aged 0 to 4	34,939	5.2	5.4
Aged 5 to 9 years	38,889	5.8	5.9
Aged 10 to 15 years	46,041	6.9	7.2
Aged 16 to 19 years	42,395	6.3	4.6
Aged 20 to 24 years	61,609	9.2	6
Aged 25 to 34 years	90,398	13.5	13.6
Aged 35 to 49 years	122,802	18.3	19.4
Aged 50 to 64 years	120,619	18.0	19.4
Aged 65 to 74 years	60,310	9.0	9.8
Aged 75 to 84 years	37,397	5.6	6.1
Aged 85 years +	15,508	2.3	2.4

Table 2.2- Source Census 2021

- 2.8. In March 2020 the Office for National Statistics released 2018-based population projections to 2043. The projections take into account births, deaths and migrations, but are based on past trends. As such, they do not take into account

the capacity of the Greater Nottingham Area to accommodate an increase in population, or policy decisions made by the Greater Nottingham Councils that influence population numbers, so should be used as indicative rather than as a prediction of the future population.

- 2.9. The population within the Greater Nottingham Area is projected to increase from 679,798 in 2014 to 751,662 in 2041 (the end of the Strategic Plan period), an increase of 71,864 (10.6%), and to 756,097 by 2043, an increase of 76,299 (11.2%). The increases projected for England are 9.6% by 2041 and 10.3% by 2043.
- 2.10. Looking at the average pay in the Greater Nottingham Area, full time female workers are paid less than full time male workers, a trend which is reflected across the geographical areas. Male full-time workers in Greater Nottingham earn more compared to male full-time workers in Nottinghamshire and the East Midlands. Similarly, female full-time workers in Greater Nottingham earn more compared to female full-time workers in Nottinghamshire and the East Midlands. However, the average male full time worker and female full-time worker in England earns more than those within the Greater Nottingham Area.

Area	Male Full Time Workers (Weekly Wage)	Female Full Time Workers (Weekly Wage)	Full Time Workers (Weekly Wage)
Greater Nottingham Area	818.9	681.2	766.8
Nottinghamshire	787.2	679.5	746.4
East Midlands	794.9	654.3	740.1
England	869.7	729.0	812.4

Table 2.3 - Source Office for National Statistics 2023

Race and Ethnicity

- 2.11. The majority of residents within the Greater Nottingham Area identify themselves as white British (71.9%). This is lower than the average of Nottinghamshire (88.4%). However, when looking at Nottingham City independently, 57.3% of residents identify themselves as white British. This indicates that residents have a diverse range of ethnicities within Nottingham City, compared to the other Greater Nottingham Councils.
- 2.12. The second largest ethnic group in the Greater Nottingham Area are those with an Asian ethnicity. However, this group only totalled 9.8% of Great Nottingham's population. Other ethnicity groups make up a small percentage of the population, either 5% or less.

Ethnic Group		Greater Nottingham		Nottinghamshire	
		Number	%	Number	%
Total Asian, Asian British or Asian Welsh		65,676	9.8	24,523	3.0
	Asian, Asian British or Asian Welsh: Bangladeshi	2,570	0.4	888	0.1
	Asian, Asian British or Asian Welsh: Chinese	6,924	1.0	3,890	0.5
	Asian, Asian British or Asian Welsh: Indian	19,131	2.9	10,344	1.3
	Asian, Asian British or Asian Welsh: Pakistani	25,865	3.9	5,013	0.6
	Asian, Asian British or Asian Welsh: Other Asian	11,186	1.7	4,388	0.5
Total Black, Black British, Black Welsh, Caribbean or African		37,852	5.6	9,932	1.2
	Black, Black British, Black Welsh, Caribbean or African: African	21,469	3.2	5,255	0.6
	Black, Black British, Black Welsh, Caribbean or African: Caribbean	11,522	1.7	3,268	0.4
	Black, Black British, Black Welsh, Caribbean or African: Other Black	4,861	0.7	1,409	0.2
Total Mixed or Multiple ethnic groups		29,315	4.4	17,103	2.1
	Mixed or Multiple ethnic groups: White and Asian	6,251	0.9	4,601	0.6
	Mixed or Multiple ethnic groups: White and Black African	3,055	0.5	1,806	0.2
	Mixed or Multiple ethnic groups: White and Black Caribbean	14,526	2.2	7,203	0.9
	Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	5,483	0.8	3,493	0.4

Ethnic Group		Greater Nottingham		Nottinghamshire	
Total White		523,811	78.1	767,224	93.0
	White: English, Welsh, Scottish, Northern Irish or British	482,144	71.9	729,289	88.4
	White: Irish	4,793	0.7	4,019	0.5
	White: Gypsy or Irish Traveller	368	0.1	732	0.1
	White: Roma	1,291	0.2	564	0.1
	White: Other White	35,215	5.2	32,620	4.0
Total other ethnic group		14,262	2.1	6,038	0.7
	Other ethnic group: Arab	4,726	0.7	1,554	0.2
	Other ethnic group: Any other ethnic group	9,536	1.4	4,484	0.5

Table 2.4 -Source Census 2021

- 2.13. Given the significant proportion of residents with white British ethnicity and the limited number of those from minority groups, the Greater Nottingham area is not particularly diverse. However, the area does have a higher population of those from minority groups when compared to Nottinghamshire.

Disabled People

- 2.14. Data from the 2021 Census shows that 122,332 people (18.2%) of the population in Greater Nottingham are recognised as disabled under the Equality Act. Furthermore, the data shows that 51,433 people (7.7%) are recognised as disabled under the Equality Act with a disability that limits their daily activities a lot. A further 70,899 (10.6%) are recognised as disabled under the Equality Act with a disability that limits their daily activities a little. These are similar to the percentages for England which are 7.3% (limits daily activities a lot) and 10% (limits daily activities a little).

Sexual Orientation

- 2.15. The 2021 Census provides data on the sexual orientation of the population. Within the Greater Nottingham Area, 8% of the population did not provide a response. Of the people that did respond, a majority identified as straight or heterosexual (88.2%), which is similar to that of England (89.4%).
- 2.16. For those who did not identify as straight or heterosexual, the majority identified as bisexual (1.9%), which differs to England, where the majority identified as gay or lesbian.

Sexual Orientation	Greater Nottingham		England
	Number	%	%
Straight or Heterosexual	485,969	88.2	89.4
Gay or Lesbian	8,668	1.6	1.5
Bisexual	10,206	1.9	1.3
Pansexual	785	0.1	0.1
Asexual	509	0.1	0.1
Queer	229	0.0	0.0
All other sexual orientations	700	0.1	0.2
Not answered	43,978	8.0	7.5

Table 2.5 - Source Census 2021

Gender Identity

- 2.17. The 2021 Census provides data on the gender identity of the population. Within the Greater Nottingham Area, 6.6% of the population did not provide a response. Of the people that did respond, a majority identified their gender as the same as their sex registered at birth (92.8%), which is similar to that of England (93.5%).
- 2.18. For those residents who did not identify their gender as the same as their sex registered at birth, there is a relatively even split between the other identities.

Gender Identity	Greater Nottingham		England
	Number	%	%
Gender identity the same as sex registered at birth	511,435	92.8	93.5
Gender identity different from sex registered at birth but no specific identity given	1,369	0.2	0.2
Trans woman	565	0.1	0.1
Trans man	606	0.1	0.1
Non-binary	540	0.1	0.1
All other gender identities	259	0.0	0.0

Gender Identity	Greater Nottingham		England
Not answered	36,271	6.6	6.0

Table 2.6 - Source Census 2021

Legal Partnership Status

- 2.19. The 2021 Census provides data on the legal partnership status of the population. Within the Greater Nottingham Area, the majority identified as never married or registered a civil partnership (44.2%) or identified as married or registered in a civil partnership (39.9%). This is the opposite to England, where the majority identified as married or registered in a civil partnership (44.7%) or identified as never married or registered a civil partnership (37.9%).

Legal Partnership Status	Greater Nottingham		England
	Number	%	%
Never married and never registered a civil partnership	243,779	44.2	37.9
Married or in a registered civil partnership	219,726	39.9	44.7
Separated, but still legally married or still legally in a civil partnership	11,267	2.0	2.2
Divorced or civil partnership dissolved	45,370	8.2	9.1
Widowed or surviving civil partnership partner	30,898	5.6	6.1

Table 2.7 - Source Census 2021

Religion/Belief

- 2.20. The 2021 Census showed that the dominant religion in Greater Nottingham is Christian, with low proportions of people with a Muslim faith, Sikh faith and Hindu faith. The percentage of residents of other faiths is however lower than across England.
- 2.21. 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 within Greater Nottingham.

Religion	Greater Nottingham		England
	Number	%	%
No religion	294,166	43.8	36.7

Religion	Greater Nottingham		England
Christian	261,009	38.9	46.3
Buddhist	2,912	0.4	0.5
Hindu	9,248	1.4	1.8
Jewish	1,441	0.2	0.5
Muslim	47,240	7.0	6.7
Sikh	7,266	1.1	0.9
Other religion	3,940	0.6	0.6
Not answered	43,690	6.5	6.0

Table 2.8 - Source Census 2021

3. Analysis of Policies

Local Plan Policy	Protected characteristics – does the policy or strategic allocation effect the characteristic in a positive, neutral or negative way?										Explanation, Evidence and Mitigation
	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Marriage and Civil Partnership	Care Experience	
Policy 1: Climate Change, Sustainable Design, Construction, Energy and Managing Flood Risk	Positive - Improved flood resilience and energy efficiency benefit older and younger populations who are especially vulnerable to climate impacts. Moreover, as younger populations will ultimately inherit the built environment built today and be more impacted by the impacts of climate change, promoting sustainable development has a particular benefit for them.	Positive – Noting that disabled populations may face particular financial pressure, and may be more restricted to indoor environments, improved efficiency of new buildings may assist with lowering energy and water costs and providing a healthier indoor environment. The policy promotes accessible design which benefits disabled people i.e. improving mobility, safety, and comfort in buildings and public spaces.	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 1 ensures that all future development in the Greater Nottingham Area will aim to incorporate sustainable design, mitigate or adapt to climate change, reduce carbon emissions and reduce flood risk. The policy is written positively and is expected to affect all groups and communities in a positive or neutral manner, as it will ensure mitigation and adaption to climate change, providing a sustainable and greener living environment for all.

Local Plan Policy	Protected characteristics – does the policy or strategic allocation effect the characteristic in a positive, neutral or negative way?										Explanation, Evidence and Mitigation
	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Marriage and Civil Partnership	Care Experience	
Policy 2: Spatial Strategy	Positive – The policy seeks to maximise opportunities for access to blue and green infrastructure, while ensuring that new development is well-connected to essential services and facilities. This is particularly beneficial for older persons and families with young children who may face additional barriers to mobility and access. Enhancing proximity to such infrastructure can support physical and mental wellbeing, promote social inclusion, and reduce inequalities in	Positive – The policy seeks to maximise opportunities for access to blue and green infrastructure, while ensuring that new development is well-connected to essential services and facilities. This is particularly beneficial for disabled citizens who face additional barriers to mobility and access.	Neutral	Positive – The policy seeks to maximise opportunities for access to blue and green infrastructure, while ensuring that new development is well-connected to essential services and facilities. This is particularly beneficial for pregnant people who may face additional barriers to mobility and access.	Positive – Enhancing proximity to such infrastructure can support physical and mental wellbeing, promote social inclusion, and reduce inequalities in access to nature and services.	Neutral	Neutral	Neutral	Neutral	Positive – Improved access to housing, education and services supports care-experienced individuals transitioning to independence.	Policy 2 sets out the key spatial principles for development in the Greater Nottingham Area..

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	Age	Disability	Gender Reassignment	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation	Marriage and Civil Partnership	Care Experience	
	access to nature and services for all age groups.										
Policy 3: Approach to Housing Need	Positive – This Policy sets housing targets that include provision for older people and young adults, addressing demographic needs and ensuring age-appropriate designs.	Positive – The housing target includes accessible housing standards and supported independent living for disabled people.	Neutral	Positive – Increased housing supply supports family formation and access to suitable homes for pregnant individuals and families whilst also ensuring that family housing is prioritised near schools, parks and healthcare services	Positive – Increased housing supply can reduce overcrowding and improve access for racially diverse communities.	Neutral	Neutral	Neutral	Neutral	Positive – Increased housing supply will improve access for care-experienced individuals transitioning to independent living.	Policy 3 sets out the housing target for the Greater Nottingham Area and the strategic housing allocations that will deliver new homes within the plan period 2023-2041. This policy will be beneficial or neutral for groups by ensuring that there is sufficient housing built in the Greater Nottingham area.
Policy 4: Green Belt	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 4 sets out the principle of the Nottingham Derby Green Belt. In general, the green belt is an urban containment instrument that has positive benefits in terms of encouraging more compact development, leading to greater

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											accessibility – see the benefits for Policy 2. However, given the indirect nature of these benefits, the impacts are listed here as neutral.
Policy 5: Employment Provision and Economic Development	Positive – Unemployment rates are higher amongst 18-24 year olds and over 50s. The Strategic Plan also supports opportunities to help reskill the workforce and provide access to local job opportunities. Some parts of the Plan area experience significant levels of unemployment, low economic activity and low levels of skills, and these problems are particularly acute in	Positive – Unemployment rates are higher amongst disabled people. The Plan also supports opportunities to help reskill the workforce and provide access to local job opportunities. Some parts of the Plan area experience significant levels of unemployment, low economic activity and low levels of skills, and these problems are particularly acute in Nottingham City.	Neutral	Neutral	Positive – Unemployment rates are higher amongst ethnic minority groups. The Plan also supports opportunities to help reskill the workforce and provide access to local job opportunities. Some parts of the Plan area experience significant levels of unemployment, low economic activity and low levels of skills, and these problems are particularly	Neutral	Neutral	Neutral	Neutral	Positive – The policy supports targeted employment and training opportunities, which can benefit care-experienced individuals who face barriers to work.	Policy 5 aims to ensure an attractive and flexible supply of employment land is available to deliver the strategy for economic prosperity, job growth and inward investment. This policy will benefit the majority of the working population living in the plan area by supporting economic development and thus the creation of employment.

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	Nottingham City. Employment and training opportunities, provided as part of new development, can enable the local population to take advantage of opportunities created by new development and assist in developing a skilled labour pool, better able to access new jobs, especially within the knowledge-based sector across the conurbation. There is strong evidence that increasing employment and prosperity across the social gradient will also contribute to improving health and wellbeing and	Employment and training opportunities, provided as part of new development, can enable the local population to take advantage of opportunities created by new development and assist in developing a skilled labour pool, better able to access new jobs, especially within the knowledge-based sector across the conurbation. There is strong evidence that increasing employment and prosperity across the social gradient will also contribute to improving health and wellbeing and			acute in Nottingham City. Employment and training opportunities, provided as part of new development, can enable the local population to take advantage of opportunities created by new development and assist in developing a skilled labour pool, better able to access new jobs, especially within the knowledge-based sector across the conurbation. There is strong evidence that increasing employment and prosperity across the social gradient will also						

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	reducing inequalities.	reducing inequalities.			contribute to improving health and wellbeing and reducing inequalities.						
Policy 6: Nottingham City Centre	Positive – By prioritizing Nottingham City Centre as the wider city region's principal location, this ensures that wider economic activity occurs in a location that is highly accessible to the wider populace in terms of travel time and access by public transport. This is particularly beneficial for people of all ages who may face additional barriers to mobility and access, such as children and the elderly whilst	Positive – The policy prioritises accessibility in transport, public realm and buildings improving the mobility and inclusion for disabled people Making the City Centre easier to move around by creating a network and hierarchy of streets, routes and public spaces that are attractive, accessible to all, well-designed and connect all parts of the City Centre.	Neutral	Positive – The policy supports safe pedestrian routes, access to services, and family-friendly amenities, which benefit pregnant individuals and parents.	Positive – The city centre strategy supports cultural diversity, tourism, and inclusive regeneration, benefiting racially diverse communities.	Neutral	Neutral	Neutral	Neutral	Positive – The policy supports youth-friendly spaces, education access, and employment opportunities , which benefit care-experienced individuals.	Policy 6 sets out the plan to improve the quality, vitality and vibrancy of Nottingham City Centre to ensure it can operate effectively in the long term. It ensures the creation of an inclusive, safe and healthy City Centre that is accessible to all.

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	supporting intergenerational engagement.										
Policy 7: Role of Town and Local Centres	Positive – Similar to the benefits of policy 6, this recognises the role of centres outside of the city centre and prioritises them as primary locations for economic activity at a scale that is concordant with their size and status. For the reasons stated in Policy 6, this may benefit groups with accessibility difficulties, such as children and the elderly.	Positive - Similar to the benefits of policy 6, the policy supports improvements to accessibility in town and local centres including transport, buildings and public spaces.		Positive – Similar to the benefits of policy 6, the policy supports improvements to accessibility in town and local centres including transport, buildings and public space.	Neutral	Neutral	Neutral	Neutral	Neutral	Positive – Similar to the benefits of policy 6, the policy supports improvements to accessibility in town and local centres including transport, buildings and public space which benefit care-experienced individuals.	Policy 7 details the hierarchy of centres and sets out the plan to improve the quality, vitality and vibrancy of the town and local centres to ensure they can operate effectively in the long term.
Policy 8: Housing Size, Mix and Choice	Positive – For these groups in particular, this policy reinforces the need to consider the needs of the elderly with regards to	Positive – For these groups in particular, this policy reinforces the need to consider the needs of the disabled people with	Positive	Positive – The emphasis on family housing and proximity to services supports pregnant individuals and families with young	Positive – The policy supports a diverse housing mix, which can help address overcrowding and housing inequality in	Positive	Positive	Positive	Positive	Positive – In particular, affordable housing may have particular relevance for care-experienced individuals.	Policy 8 sets out that new housing in the Greater Nottingham Area should provide a mix of housing tenures, types and sizes. This is likely to especially benefit vulnerable groups as, due to often having lower incomes / less economic power,

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	housing provision. It also promotes the supply of family housing in the Nottingham City area and the use of National Described Space Standards, which for children helps ensure that the housing available to them is adequate (at least with regard to new housing units).	regards to housing provision. This policy stresses compliance with building regulations relating to accessible and adaptable dwellings.		children. Adequate internal space standards also benefit family wellbeing.	racially diverse communities.						they are particularly vulnerable to poor housing practises, and often unable to access market housing. This policy, by in particular mandating the nationally described space standards, mandating the inclusion of affordable housing in new developments, encourages the provision of affordable housing and housing of adequate size and quality. Noting intersectionality, and that groups with protected characteristics often have lower incomes or higher financial burdens, this is likely to particularly benefit them.
Policy 9: Gypsies, Travellers and Travelling Showpeople	Positive – The Policy states that sites should be located within reasonable travelling distance of a settlement which offers local services and community facilities, including a	Positive – Site designs to include accessible pitches and facilities.	Neutral	Positive – Safe, serviced sites support maternal health and family stability. Access to healthcare and sanitation is particularly important for pregnant individuals.	Positive – This policy is expected to have a positive impact on Gypsies, Roma, and Irish Travellers are recognized as ethnic minority groups with a shared history and culture,	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 9 sets out principles to support additional accommodation needs of Gypsies and Travellers and Travelling Show People on existing and proposed sites in the Greater Nottingham Area.

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	primary school, which is beneficial for children and older people.				which is why they are protected under the race characteristic.						
Policy 10: Design and Enhancing Local Identity	Positive – New developments must be accessible to all and meet the needs of a diverse population, providing inclusive design that supports safe, accessible environments for all ages.	Positive – The policy emphasises inclusive design, accessibility, and adaptability, which directly benefit disabled people in both housing and public spaces.	Neutral	Positive – New developments must be accessible to all and meet the needs of a diverse population, including pregnant individuals and families.	Neutral	Positive – The policy supports preservation of religious heritage and inclusive design, which can accommodate places of worship and cultural expression.	Neutral	Neutral	Neutral	Neutral	Policy 10 sets out principles that require development to achieve high quality design in terms of place making buildings and landscaping. The impacts are likely to benefit all groups, including those with protected characteristics, by promoting a higher level of design – including promotion of an inclusive and healthy environment. Where there are specific benefits to groups with protected characteristics, these have been marked as positive.
Policy 11: The Historic Environment	Positive – The policy promotes conservation and engagement	Neutral	Neutral	Neutral	Positive – The policy supports recognition of diverse cultural	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 11 sets out the principle that Greater Nottingham's historic environment is an asset of significant

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	with heritage assets, which supports intergenerational learning and wellbeing. Older adults may feel a stronger connection to local history, while younger people benefit from educational opportunities.				heritage, which can promote inclusion and representation of racially diverse communities.						cultural, social and economic value, which should be protected and is broadly beneficial to society.
Policy 12: Local Services and Healthy Lifestyles	Positive – The policy supports access to community facilities and health services, which are essential for older adults (e.g. social care, mobility support) and young people (e.g. education, recreation).	Positive – Prioritising accessible community infrastructure improves inclusion and independence for disabled people.	Positive – Inclusive service delivery can reduce barriers for trans individuals.	Positive – The policy supports access to maternity care, childcare, and family services, improving health outcomes and reducing isolation.	Positive – Culturally appropriate services and inclusive planning can reduce health disparities and improve access for racially diverse communities.	Positive – The policy supports faith-based services and facilities, enhancing inclusion and wellbeing.	Positive	Positive	Positive	Positive – The policy supports targeted services and community integration, which are critical for care-experienced individuals.	Policy 12 sets out principles that will support proposals which deliver appropriately located community facilities. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will provide community facilities that can be utilised by all in the Greater Nottingham Area. As groups with protected characteristics may have greater than average need to access community facilities for support,

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											the impacts for all groups have been marked as positive.
Policy 13: Culture, Tourism and Sport	Positive – Cultural and sporting facilities support wellbeing, learning, and recreation across all age groups. Older adults benefit from social engagement, while youth gain access to creative and physical development opportunities.	Positive – The policy promotes accessible venues and activities, supporting inclusion in cultural and sporting life.	Neutral	Positive – Family-friendly cultural and sporting facilities support wellbeing and social inclusion for pregnant individuals and parents.	Positive – The policy supports diverse cultural programming and tourism, which can promote racial inclusion and representation.	Positive – May have some benefit to religious groups as supports protection of existing cultural facilities, several of which are religious buildings.	Neutral	Neutral	Neutral	Positive – Access to cultural and sporting opportunities can support identity, confidence, and social inclusion for care-experienced individuals.	Policy 13 promotes the protection and enhancement of cultural, tourism and sporting facilities in order to provide a range of quality, accessible and safe facilities to encourage healthier, active lifestyles and to support the economic development of the area.
Policy 14: Managing Travel Demand	Positive – A key outcome of this policy is to ensure that new development in accessible locations, and within the development, that accessibility is enhanced. This	Positive – Reducing car dependency and improving public transport and active travel infrastructure directly supports disabled people who	Neutral	Positive – Improved walking and cycling infrastructure and access to public transport benefit pregnant individuals and parents with	Neutral	Neutral	Positive – Women often face safety concerns in transport systems. The policy's emphasis on active travel and public transport can improve safety	Neutral	Neutral	Positive – Improved transport access supports care-experienced individuals in reaching education, employment, and support services.	Policy 14 seeks to increase the provision of efficient, safe and sustainable public transport networks that offer a range of transport choices for the movement of all people and goods in the Greater Nottingham Area. The policy is written

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	is particularly important for groups with potential mobility difficulties, as could be experienced by the elderly or by children.	face mobility barriers.		young children.			and accessibility.				positively and is expected to affect all equalities groups in a positive or neutral manner, as it will ensure appropriate provision of sustainable transport networks for all.
Policy 15: Transport Infrastructure Priorities	Positive – see benefits for policy 14.	Positive – see benefits for policy 14.	Neutral	Positive – see benefits for policy 14.	Neutral	Neutral	Positive - benefits for Policy 14.	Neutral	Neutral	Positive - benefits for Policy 14.	Policy 15 seeks to ensure all development in the Greater Nottingham Area is supported by appropriate on-site and off-site transport infrastructure. The policy is written positively and is expected to affect all equalities groups in a positive or neutral manner, as it will ensure appropriate provision of transport infrastructure for all.
Policy 16: Blue and Green Infrastructure and Landscape	Positive – see benefits for Policy 2.	Positive – see benefits for Policy 2.	Neutral	Positive – see benefits for Policy 2.	Neutral	Neutral	Neutral	Neutral	Neutral	Positive – see benefits for Policy 2.	Policy 16 sets out the principle that green and blue infrastructure should be protected, and where appropriate, improved and extended. Policy 16 is expected to

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											provide a quality and accessible network of better connected green and blue spaces that enhance visual amenity, biodiversity, landscape, productivity and enable healthy lifestyles. The policy is written positively and is expected to affect all equalities groups in a positive manner, as it will ensure improved green and blue infrastructure for all.
Policy 17: Biodiversity and the Ecological Network	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 17 sets out the principle that biodiversity within the Greater Nottingham Area should be protected and enhanced. Impacts are listed as neutral as while this relates to open spaces, this specific policy is focused on biodiversity conservation and enhancement, and thus relatively neutral in terms of direct benefits to individuals.

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Policy 18: Infrastructure and Developer Contributions	Positive – Funds infrastructure that benefits all age groups. More specifically, developer contributions contribute towards the creation of new school places in line with demand created by new development, hence benefiting children. Furthermore, regarding affordable housing, see benefits listed for Policy 8. Regarding employment and training, see benefits listed for Policy 5.	Positive – Regarding affordable housing, see benefits listed for Policy 8. Contributions relating to public open spaces provide disabled individuals with unique opportunities for independent mobility, sensory engagement, and social inclusion that are often limited in conventional environments, helping to reduce isolation and promote equitable participation in community life.	Neutral	Positive – Noting the benefits of open space, see benefits listed for Policy 2.	Positive – Development contributions include funding relating to employment and training. Noting support relating to job growth may particularly benefit ethnic minority groups.	Neutral	Neutral	Neutral	Neutral	Positive – Infrastructure funding may support youth services, housing, and education for care-experienced individuals.	Policy 18 seeks to ensure that the Greater Nottingham Councils, working alongside neighbouring Local Authorities and infrastructure partners, deliver the necessary infrastructure in proportion to the proposed growth in the Greater Nottingham Area in a timely manner. The policy also sets out how developer contributions for new or improved infrastructure to support development will be sought. The policy is written positively and is expected to affect all equalities groups in a positive or neutral manner, as it will ensure the appropriate provision of infrastructure across the Greater Nottingham Area.

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Strategic Allocations: Note that the strategic allocations are essentially the expression of the earlier policies, in particular highlighting the larger sites that are expected to be used for delivering development in the plan area for housing and economic purposes in line with the earlier stated. As such, the impact on protected characteristics is listed as neutral as the details of these policies are largely to indicate which sites are to be developed, at what quantum, with some details on the nature of development on the site, which has no specific impact on any group with a protected characteristic. However, as the selection of these sites and the details for development are led by the policies in the first section of this plan, the process by which they came to be chosen has effectively been assessed in terms of impacts on protected groups – see in particular the details relating to the spatial strategy outlined in Policy 2.											
Policy 19: Strategic Allocation Boots Site	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 19 sets out key principles that will support the delivery of a mixed-use development at the Boots Site.
Policy 20: Strategic Allocation Field Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 20 sets out key principles that will support the delivery of housing at Field Farm.
Policy 21: Strategic Allocation Toton and Chetwynd Barracks	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 21 sets out key principles that will support the delivery of a mixed-use development at Toton and Chetwynd Barracks.
Policy 22: Strategic Allocation Former Bennerley Coal Disposal Point	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 22 sets out key principles that will support the delivery of logistics and distribution development at the former Bennerley Coal Disposal Point.
Policy 24: Strategic Allocation	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 24 sets out key principles that will support the delivery of a mixed-use development at

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Former Stanton Tip											the former Stanton Tip.
Policy 25: Strategic Allocation Broad Marsh	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 25 sets out key principles that will support the delivery of a mixed-use development at the Broad Marsh.
Policy 26: Strategic Allocation Melton Road	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 26 sets out key principles that will support the delivery of a mixed-use development at Melton Road.
Policy 27: Strategic Allocation Land North of Bingham	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 27 sets out key principles that will support the delivery of a mixed-use development at Land north of Bingham.
Policy 28: Strategic Allocation Former RAF Newton	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 28 sets out key principles that will support the delivery of a mixed-use development at the Former RAF Newton.
Policy 29: Strategic Allocation Former Cotgrave Colliery	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 29 sets out key principles that will support the delivery of a mixed-use development at the Former Cotgrave Colliery.

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Policy 30: Strategic Allocation South of Clifton	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 30 sets out key principles that will support the delivery of a mixed-use development at South of Clifton.
Policy 31: Strategic Allocation East of Gamston	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 31 sets out key principles that will support the delivery of a mixed-use development at East of Gamston.
Policy 32: Strategic Allocation Ratcliffe on Soar Power Station	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 32 sets out key principles that will support the delivery of employment, logistics and distribution development at Ratcliffe on Soar Power Station.
Note: None of the policies are likely to have any negative impacts on any group with a protected characteristic.											

- 3.1. In addition to the 10 protected characteristics above, in line with the agreed standards across the Core City Councils and the Equality Framework for Local Government, as well as the agreed standard for all Nottingham City Council Equality Impact Assessments, other characteristics (E.g. cohesion/good relations, vulnerable children/adults) and socio-economic background (e.g. financial vulnerability) has also been considered. Similarly, to the 10 protected characteristics, the policies have a neutral impact, apart from policies 1, 5, 7, 8, 12-16 and 18 which have a positive impact.

4. Monitoring and policy updates

- 4.1. Regarding the update of the policies set out in this strategic plan, regulation 10(A) of The Town and Country Planning (Local Planning) (England) Regulations (2012) makes it mandatory for local authorities to review local development documents every five years. This ensures that policies are kept up to date and in line with changing local and national dynamics. Conversely, the policies in the local plan cannot be changed without going through a full local plan review process, a new plan being adopted, or changes to national policies and legislation. This means that the policies in this plan will not change save for the aforementioned occurring.
- 4.2. Monitoring of plan implementation is built into the plan process. Each Council involved in this plan is expected to produce an Annual Monitoring Report (AMR), with the indicators used in this report being led by the monitoring arrangements for the stated policy. These arrangements include specific targets and delivery mechanism relating to the specific arrangement. These reports are hosted on each Councils website for public viewing.

5. Conclusions

- 5.1. Subject to the review of the Plan, it is concluded that the proposed policies and strategic allocations would overall have a neutral or positive impact on groups that have protected characteristics. No further assessment of the proposed planning policies and strategic allocations is required, save for any substantial amendments that may occur through the plan inspection process which may then require further assessment in terms of equalities impacts.