

# Greater Nottingham Strategic Plan



## Equality Impact Assessment September 2024

The content of this document is unchanged from the previous consultation except for the disclaimer on the next page.

Greater Nottingham  
Planning Partnership



# **Greater Nottingham Strategic Plan**

## **March 2025 Update**

Please note that Gedling Borough Council has made the decision to withdraw from the Greater Nottingham Strategic Plan. While the Strategic Plan no longer contains any policies applicable to Gedling Borough, they may incorporate elements of policy within their own plan making. References to Gedling Borough in this document should be considered in this light.

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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 2010<sup>1</sup>

- 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 Duty<sup>2</sup> 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:

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

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

- eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the Equality Act;
- 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. It is understood that Gedling may propose a similar motion in the future.

- 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.
- 1.14. 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)<sup>3</sup> and a Preferred Approach: Response to the Growth Options Consultation (December 2022)<sup>4</sup>.
- 1.15. 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

- 1.16. 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.
- 1.17. Equalities considerations have informed the Councils overall approach through the plan-making process. An Equalities Impact Assessment for each policy is set 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.

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

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

### Methodology

- 1.18. 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 data<sup>5</sup>; and
  - National Statistics<sup>6</sup>.
- 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*

- 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%).

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<sup>5</sup> <https://www.nomisweb.co.uk/>

<sup>6</sup> <https://www.ons.gov.uk/>



- 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. The next data release on population projections is anticipated for March 2025.

- 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.

<b>Area</b>	<b>Male Full Time Workers (Weekly Wage)</b>	<b>Female Full Time Workers (Weekly Wage)</b>	<b>Full Time Workers (Weekly Wage)</b>
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. A 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.

<b>Sexual Orientation</b>	<b>Greater Nottingham</b>		<b>England</b>
	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.

<b>Gender Identity</b>	<b>Greater Nottingham</b>		<b>England</b>
	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

<b>Gender Identity</b>	<b>Greater Nottingham</b>		<b>England</b>
All other gender identities	259	0.0	0.0
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%)

<b>Legal Partnership Status</b>	<b>Greater Nottingham</b>		<b>England</b>
	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
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	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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 manner, as it will ensure mitigation and adaption to climate change, providing a sustainable and greener living environment for all.



Policy 2: Spatial Strategy	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 2 sets out the key principles of sustainable development in the Greater Nottingham Area for the next 18 years. The policy is written positively and there is no discrimination of any of the protected characteristics.
Policy 3: Approach to Housing Need	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	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. The policy is written positively and there is no discrimination of any of the protected characteristics.
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. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.
Policy 5: Employment Provision and Economic Development	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	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. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.
Policy 6: Nottingham City Centre	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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. The policy is written positively and there is no negative discrimination towards any of the protected characteristics.
Policy 7: Role of Town and Local Centres	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	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. The policy is written positively and there is no negative discrimination towards any of the

											protected characteristics.
Policy 8: Housing Size, Mix and Choice	Positive	Positive	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	<p>Policy 8 sets out that new housing in the Greater Nottingham Area should provide a mix of housing tenures, types and sizes. The policy is written positively and there is no negative discrimination of any of the protected characteristics. The policy is expected to have a positive impact on the age and disability characteristic because the policy encourages the delivery of a mix of market and affordable housing and specialist housing for older people and disabled persons across the Greater Nottingham Area.</p>

Policy 9: Gypsies, Travellers and Travelling Showpeople	Neutral	Neutral	Neutral	Neutral	Positive	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. The policy is written positively and there is no negative discrimination of any of the protected characteristics. Policy 9 is expected to have a positive impact on the race characteristic, as the policy addresses the needs of a specific race/group of individuals.
Policy 10: Design and Enhancing Local Identity	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	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 policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Policy 11: The Historic Environment	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 11 sets out the principle that Greater Nottingham's historic environment is an asset of significant cultural, social and economic value, which should be protected. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Policy 12: Local Services and	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Policy 12 sets out principles that will support proposals

Healthy Lifestyles											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.
Policy 13: Culture, Tourism and Sport	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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. The policy is written positively and is

											expected to affect all equalities groups in a positive manner, as it will provide publicly accessible and a broad range of facilities to all in the Greater Nottingham Area.
Policy 14: Managing Travel Demand	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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 positively and is expected to affect all equalities groups in a positive manner, as it will ensure appropriate provision of sustainable transport networks for all.



Policy 15: Transport Infrastructure Priorities	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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 manner, as it will ensure appropriate provision of transport infrastructure for all.
Policy 16: Blue and Green Infrastructure and Landscape	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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 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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

Policy 18: Infrastructure and Developer Contributions	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	Positive	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 manner, as it will ensure the appropriate provision of infrastructure

											across the Greater Nottingham Area.
<b>Strategic Allocations</b>											
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the

											protected characteristics.
Policy 23: Strategic Allocation Top Wighay Farm	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 23 sets out key principles that will support the delivery of a mixed use development at Top Wighay Farm. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Policy 24: Strategic Allocation Former Stanton Tip	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 the former Stanton Tip. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
Policy 27: Strategic Allocation Land	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Neutral	Policy 27 sets out key principles that will support the delivery of a

North of Bingham											mixed use development at Land north of Bingham. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively

											and there is no positive or negative discrimination of any of the protected characteristics.
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. The policy is written positively and there is no positive or negative discrimination of any of the protected characteristics.

- 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. Conclusions**

- 4.1. Subject to representations made on this Equalities Impact Assessment during the consultation of the Publication Version of the Greater Nottingham Strategic 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.
- 4.2. No further assessment of the proposed planning policies and strategic allocations is required. However, should comments on the Publication Version of the Strategic Plan indicate that individual groups may be affected by a proposed policy or a strategic allocation, the assessment will be reviewed and if necessary, mitigation measures incorporated within the Greater Nottingham Strategic Plan.