

Agenda

Cabinet

Date: **Thursday 5 October 2023**

Time: **2.00 pm**

Place: **Council Chamber**

For any further information please contact:

Democratic Services

committees@gedling.gov.uk

0115 901 3906

Cabinet

Membership

Chair Councillor John Clarke

Vice-Chair Councillor Michael Payne

Councillor David Ellis
Councillor Kathryn Fox
Councillor Jenny Hollingsworth
Councillor Viv McCrossen
Councillor Marje Paling
Councillor Lynda Pearson
Councillor Henry Wheeler

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Responsibility of committee:

Cabinet is the meeting of all executive members. The Executive will carry out all of the local authority's functions which are not the responsibility of any other part of the local authority, whether by law or under the Constitution. Cabinet Portfolios are detailed within Section 6, Part 9 of the Council's Constitution.

AGENDA

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- 1 **Apologies for Absence**
- 2 **To approve, as a correct record, the minutes of the meeting held on 7 September 2023** 5 - 9
- 3 **Declaration of Interests**
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- 5 **Annual equalities update report** 19 - 95
Report of the Interim Corporate Director.
- 6 **Proposed Sale of Land at Killisick Lane** 97 - 165
Report of the Property Services Manager.
- 7 **Any other items the Chair considers urgent**

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MINUTES CABINET

Thursday 7 September 2023

Councillor John Clarke (Chair)

Councillor David Ellis	Councillor Marje Paling
Councillor Kathryn Fox	Councillor Lynda Pearson
Councillor Jenny Hollingsworth	Councillor Henry Wheeler
Councillor Viv McCrossen	

Absent: Councillor Michael Payne

Officers in Attendance: M Hill, C McCleary and F Whyley

18 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Payne.

19 TO APPROVE, AS A CORRECT RECORD, THE MINUTES OF THE MEETING HELD ON 6 JULY 2023

RESOLVED:

That the minutes of the above meeting, having been circulated, be approved as a correct record.

20 DECLARATION OF INTERESTS

Councillor Hollingsworth declared a non-pecuniary interest in item 9 as it is in relation to her ward.

21 FORWARD PLAN

Consideration was given to a report of the Democratic Services Manager, which had been circulated prior to the meeting, detailing the Executive's draft Forward Plan for the next six month period.

RESOLVED:

To note the report.

22 HILL CREST PARK BUSINESS UNIT EXPANSION

The Economic Growth and Regeneration Manager introduced a report, which had been circulated in advance of the meeting, seeking approval to develop Hill Crest Park in Calverton (the Site), and to recommend to Council that budget approval is given for this development.

RESOLVED to:

- 1) Approve the Hill Crest Park Extension project business case subject to funding and budget approval;
- 2) Approve Officers to continue with the funding approval process with D2N2 LEP
- 3) Delegate authority to the Chief Executive in consultation with the Legal Services Manager to sign off the business case submission and enter into a legal agreement with the D2N2 LEP to deliver the scheme, should the business case be successful; and
- 4) Recommend that Council approves the addition of this project to the capital programme for 2023/24, and establishes a budget of £1,387,769 to be funded from a combination of borrowing, external funding and earmarked reserves.

23 PRUDENTIAL CODE INDICATOR MONITORING 2023/24 AND QUARTERLY TREASURY ACTIVITY REPORT FOR Q1

Consideration was given to a report of the Financial Services Manager, which had been circulated prior to the meeting, detailing the performance monitoring of the 2023/24 prudential code indicators, and advising Members of the quarterly treasury activity.

RESOLVED:

To note the report, together with the Treasury Activity Report 2023/24 for Quarter 1 at appendix 1, and the Prudential and Treasury Indicator Monitoring 2023/24 for Quarter 1, at appendix 2.

24 BUDGET MONITORING (Q1) AND VIREMENT REPORT

Consideration was given to a report of the Senior Leadership Team, which had been circulated prior to the meeting, to update Cabinet on the forecast outturn for Revenue and Capital Budgets for 2023/24 and to request approval for the changes to the budget as set out in the report.

RESOLVED to:

- 1) Approve the General Fund Budget virements set out in Appendix 1;
- 2) Note the use of reserves and funds during quarter one as detailed in Appendix 2; and
- 3) Approve the changes to the capital programme included in paragraph 2.4.

25 GEDLING PLAN - QUARTER 1 2023/24 REPORT

Consideration was given to a report of the Senior Leadership Team, which had been circulated prior to the meeting, detailing the summary of the position against improvement actions and performance indicators in the 2023-27 Gedling Plan at the end of quarter 1 of 2023/24.

RESOLVED:

To note the progress against the improvement actions and performance indicators in the 2023-27 Gedling Plan for the end of quarter 1 of 2023/24.

26 COMMUNITY INFRASTRUCTURE LEVY (CIL) NON- PARISH FUNDING – CONSULTATION RESPONSE AND FUNDING DECISION

The CIL and Section 106 Monitoring Officer introduced a report, which had been circulated in advance of the meeting, seeking member approval to retain LIS0001 – Cinder Path Extension (Netherfield) and LIS0002 – Gedling Youth & Community Hub Regeneration Project at Former Railway Station (Gedling) on the Local Infrastructure Schedule for reconsideration as part of next year’s CIL Non-Parish Neighbourhood Funding awards.

RESOLVED to:

- 1) Approve the retention of LIS0001 – Cinder Path Extension (Netherfield) on Local Infrastructure Schedule for reconsideration as part of next year’s CIL Non Parish Neighbourhood Funding awards; and
- 2) Approve the retention of LIS0002 – Gedling Youth & Community Hub Regeneration Project at Former Railway Station (Gedling) on the Local Infrastructure Schedule for reconsideration as part of next year’s CIL Non-Parish Neighbourhood Funding awards.

27 GREATER NOTTINGHAM STRATEGIC PLAN - STRATEGIC DISTRIBUTION CONSULTATION

The Planning Policy Manager introduced a report, which had been circulated in advance of the meeting, seeking approval to issue the Greater Nottingham Strategic Plan Preferred Approach: Strategic Distribution and Logistics Sites document for a period of consultation.

RESOLVED to:

- 1) Approve the Greater Nottingham Strategic Plan Preferred Approach: Strategic Distribution and Logistics Sites document and Sustainability Appraisal, to allow a period of public representations; and
- 2) Delegate authority to the Planning Policy Manager to make any minor editing changes such as typographical, formatting or changes to imagery necessary to the Preferred Approach: Strategic Distribution and Logistics Sites document and any supporting evidence documents prior to consultation.

28

APPROVAL TO EXTEND WITH THE PUBLIC SPACE PROTECTION ORDER FOR DOG FOULING OFFENCES BOROUGH WIDE

Consideration was given to a report of the Head of Environment, seeking approval for authorisation to extend, for a further 3 years, the existing Public Spaces Protection Order for dog fouling (Gedling Borough Council) which is due to expire on 20 October 2023.

RESOLVED to:

- 1) Approve a further 3 year extension of the current Public Spaces Protection Order (PSPO) for dog fouling at Appendix 1 in accordance with Section 72 of the Antisocial Behaviour, Crime and Policing Act 2014; and
- 2) Approve that the fixed penalty level for breaches of the PSPO remains set at £100, payable within 14 days.

29

ANNUAL STATISTICAL COMPLAINTS AND OMBUDSMAN REPORT

The Interim Corporate Director introduced a report, which had been circulated in advance of the meeting, informing members of the receipt of the annual review letter from the office of the Local Government and Social Care Ombudsman and the complaints dealt with by the Council through the internal complaints procedure during the year 2022/23.

RESOLVED:

To note the details of the annual review letter from the Local Government and Social Care Ombudsman and the information in relation to the number of complaints dealt with by the Council through the internal complaints procedure in 2022/23.

30 SENIOR INFORMATION RISK OWNER REPORT

The Interim Corporate Director introduced a report on behalf of the Senior Information Risk Owner, which had been circulated in advance of the meeting, providing an annual review of activities in respect of information management and data security and seeking approval of updates to the Council's Information Security Policy.

RESOLVED to:

- 1) Note the Annual Report on behalf of the Senior Information Risk Owner 2022/23; and
- 2) Approve the amendments to the Council's Information Security Policy at Appendix 2.

31 ANY OTHER ITEMS THE CHAIR CONSIDERS URGENT

None.

The meeting finished at 3.10 pm

Signed by Chair:
Date:

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Report to Cabinet

Subject: Forward Plan

Date: 5 October 2023

Author: Democratic Services Manager

Wards Affected

All

Purpose

To present the Executive's draft Forward Plan for the next six month period.

Key Decision

This is not a Key Decision.

Recommendation(s)

THAT:

Cabinet notes the contents of the draft Forward Plan making comments where appropriate.

1 Background

- 1.1 The Council is required by law to give notice of key decisions that are scheduled to be taken by the Executive.
- 1.2 A key decision is one which is financially significant, in terms of spending or savings, for the service or function concerned (more than £500,000), or which will have a significant impact on communities, in two or more wards in the Borough.
- 1.3 In the interests of effective coordination and public transparency, the plan includes any item that is likely to require an Executive decision of the Council, Cabinet or Cabinet Member (whether a key decision or not). The Forward Plan covers the following 4 months and must be

updated on a rolling monthly basis. All items have been discussed and approved by the Senior Leadership Team.

2 Proposal

- 2.1 The Forward Plan is ultimately the responsibility of the Leader and Cabinet as it contains Executive business due for decision. The Plan is therefore presented at this meeting to give Cabinet the opportunity to discuss, amend or delete any item that is listed.

3 Alternative Options

- 3.1 Cabinet could decide not agree with any of the items are suggested for inclusion in the plan. This would then be referred back to the Senior Leadership Team.
- 3.2 Cabinet could decide to move the date for consideration of any item.

4 Financial Implications

- 4.1 There are no financial implications directly arising from this report.

5 Legal Implications

- 5.1 There are no legal implications directly arising from this report.

6 Equalities Implications

- 6.1 There are no equalities implications arising from this report.

7 Carbon Reduction/Environmental Sustainability Implications

- 7.1 There are no carbon reduction/sustainability implications arising from this report.

8 Appendices

- 8.1 Appendix 1 – Forward Plan

9 Background Papers

- 9.1 None identified

10 Reasons for Recommendations

- 10.1 To promote the items that are due for decision by Gedling Borough Council's Executive over the following four month period.

Statutory Officer approval

Approved by:

Chief Financial Officer

Date:

31/8/2020 (report content)

Approved by:

Monitoring Officer

31/8/2020 (report content)

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Gedling 
Borough Council **FORWARD PLAN**
FOR THE PERIOD 2 OCTOBER 2023 TO 31 JANUARY 2024

This forward plan sets out the details of the key and non-key decisions which the executive cabinet expect to take during the next six months.

The current members of the Executive Cabinet are:

Councillor John Clarke – Leader of the Council

Councillor Michael Payne – Deputy Leader and Portfolio Holder for Corporate Resources and Performance

Councillor David Ellis – Portfolio Holder for Public Protection

Councillor Kathryn Fox - Portfolio Holder for Life Chances and Vulnerability

Councillor Jenny Hollingsworth – Portfolio Holder for Sustainable Growth and Economy

Page 15 Councillor Marje Paling – Portfolio Holder for Environmental Services (Operations)

Councillor Lynda Pearson – Portfolio Holder for Communities and Place

Councillor Viv McCrossen – Portfolio Holder for Climate Change and Natural Habitat

Councillor Henry Wheeler – Portfolio Holder for Lifestyles, Health and Wellbeing

Anyone wishing to make representations about any of the matters listed below may do so by contacting the relevant officer listed against each key decision, within the period indicated.

Description of the decision	Date decision is expected to be taken and who will take the decision?	Responsible Officer	Documents to be considered by the decision maker	Cabinet Portfolio	Open / Exempt (and reason if the decision is to be taken in private) Is this a Key Decision?
Strategic review - Community facilities To inform members of the outcome of the strategic review of community facilities and proposed strategy moving forward	9 Nov 2023 Cabinet	Lance Juby, Head of Communities and Leisure	Officer Report	Portfolio Holder for Lifestyles, Health and Wellbeing	Open Yes
Community Asset transfer of Wollaton Avenue Community Centre	9 Nov 2023 Cabinet	Lance Juby, Head of Communities and Leisure	Officer Report	Portfolio Holder for Corporate Resources and Performance	Open No
Front Street	9 Nov 2023 Cabinet	Tanya Najuk, Head of Regeneration and Welfare	Officer Report	Portfolio Holder for Corporate Resources and Performance	Open Yes
Arnold Market Place - first floor	9 Nov 2023 Cabinet	Tanya Najuk, Head of Regeneration and Welfare	Officer Report	Portfolio Holder for Corporate Resources and Performance	Open Yes
Gedling Conservation Area Appraisal and Management Plan Approve Gedling Conservation Area Appraisal and Management Plan	9 Nov 2023 Cabinet	Jo Gray, Planning Policy Manager	Officer Report	Portfolio Holder for Sustainable Growth and Economy	Open No
Gedling Plan Quarter 2 Report 2023-24 Gedling Plan Quarter 2 Report 2023-24	9 Nov 2023 Cabinet	David Archer, Head of Human Resources Performance and Service Planning	Officer Report	Leader of the Council	Open No
Prudential code indicator monitoring 2023/24 and quarterly treasury activity report for Q2 To inform Members of the performance monitoring of the 2023/24 Prudential Code Indicators, and to advise Members of the quarterly Treasury activity as required by the Treasury Management Strategy.	9 Nov 2023 Cabinet	Tina Adams, Financial Services Manager	Officer Report	Portfolio Holder for Corporate Resources and Performance	Open Yes

Description of the decision	Date decision is expected to be taken and who will take the decision?	Responsible Officer	Documents to be considered by the decision maker	Cabinet Portfolio	Public / Exempt (and reason if the decision is to be taken in private) Is this a key decision?
Budget Monitoring (Q2) and virement report To update Members on financial information for the second quarter of the 2023/24 year	9 Nov 2023 Cabinet	Tina Adams, Financial Services Manager	Officer Report	Portfolio Holder for Corporate Resources and Performance	Open Yes
Biodiversity Net Zero report	9 Nov 2023 Cabinet	Mike Avery, Head of Development and Place	Officer Report	Portfolio Holder for Climate Change and Natural Habitat	Open No
Infrastructure Funding Statement 2022/23 To provide Members with information on the monies collected through the Community Infrastructure Levy (CIL) and Section 106 Planning Obligations and to seek approval for the publication of the Infrastructure Funding Statement for 2022/23.	14 Dec 2023 Cabinet	Lewis Widdowson, Planning Officer	Officer Report	Portfolio Holder for Sustainable Growth and Economy	Open No
Community Infrastructure Levy (CIL) Non- Parish Funding – Local Infrastructure Schedule, Project Assessments and Proposed Funding Allocations To seek approval for the commencement of a four-week public consultation on the projects shortlisted as suitable for CIL Neighbourhood Funding in the 'CIL Non-Parish Funding - Local Infrastructure Schedule, Project Assessments and Proposed Funding Allocations document.	14 Dec 2023 Cabinet	Lewis Widdowson, Planning Officer	Officer Report	Portfolio Holder for Sustainable Growth and Economy	Open Yes
Open Space Supplementary Planning Document Adoption of Open Space Supplementary Planning Document	31 Jan 2024 Cabinet	Jo Gray, Planning Policy Manager	Officer Report	Portfolio Holder for Sustainable Growth and Economy	Open Yes

Description of the decision	Date decision is expected to be taken and who will take the decision?	Responsible Officer	Documents to be considered by the decision maker	Cabinet Portfolio	Public / Exempt (and reason if the decision is to be taken in private) Is this a key decision?
Gedling Plan Quarter 3 Report 2023-24 Gedling Plan Quarter 3 Report 2023-24	31 Jan 2024 Cabinet	David Archer, Head of Human Resources Performance and Service Planning	Officer Report	Leader of the Council	Open No



Report to Cabinet

Subject: Update on Equality and Diversity Framework and Action Plan

Date: 5 October 2023

Author: Interim Corporate Director

Wards Affected

All Wards

Purpose

To update members on the progress made across the Council on the Equality and Diversity Framework and action plan as well as other work undertaken in relation to improving equality and diversity in the provision of Council services since the adoption of the Equality and Diversity policy in 2021.

Key Decision

This is not a key decision.

Recommendation

THAT Cabinet:

- 1) Notes the work undertaken on the Equality and Diversity Framework and Action Plan and the wider work undertaken by officers and members to strengthen the Council's approach to equality and diversity in the performance of its functions.

1 Background

- 1.1 In October 2021, Cabinet approved the Council's Equality and Diversity Policy document along with the Equality and Diversity Framework and Action Plan for 2021-2024. These documents were approved following two rounds of public consultation which can be found at Appendix 1. This report provides an update on work carried out under the policy and progress against the Equality Framework and Action plan. A detailed progress report against equality actions taken from the Council's performance management

system is attached at Appendix 2. This report sets out more broadly the achievements under the policy and framework since implementation and references future actions to be completed. Whilst the framework was initially to run until March 2023, due to the time taken to complete 2 consultations on the framework, this timescale was extended in August 2022 and the framework and action plan now run until March 2024.

1.2 The Equality Policy references the need to report annually to Cabinet on progress. Since adoption of the framework in October 2021, this is the first annual report to be presented to Cabinet. Work has been monitored closely by the Strategic Equality and Diversity Group and the Equality Officer Group but due to capacity and changes in officer roles, this is the first opportunity to present progress to Cabinet.

1.3 **Strategic Equality and Diversity Group**

The policy document sets out the responsibilities for equality and diversity within the Council and references a Strategic Equality and Diversity group (SEGD) with membership consisting of the Leader and Deputy Leader, Portfolio Holder and Policy Adviser with responsibility for equalities, a member from each opposition group, the Chief Executive and Director responsible for Equalities. This group met for the first time in August 2022 and has since met on a quarterly basis. The group, chaired originally by the Portfolio Holder for Young People and Equalities and from May 2023 the Portfolio Holder for Life Chances and Vulnerability, oversee, support and monitor the progress of the Equality Framework and Action Plan as well as working with officers and Corporate Management Team to progress other corporate initiatives to improve equality and diversity across the organisation. The SEDG have engaged with stakeholders including the Fire Service to look at different organisations and their approach to equality and diversity. In particular, the following initiatives and work streams have been developed and supported by the SEDG since the launch of the framework:

- The development of a staff equalities network within the Council. This was pioneered by the group following presentations from the Fire Service on their own staff networks. Work continues with the support of Human Resources to develop this network.
- Inputting to the Council's Communications Strategy to ensure it is representative and inclusive.
- Assisted in the preparation of an Equality and Diversity Member training briefing note to supplement online equality and diversity training for members which was promoted by the group.
- Raised issues from residents within different protected characteristics to ensure Council Services were inclusive including accessibility

issues for those less able to access services digitally, which was fed to appropriate services areas.

- Commissioned and received a review of equality and diversity within leisure services which is now being rolled out to all service areas to encourage improvement.
- Engaged in the establishment of the Council's Social Mobility Commission which is chaired by the Portfolio Holder for Vulnerability and Life Chances.
- Supported Dementia friendly training for staff.
- Supported a funded project for a Windrush event.
- Considered the Council's role in supporting care leavers in the borough. This is an ongoing piece of work, but SEDG have encouraged reporting of the Council's current arrangements to Cabinet.
- Scrutinised Census data.

Supported officers in the delivery of a number of work streams including, pronoun usage in emails, equality training for staff, the development of changing places facilities and review of equality related complaints.

1.4 Officer Equality Group

This officer group was established in March 2023 to support SEDG and co-ordinate different equality related work across the organisation. The group review the framework and action plan and equality complaints, providing updates to SEDG and Corporate Management team (CMT). The group have delivered the following:

- Staff guidance on the use of pronouns
- Member's Equality briefing note
- Member's and staff Human Rights briefing note
- Monitored completion of equality and diversity training
- Updated CMT on any corporate equality issues from SEDG or other sources.

1.5 Training

The Council rolled out an online Equality and Diversity Training module

for staff in 2022, all staff are required to complete the training and to ensure accountability, those who do not complete within a reasonable timescale may face disciplinary action. This training was also provided for Members following the election in May 2023 and was accompanied by a briefing note. Members of Appointments and Conditions of service Committee also received training on recruitment and selection processes to ensure inclusivity. Staff were all offered mental health awareness training and in Customer Services, more bespoke training on mental health was delivered in 2021. Dementia Friendly Training was offered to staff in 2022. Staff have also been briefed during staff briefings on the progress of the Equality and Diversity Framework and Action Plan.

1.6 **Equality Framework and Action Plan**

The Equality Framework and Action Plan was developed taking into account the Local Government Association Equality framework for Local Government. The plan set out the actions the Council had already taken to deliver good equality outcomes and the activity the Council needed to progress to secure further improvement. The framework is divided into the following themes:

- Understanding and working with your communities
- Leadership and organisational commitment
- Responsive services and customer care
- Diverse and engaged workforce

1.7 At the time of adoption there were 70 equality actions under the framework. These have been monitored through the Council's performance management software as well as the officer equality group and SEDG. At the time of writing 10 actions and 5 sub actions are outstanding but the majority are in progress. This is considered to be an excellent achievement particularly given that there has been no additional resource to support the equality actions. Some of the completed actions are highlighted below with full details contained in Appendix 2 (please note since publication of Appendix 2 further actions have been completed):

- Delivery of training for staff and members.
- Increased collection of equality data through consultation responses.
- Increased collection of equality data for frontline services through revised customer surveys.
- Revision of Equality Impact Assessments and guidance.

- Publication of equality objectives in the Gedling Plan for 2023-27.
- Training of Appointments and Conditions of Service Committee on recruitment and selection including unconscious bias.
- Publication of updated census data for staff on the intranet.
- Improved accessibility at elections following requirements of Election Act 2022.
- The establishment of Customer Outreach sessions in the community to improve engagement with residents.
- Separately categorising equality related complaints from the complaints and compliments system.
- Consideration for equality in development of event plans.
- Promotion of Seniors and Youth council.
- The procurement of webchat with translation capabilities to improve customer engagement.

1.8 The outstanding actions on the framework are due for completion by March 2024, at which point the current framework will expire. The majority of outstanding actions relate to contract and procurement matters and the conclusion of social value in procurement and wiser service delivery. Part of these actions will be encompassed in the Council's Procurement Strategy once completed. An updated framework and review of the Equality and Diversity policy will commence in early 2024 and this review also forms part of the Overview and Scrutiny work programme for January 2024.

1.9 Outside the actions on the framework, a number of other equality matters have been highlighted through the SEDG. In particular, some other local authorities have taken motions to Council to include care leavers as a voluntary additional protected characteristic within their organisations, including the definition of care leavers within their own equality policies and frameworks. Care leavers are not currently listed in the Equality Act 2010 as a separate protected characteristic.

1.10 Whilst the County Council has overall responsibility for those living in care, the County Council has a Partnership Strategy for Looked after Children and Care Leaver's 2022-25, to which Gedling Borough Council are a signatory. This strategy seeks to enhance opportunity for care leavers and encourages partners to act proactively in taking opportunities to promote and act in the best interests of care leavers.

1.11 Gedling have historically taken a proactive approach to supporting care leavers, and have schemes in place for a "looked after" person (care leaver) between the age of 16-25 as follows:

- Council tax – if the care leaver lives alone, they get a 100% Council

tax discount. If they live with another person who is not a care leaver, the care leaver is disregarded for Council tax purposes. For example, should the care leaver live with just one other person who pays the council tax that person would receive the 25% single person discount. There are currently 47 care leavers in the borough receiving this discount.

- Leisure – The Council offers free DNA membership for care leavers aged 16-25. Nottinghamshire County Council make the referral to the Council. There are currently 43 people on this scheme. GBC receive about 12 referrals to this scheme a year.

It has been recognised by SEDG that the actions currently undertaken by the Council provide support for this group, however further work is underway to consider what further measures could be taken at the Council for those leaving care.

- 1.12 It should be noted that whilst both officer and member resource has been deployed to support the development of the Equality and Diversity framework and Action Plan, no additional, dedicated resource has been provided. The Council must ensure compliance with the Public Sector Equality Duty and has maintained its statutory responsibilities in terms of the publication of Equality objectives in the Gedling Plan 2023-27 as well as publicising data on gender pay gap.

2 Proposal

- 2.1 It is proposed that Cabinet note the work undertaken by officers and members in relation to the Council's Equality and Diversity Policy, framework and Action Plan.

3 Alternative Options

- 3.1 This information could not be reported; however, it is considered important that members are informed of the progress against the Equality and Diversity Framework and Action Plan and the Council's policy document references reporting to members.

4 Financial Implications

- 4.1 In terms of the financial implications, there are no direct financial implications arising from this report. Whilst the support offered through Council tax and Leisure for care leavers does result in a reduction in income for the Council this is considered proportionate to the outcomes achieved and was approved separately.

- 4.2 As indicated, there is no dedicated resource associated with the equality agenda and the work and associated budgets form part of approved budgets within service areas.

5 Legal Implications

- 5.1 The Council has a statutory duty to comply with the requirements of the Equality Act 2010. The policy, framework and action plan demonstrate how the Council seeks to comply with its Public Sector Equality Duty. In addition, the SEDG receive updates on any relevant case law or significant legislative changes to ensure compliance with equality law.

6 Equalities Implications

- 6.1 By its nature this report seeks to update members of the Council's work to strengthen equality of access to services for residents and staff.

7 Carbon Reduction/Sustainability Implications

- 7.1 There are no carbon reduction/sustainability implications arising from this report.

8 Appendices

- 8.1 Appendix 1 – Equality and Diversity policy, framework and Action Plan
Appendix 2 – Performance report on framework and Action Plan (Quarter 1)

9 Background Papers

- 9.1 None

10 Reasons for Recommendations

- 10.1 To alert the Executive to the work undertaken on the Council's Equality and Diversity Framework and Action Plan.

Statutory Officer approval

Approved by:

Date:

On behalf of the Chief Financial Officer

Drafted by the Monitoring Officer

Gedling Borough Council's Equality and Diversity Policy 2021-2024

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1. Introduction

1.1 This is Gedling Borough Council's Equality and Diversity Policy covering our commitment to enhancing and promoting equality and diversity.

1.2 This policy is part of a set of policies, guidance and information around equality and diversity which includes:

- Equality Impact Assessment and guidance – to analyse the effects of our policies, procedures, and services on people and make sure our decisions are fair, informed and lawful
- Recruitment and employment policies and standards including the Equality Policy (Employment)
- Learning and development opportunities including equality training
- Code of Conduct for Members
- Complaints, Compliments and Comments Policy
- Procurement equality standards and clauses in contracts for organisations providing services on our behalf
- Equality objectives
- Gedling Plan
- Equalities information and data about diversity characteristics and needs, community feedback and employment/community/customer data
- Equality Framework and Action Plan

1.3 Whether you are an employee, job applicant, volunteer, elected Member, customer, partner, visitor to Gedling or resident of the borough, we aim to provide you with services and opportunities without barriers to equality. If you do face any barriers we hope that we can sort them out for you.

1.4 Everyone who works for Gedling Borough Council (as an employee, contractor or volunteer) is expected to adhere to this policy.

1.5 Councillors (Members of Gedling Borough Council) are bound by their Code of Conduct.

2. What is Equality?

2.1 Equality is about valuing a person 'as an equal' and treating people according to their needs and characteristics to achieve an equal or fair outcome – it is not necessarily about treating everyone the same.

2.2 An equal society values human diversity, recognising that diversity brings a range of skills, knowledge, values, styles, perspective, experience and ideas that secure the borough's future as a place where people want to live, work and prosper, and challenges the inequalities that destroy this diversity and divides our society.

2.3 By promoting and embracing equality as an organisation, we are serving our communities and improving the lives of our residents and our staff.

2.4 Equality brings quality for everyone and the creation of a fairer society where everyone can participate and achieve their potential.

2.5 As an organisation we recognise that it is only by meeting people's needs, engaging with our communities, having accessible services and a diverse workforce and respecting diversity that we will achieve equality and reduce inequality.

3. Our Commitment

3.1 Gedling Borough Council is committed to the public sector equality duty under the Equality Act 2010 ('the Act') and in the exercise of our functions we will have due regard to the need to: eliminate discrimination, harassment and victimisation, advance equality of opportunity and challenge prejudice, in order to advance the achievement of equality and the fostering of good relations between diverse groups in the Borough.

3.2 Gedling Borough Council is committed to promoting and providing equality and diversity in all our areas of responsibility both as a major employer and key service deliverer. We see the diversity of our Borough as a real strength, and we are committed to ensuring that equality and diversity lies at the heart of all our work and decision making across the Council.

3.3 Gedling Borough Council will challenge unfair treatment, prejudice, discrimination, harassment, victimisation and bullying on grounds of the following protected characteristics:

- Age
- Disability
- Gender identity
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

This includes discrimination by association and perception.

3.4 Together, through leadership, management supervision, personal responsibility, guidance and training we will create a culture which demonstrates our commitment to equality, where people can feel confident of being treated with fairness, dignity and tolerance irrespective of their personal circumstances, background or lifestyle.

We will strive to ensure that everyone working for the Council understands about equality and diversity and how to operate in a non-discriminatory and inclusive way.

3.5 The Equality Act 2010 (“the Act”) places a legal duty on the Council and those working for the Council to operate in accordance with the Act. The Council acknowledges and welcomes its legal duties and uses the legislation and national guidance as a framework to maintain and where necessary improve standards and be accountable to residents. As an organisation we are not just driven by legislative requirements and this policy and the work we do is a response to our local needs.

4. How will we make sure we fulfil our commitment?

4.1 In developing plans, policies, practices and making decisions – WE WILL:

- design our plans, policies and practices to meet the needs of all our communities by using detailed research and data, consulting and engaging with relevant stakeholders and the communities, following our legal duties and using our experience of good practice.
- make sure that our plans, policies and practices do not unfairly discriminate against people with protected characteristics by doing robust equality impact assessments, acting on the results and understanding who is affected.
- make sure that all our employees, members, volunteers, customers, partners, contractors and residents are aware of this policy, our responsibilities and commitment to equality.
- make sure that in decision making, our Members have all the relevant information needed to ensure decisions are taken in a way that promotes equality and reduces inequality.
- make sure that we fully understand and assess the equality impacts of our budget setting and savings decisions.

4.2 In providing services – WE WILL:

- take into account the diverse needs of our communities and provide services that are relevant to those needs.
- make sure our services are accessible to as many as possible including access to physical premises and access to information about our services and make reasonable adjustments where appropriate (see Appendix 1).
- ensure our website is maintained to address the needs of different audiences.

- engage with as many sections of the community as possible when we consult about our services.
- promote and celebrate diversity within our borough.
- treat customers fairly according to their needs, doing what matters to them and not making assumptions.
- encourage our communities to take part in public events and engage with the Council in how we deliver our services.
- keep our services under review to ensure that we are not discriminating unfairly and identify where improvements can be made.
- keep listening to the views of our residents and communities to ensure we take their views into account when reviewing or changing services.
- comply with our legal responsibilities.
- Listen to complaints about our services and act promptly to investigate complaints of discrimination, harassment, victimisation and bullying.

4.3 In employment – WE WILL:

- have regard to our Equality Policy (Employment).
- do everything we can to make sure our workplace is free from discrimination, oppression, bullying, harassment and victimisation and will act promptly on any complaints.
- ensure employees are made aware of the Equality Policy (Employment) and how this is relevant to them in the workplace and in the work that they do..
- treat all employees, volunteers and job applicants fairly.
- make sure that we work to relevant legislation and statutory codes.
- listen to our employees ideas for service improvement and delivery.
- provide a safe and inclusive working environment and make reasonable adjustments for employees where appropriate.
- provide a culture that promotes and advances equality within the organisation.

4.4 In partnerships, procurement and commissioning services – WE WILL:

- seek to work with organisations who have the same approach to equality and diversity as we do.
- make sure that our commitment to equality is embedded in our contract documentation and procurement processes.
- take appropriate action for any failure by our contractor's to comply with any equality condition or requirements.
- ensure any contractors or partners we work with are aware of and adhere to this policy.
- share our knowledge of our diverse communities with our contractors and partners to ensure that services are delivered in a relevant way.
- listen to the views of our partners and contractors to ensure we keep our work and practices under review and improve our services and practices when necessary.

5. Responsibilities

5.1 A number of individuals and groups have specific roles in meeting our equality and diversity responsibilities. There is a clear structure in place to demonstrate our leadership and organisational commitment, challenge inequalities and drive an improvement agenda.

5.2 All Councillors are responsible for demonstrating commitment to equality and diversity in their work and decision making, and striving to improve equality in their wards.

5.3 The Leader of the Council and Cabinet Members will act as ambassadors by promoting the Council's approach to equality and diversity across the organisation and in the wider community. They have the responsibility of approving this policy, and ensuring equality considerations are taken into account when making decisions.

5.4 The Portfolio Holder for Young People and Equalities is responsible for functions in relation to equality and is supported by a Policy Advisor for Young People and Equalities. Together they will work with senior leaders to promote equality and diversity within the organisation and engage with communities to ensure equality in service delivery.

5.5 The Portfolio Holder for Young People and Equalities will chair a Strategic Equalities & Diversity Group which comprises the Leader, Deputy Leader, Policy

Advisor for Young People and Equalities, one representative from each of the opposition groups, the Chief Executive and the Director with lead responsibility for equality and diversity. Any other Cabinet Member may attend if they wish. The Group will provide leadership and act as ambassadors for equality and diversity issues, leading by example and encouraging the integration and embedment of equality and diversity in all of the council's functions; oversee, support and monitor progress of the Equality Framework and Action Plan and consult and seek representation from staff, Members, user groups, service users, residents, businesses and partners. This Strategic Equalities & Diversity Group may set up and oversee the work of a number of sub-groups (Diversity Action Groups) as required.

- 5.6 The Chief Executive is responsible for encouraging continued proper regard for equal opportunities issues at a strategic level within the Council with reference to employment, to achieve a diverse and engaged workforce, and service delivery, to ensure responsive services and customer care; instigating action to address areas of concern highlighted by trends or patterns in monitoring data and developing strategic measures and policies to ensure equality across all employment issues within the Council.
- 5.7 Senior Leadership Team and Heads of Service have responsibility for developing and encouraging a culture that promotes equality and diversity in employment and service delivery. They also have responsibility to ensure implementation and awareness of and compliance with this policy, and to investigate any complaints in relation to equality and diversity in a fair and effective way.
- 5.8 The Director of Corporate Resources has lead responsibility for equality and diversity within the organisation and is responsible for maintaining and reviewing this policy, providing performance management information relating to equality that informs SLT and managers, ensuring the provision of training for Members and officers in relation to equality and diversity awareness, publishing relevant equality data including equality objectives and ensuring that the Council meets its statutory responsibilities in relation to equality.
- 5.9 Heads of Service are responsible for ensuring equality and diversity considerations are embedded in Service Plans and are central to service delivery, dealing with breaches of this policy and ensuring compliance with statutory responsibilities at a practical level through management of employees
- 5.10 All employees have a personal responsibility to act in accordance with Equality law and other codes of conduct and policies endorsed or adopted by the Council which govern acceptable behaviour. Employees have a personal responsibility to ensure that the Council's commitment to equality and diversity is fulfilled and that this policy is complied with. Failure to comply with this policy will always be investigated under the Council's Disciplinary Procedure and may result in disciplinary action.

5.11 All contractors, partners and volunteers should be made aware of this policy and act in compliance with it.

6. Monitoring and Review

6.1 This policy will be regularly reviewed but must be reviewed at least every 3 years to ensure it remains fit for purpose. We will ensure that we engage with residents and staff to enable this policy to be reviewed, taking into account the views of those who use our services or work for, or with us.

Appendix 1

Reasonable Adjustments

1. The Equality Act 2010 (“the Act”) requires reasonable adjustments to be provided for people who are “disabled”. Under the Act this means they have a “physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities”.
2. The duty is to make “reasonable adjustments” if the way that we carry out our functions places a disabled person at a “substantial disadvantage” compared to someone who is not disabled.

Our Legal Duties

3. Anyone providing goods, facilities or services to the public or a section of the public, or carrying out public functions, who find that there are barriers to disabled people in the way they do things must consider making adjustments. If those adjustments are reasonable they must be made.
4. The duty is ‘anticipatory’. This means a service provider cannot wait until a disabled person wants to use the service. They must think in advance about what disabled people with a range of impairments, such as visual, hearing, mobility impairment or a learning disability, might reasonably need.

What are Reasonable Adjustments?

5. Reasonable adjustments are not defined by the Act. There is a Code of Practice which gives guidance as to the kind of adjustments that could be made. Depending on the individual’s needs, these might include, for example:
 - Providing documents or correspondence in larger print, or with a specific colour contrast, which may help people with conditions such as dyslexia
 - Giving someone more time than would usually be allowed to provide further information or comments on their complaint
 - Using the telephone rather than written communication (e.g. for someone with a visual disability)
 - Communicating with a person through their representative or advocate
 - Arranging for a single point of contact at the council’s premises

- Providing access to an 'easyread' version of our decision for those with a learning disability
 - Providing a person who uses British Sign Language (BSL) with a fully qualified interpreter
6. We will raise awareness of reasonable adjustments by:
- Publishing this policy on our website
 - Asking people whether they need any additional help or assistance.
 - Making sure that our staff are aware of their responsibilities.
 - Including a statement in our publications that invites people to contact us if they need us to adapt the way we communicate
7. We consider each request individually and aim to agree any adjustments with individuals to avoid us making incorrect assumptions about needs.

Our response to requests

8. Before making an adjustment, we will take into account the Code of Practice and we need to consider some important factors, including:
- What the disadvantage would be if the adjustments were not made
 - Whether the adjustment will be effective in reducing the disadvantage
 - How practical it is to make it
 - Whether it would disrupt our other activities unreasonably
 - The cost and availability of internal resources, such as staff available, finance and also possible external help
9. Although we will try to agree a reasonable adjustment with a minimum of delay, in some cases we may need to consider the request in more detail for a longer period of time.

Circumstances when the council decides not to meet the request for reasonable adjustments

10. There may be circumstances where we decide not to meet the request as we might, for example, consider the request itself not to be reasonable. This might be because we need to take into account the cost or resource implications of making the adjustment. If providing the adjustment or meeting it would interfere with our ability to meet our legal obligations, we may decide the adjustment is not “reasonable”.

Complaints about failure to provide reasonable adjustments

11. If someone is dissatisfied with our response to their request for reasonable adjustment, or with the reasonable adjustment provided, they can complain to us about this. We will respond in accordance with our Complaints, Compliments and Comments Policy.

Equality Framework and Action Plan 2020/23

Introduction

- 1.1 This Equality Framework and Action Plan 2020/23 has been prepared with reference to the LGA Equality Framework for Local Government 2020 version, which is intended to help Councils:
- deliver accessible and responsive services to customers and residents in their communities including those from protected characteristics;
 - employ a workforce that reflects the diversity of the area they are serving;
 - provide equality of opportunity for all staff; and
 - meet the requirements of the Public Sector Equality Duty.
- 1.2 The LGA Equality Framework seeks to do this by:
- Identifying the areas of activity that Councils need to be address to deliver good equality outcomes.
 - Helping Councils to understand how they can build equality into processes and practices.
 - Supporting organisations to become inclusive employers.
 - Enabling Councils to informally self-assess their progress on the equality improvement journey and determine where and how they need to improve.
 - Providing the framework for an LGA Equality peer challenge.
- 1.3 The Framework sets out four modules for improvement underpinned by a range of criteria and practical guidance that can help a Council plan, implement and deliver real equality outcomes for employees and the community. The four modules are:
- Understanding and working with your communities
 - Leadership and Organisational Commitment
 - Responsive Services and Customer Care
 - Diverse and Engaged Workforce
- 1.4 For each module there are three levels: Developing; Achieving and Excellent. The levels are progressive and cumulative so an organisation can plan and chart its progression against different priorities.
- 1.5 The following high level Framework and Action Plan assesses the Council against the 'Developing' level criteria and identifies areas for further improvement. It demonstrates that the Council has made an organisational commitment to improving equality; has, or is putting in place, processes to deliver on equality issues and meet statutory requirements; and is working towards exceeding those statutory requirements. It sets out the action the Council intends to take over the period 2020-23 and will be underpinned by a detailed operational action plan which identifies responsible officers and timescales for delivery.

UNDERSTANDING AND WORKING WITH YOUR COMMUNITIES

Collecting and Sharing Information

The organisation has gathered and published information and data on the profile of its communities and the extent of inequality and disadvantage. Plans are in place to collect, share and use equality information with partners.

Criteria:

The organisation is clear about what sources of information (both local and national) are relevant and useful.

The organisation knows what information is already being collected – internally and by its partners, including voluntary and community sector stakeholders.

Some information and data has been gathered and published.

The organisation is working with its partners to ensure information is shared effectively.

Partners ensure efficient collection of data that avoids duplication.

The authority is compliant with GDPR legislation in its collection, analysis storage and use of data and information

The Council already has the following in place to demonstrate commitment:

A Data Hub is available on the intranet which provides an easily accessible online portal for access to data that will inform and evidence decision-making, service planning and other project work. This ensures it is easily accessed, shared and used by departments across the Council. It includes an array of information such as population, health, housing, education, and mosaic and economy data. It includes Gedling Insight information and specifically data from the 'Gedling Conversation' Residents' Satisfaction survey. The information is from the Council's own sources or a range of external sites and is available at borough, ward and lower output areas levels.

Specifically data is captured about health inequality, including Public Health England data, Primary Care data, and Nottinghamshire County Council Public Health data together with local qualitative knowledge from working in communities.

We also gather and collate data to help inform delivery of key projects in the Gedling Plan, for example specific data re health and wellbeing and data to inform the Sport and Physical Activity Strategy.

In accordance with equalities legislation, equalities information is gathered and published on an annual basis on the Council's website.

The Council also recognises that its partners collect relevant information in particular, the Primary Care Network Health profile data which identifies health need and Joint strategic needs assessment conducted by the County Council. These data sources are used to direct the Council's work.

The Council is currently working with Newark CVS which has been commissioned by the CCG to obtain insight to understand the local community sector supporting address health inequalities and access to healthcare.

Recognising that we work in a complex environment the Council does seek to ensure information is shared with partners effectively. The Gedling Health and Wellbeing partnership has considered equalities data and agreed actions as part of the Health and Wellbeing Plan as a partnership to address inequality. In addition, at the first Interfaith Forum meeting, it was agreed that the Council would share key equalities data to inform discussion.

The Council does share relevant data with voluntary sector organisations to support bids for funding, where requested. Gedling Insight information is also published on the Council’s website.

The Council has procedures in place to ensure it is compliant with GDPR legislation in its collection, analysis storage and use of data and information. There are also robust and effective data sharing protocols in place for sharing information between partners and to ensure compliance with data protection legislation.

The Council intends to take the following action to demonstrate further commitment:

- 1) Ensure all equalities data held or collected is published on the data hub.
- 2) The Council does not currently collect data in respect of all the protected characteristics and should consider whether additional data should be collected and how. Any data collection must be GDPR/DPA compliant.
- 3) The Joint Needs Assessment data includes useful data but due to lack of resources the Council does not have the capacity to go through it in as much detail as it could. It could be analysed in depth and used more in strategic planning.
- 4) Update the Community page of the Council’s website to ensure Gedling Insight information is easily accessible to voluntary and community organisations. Recognising there is a gap in relation to data held by voluntary and community sector stakeholders due to the lack of a local CVS, consider whether any additional data needs to be shared on this page.
- 5) Participate in the planned government intention to produce Ethnicity Pay Gap data.
- 6) Review the Equality and Diversity Monitoring Form to ensure consistency of data collection.

Analysing and using data and information

Systems are being developed to analyse soft and hard data/intelligence about communities, their needs and aspirations.

Criteria:

The organisation is developing and improving systems for collating and analysing the different sets of data being collected.

Information is collected by front-line staff or key decision makers and taken account of.

The authority is compliant with GDPR legislation, analysis and use of data and information

The Council already has the following in place to demonstrate commitment:

Equality information is collected by Human Resources, Housing Needs and Leisure, reported to Senior Leadership Team and published on the Council's website.

The Council has procedures in place to ensure it is compliant with GDPR legislation in its collection, analysis storage and use of data and information.

The identification of equalities objectives is embedded in the Service Plan/Gedling Plan preparation process. These objectives have been identified following a SWOT analysis. The datasets used as part of that SWOT analysis includes equalities information.

Actions identified to deliver those equalities objectives are subject to the same performance management process as other objectives in the Gedling Plan and Service Plans. Progress against the Gedling Plan actions is subject to quarterly monitoring to Senior Leadership Team, Cabinet and Overview & Scrutiny Committee. This ensures that senior officers and Members are kept informed.

Progress against the Gedling Plan actions is also published on the Council's website which ensures that the public are able to monitor progress.

Equalities data is also used to inform bids for external funding and used for specific projects such as preparation of Sport and Physical Activity Strategy and the Annual Monitoring Report (planning) and Impact Assessments for policy development.

The template Equality Impact Assessment form requires equality data to be included so that the decision maker has due regard to the public sector equality duty.

The Council intends to take the following action to demonstrate further commitment:

- 1) Consider whether equalities information should be gathered by additional front-line services.
- 2) Data currently gathered does not cover all protected characteristics. Conduct gap analysis and consider whether additional data should be collected.
- 3) Ensure all equalities data is published on the data hub, so that it is readily available and can be taken into account in shaping services and when making decisions.

**Effective
Community
Engagement**

Inclusive community engagement structures are being developed throughout the organisation. There are opportunities for communities to be involved in decision making.

Criteria:

The organisation has an engagement strategy. It is clear about different levels of engagement (i.e. informing, consulting, participating, co-producing) and when these are appropriate.

Engagement structures are in place

There are opportunities for protected groups to be engaged with decision making.

The organisation can evidence examples of these opportunities.

Shared engagement structures/mechanisms are in development with partners.

There are some shared engagement activities with partners.

The Council already has the following in place to demonstrate commitment:

The Council has in place a Statement of Community Involvement sets out our policies on community consultation and involvement in planning policy documents and planning applications.

Regular consultation are carried out with our communities, including the biennial Residents' Satisfaction Survey, statutory consultations and ad hoc consultations.

Some engagement structures are in place, including the Youth Council and Seniors' Council. The Council has a Community Relations Service with specific responsibility to engage with communities. This engagement is conducted in a number of ways based on a community database; including regular newsletters, Locality co-ordinators working in particular areas in the borough and a Community development co-ordinator role (commissioned by health partners to work across South Nottinghamshire).

Our customers are able to engage with the Council in a number of ways to ensure maximum accessibility. We interact through a variety of communication channels - face to face, telephone, email, letter, social media and the website.

There are opportunities for protected groups to be engaged with decision making; specifically through the Youth Council, Seniors' Council and Interfaith Forum. The Community Relations Service has actively encouraged broader representation on those groups from the Caribbean Elders and Asian Elders groups.

In response to the Covid-19 pandemic, a partnership with Church Leaders was formed and they were included in decision making regarding food banks and support to the vulnerable.

There are some shared engagement activities with partners in place. These include the Social prescribing project, which is funded by the integrated Care Partnership. The Council is working with the co-production providers to inform social prescribing; specifically developing proposals to inform how health partners engage with the community.

In addition, as part of the LRF response to the Covid-19 pandemic, the County Council developed a hub to support vulnerable individuals which enabled better collaboration with the Council.

The Council intends to take the following action to demonstrate further commitment:

- 1) Consider developing an Engagement Strategy which provides clarity about different levels of engagement (i.e. informing, consulting, participating, co-producing) and when these are appropriate to ensure the different needs of each protected group are fully understood and reflected in service delivery
- 2) Develop a Community Engagement Toolkit.
- 3) Create and implement a Communications Strategy which adopts appropriate equalities related standards to ensuring accessibility and inclusion.
- 4) Consider broadening the scope of the Interfaith Forum to include representatives from other protected groups.
- 5) Identify whether there are any gaps in consultation with protected groups. If so consider whether national organisations which representation those protected groups should be consulted.
- 6) Locality co-ordinators work with Locality Steering Groups which predominantly involve partners and stakeholders to inform action plans. Identify whether there are any gaps in representation which need to be filled to better reflect the demographic of the areas.
- 7) Undertake the targeted youth engagement work planned.

Fostering good community relations

Structures are in place within the organisation and across partnerships to understand community relationships and map community tensions.

Criteria:

*There are joint partnerships responsible for monitoring community tensions.
The Community Safety Strategy addresses the issue of community cohesiveness
Council leaflets/ posters/ communications/ events promote positive relations.*

The Council already has the following in place to demonstrate commitment:

The Council is involved in a number of joint partnerships responsible for monitoring community tensions. The Council is a member of the South Nottinghamshire Community Safety Partnership. Statutory and voluntary partners participate in the SNCSP with a common aim of reducing crime and disorder, anti-social behaviour and promoting healthy and safe communities. The Safer Nottinghamshire Board has a sub group for Hate Crime and membership is drawn from all relevant local statutory and community partnership organisations. In addition there is a countywide Prevent Steering Group with a broad cross section of organisations.

On a practical level Nottinghamshire Police and Public Protection staff are physically located in Jubilee House which enables close working arrangements.

The Policing and Crime Plan (OPCC) and local Community Safety Partnership strategic structures and approaches are in place to identify, monitor and respond to community cohesion issues.

Hate crime and harassment is monitored and analysed by the Hate Crime Steering Group of the Safer Nottinghamshire Board and local borough hate crime issues and concerns are discussed at the Anti-social Behaviour group addressing repeat victimisation in particular. Partnership action is taken at a local level by relevant local delivery partners and actions to address the issues that have been identified. Activity to tackle wider community tension concerns are co-ordinated through the Safer Nottinghamshire Board.

The Portfolio Holder for Public Protection and Portfolio Holder for Community Development are updated on community tensions and activity. All members informally report community intelligence in to the Council and Police.

Council activity and events seek to promote positive relations, in particular recognising the following national days/weeks:

Feb - National Apprenticeship week, World Cancer day, Time to Talk Day

March - International Women's Day, Disabled Access Day, National Intergenerational Week and Flag to be flown for International Day against Homophobia, Transphobia and Biphobia

May - Dementia Action Week, National Children's Day, Mental Health Awareness Week

June - Refugee week and flag to be flown for LGBT Pride Month

July - World Youth Skills Day

August - World Breastfeeding week

September - World Suicide Prevention Day, World Alzheimer's day, Disability Awareness Day

October - World Mental Health Day, World Menopause Day

Communications seek to support those with protected characteristics and promote positive relations; such as the Health and Wellbeing E-Newsletter and Leisure E-Newsletter which include signposting to relevant services and promoting public health campaigns.

A number of events are delivered / commissioned for those with protected characteristics and to promote positive relations: such as targeted Youth activities, Play days, International Women's Day event, Intergenerational event and the event to recognise female representation in Gedling. The Arnold Carnival also provides a platform to local charities to fundraise and engage with the community. Arnold Churches together have a service in the park on Sunday morning, a carers roadshow is held and Men in Sheds attend.

The Public Protection (Community Safety) and Community Relations Services within the local authority work alongside partner organisations to engage positively, both proactively and responsively, to build, maintain and develop good relations between diverse communities.

Specific events have been held to forge positive relations between diverse communities, such as the Syrian refugees / Seniors' Council event which was held to foster good relations with Syrian community. An Intergeneration Conference was held in 2019 bringing together the Youth Council and Seniors Council. In addition the

Council has facilitated the Police Inspector's attendance at the Caribbean elders' group meeting.

The Council intends to take the following action to demonstrate further commitment:

- 1) Whilst the Council already works with a number of groups representing those in our community with protected characteristics it is recognised that there are gaps. Consideration should be given to identifying and engaging with groups which represent other protected groups (e.g. Gender reassignment, disability).
- 2) To review the Council activities and events that promote positive relations to determine if all protected characteristic groups are included.
- 3) Arrange the heritage tour of the borough for representatives from the Seniors Council, Caribbean elders and Syrian refuge community which has been delayed as a consequence of the Covid-19 pandemic. Consulted them on proposals for the heritage way to ensure access for different groups.

Participation in public life

The organisation has a clear understanding of the level of participation in public life by different communities/protected characteristics. This can include involvement in local democracy and representation e.g. school governors, councillors, board members of voluntary/statutory sector organisations.

Criteria:

Information/data is gathered about the extent of involvement in public life

The Council already has the following in place to demonstrate commitment:

The Youth Council, Youth Mayor and Seniors Council are in place and actively supported by the Council to ensure local people, including under- represented groups, are given the opportunity for public participation.

Councillors are appointed to a number of outside bodies (voluntary and community organisations).

The Council intends to take the following action to demonstrate further commitment:

- 1) Collect information about the level of participation by different communities/protected characteristics as an elected Member (borough Council) and identify where there is under-representation.
- 2) When conducting public consultation, ensure that organisations representing protected groups are given the opportunity to participate.
- 3) Explore further opportunities to promote the Youth Council and Senior's Council and their activities and achievements.

LEADERSHIP AND ORGANISATIONAL COMMITMENT

Leadership

The political and executive leadership have publically committed to reducing inequality, fostering good relations and challenging discrimination.

Criteria:

Senior leaders in the organisation have stated their commitment to a diverse workforce and have made clear what is expected from staff when delivering services to the community.

Leadership on equality is demonstrated in a way that is recognised and understood by the organisation and local communities.

Leaders have publicly committed to improving equality in their area.

The organisation has established and publicised a strong business case for its equality work.

The organisation regularly communicates its commitment to promoting equality to staff and the community

There is evidence that publications reflect the organisation's commitment to equality and fostering good relations.

The Council already has the following in place to demonstrate commitment:

The Gedling Plan 2020-23 includes a commitment to improving equality specifically identifying the following priorities and objectives:

Cohesive, Diverse and Safe Communities – To promote strong, resilient communities and reduce hardship and inequality

- Promote and encourage pride, good citizenship and participation
- Reduce poverty and inequality and provide support for the most vulnerable
- Improve social mobility and life chances

Healthy Lifestyles – To promote the health and wellbeing of our residents

- Improve health and wellbeing and reduce health inequalities

The Portfolio Holder for Young People and Equalities has been appointed with lead responsibility for equalities. The Portfolio holder is supported by a Policy Advisor for Young People and Equalities.

The Director of Corporate Resources has been identified as the organisational lead for equality and diversity.

The Code of Conduct for Members which was approved by full Council requires councillors to:

- treat others with respect
- not bully or harass any person
- not to do anything which may cause the Council to breach the Equality Act 2010

Publications reflect the Council's commitment to equality and fostering good relations, by being offered in different formats. The website is also accessible.

A specific paragraph was introduced into the report template from 1 April 2020 to ensure that equality considerations inform decision making. The report template guidance notes include guidance on what should be considered.

The Council intends to take the following action to demonstrate further commitment:

- 1) Introduce a revised Equality and Diversity Policy which includes:
 - A clear commitment from senior leaders to a diverse workforce and clarity on what is expected from staff when delivering services to the community in a way that is recognised and understood by the Council and local communities.
 - A commitment from senior leaders to improving equality in their area.
- 2) Put in place a clear structure, including the creation of a Strategic Equalities & Diversity Group, to demonstrate leadership and organisational commitment, challenge inequalities and drive an improvement agenda.
- 3) Arrange Councillor training on the Policy and equalities obligations.
- 4) Ensure the Council's website complies with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.

Priorities and Partnership Working

Partnership working arrangements are being reviewed with the voluntary and community sector and the wider community to ensure that local equality priorities are addressed

Criteria:

Corporate and partnership documents capture the commitment of the organisation and partners to equality.

Equality objectives are reflected in local strategic planning.

The Council already has the following in place to demonstrate commitment:

The Council has a Partnerships register in place.

The Gedling Plan captures the Council's commitment to equality.

The Gedling Health & Wellbeing Partnership (comprising Community Relations, Leisure, Public Protection, Housing strategy, CCG, Notts CC Public health, Jigsaw Homes and a range of other commissioned health services) terms of reference makes it clear that the "ultimate aim is to act efficiently and effectively to improve the health and wellbeing of Gedling residents and to reduce inequalities across the borough". The Partnership has set out its shared objectives and outcomes in the Health and Wellbeing action plan. The Council's commitment to these outcomes is embedded in the Gedling Plan which the inclusion of an action to "Maintain active involvement in the County wide Health and Wellbeing Board, South Nottinghamshire Integrated Care system and continue to support delivery of the Health and Wellbeing Plan".

The Partnership monitors, reviews and evaluates performance against the Plan and this is also reported to Senior Leadership Team as part of the Gedling Plan quarterly performance monitoring.

The Council intends to take the following action to demonstrate further commitment:

- 1) Explore whether there are additional partnership arrangements where shared equality priorities, objectives and outcomes for the borough should be established.

Assessing Equality Impact in Policy and Decision Making

Due regard is taken to the aims of the general equality duty when making decisions and when setting policies

Criteria:

The organisation has an agreed approach to conducting equality analysis/ impact assessment of policy and service decisions.

Training and support on equality analysis/ impact assessment is available.

Impact assessments take account of the views of those affected by the policy or decision.

There is a process for ensuring that equality impact assessments are sufficiently robust.

The Council already has the following in place to demonstrate commitment:

The Council has published an Equality Impact Assessment (EIA) template and guidance on the intranet to ensure there is a standard approach to equality analysis/ impact assessment of policy and service decisions. The EIA ensures that consideration is given to the impact of the policy/decision on those in protected groups and what changes could be made to address any negative impacts.

The Customer Insight Officer provides advice and guidance on the completion of the EIA where required.

A specific paragraph was introduced into the report template from 1 April 2020 to ensure that equality considerations inform decision making. Where an Equality Impact Assessment is required, a copy of the completed EIA is appended to the decision report which ensures that the decision-maker can take into account the impact on those in protected groups when making the decision.

An EIA is carried out as part of annual budget setting process to ensure that decisions around budget growth, cuts and savings have taken account of cumulative impact. In addition, a high level EIA is carried out for each service plan which identified the projects/activity which require a more detailed EIA.

The Council intends to take the following action to demonstrate further commitment:

- 1) Review the current EIA template.
- 2) Review the current information and guidance on the intranet to ensure that it is up to date and fit for purpose.
- 3) Publish the revised EIA template and guidance on the intranet.
- 4) Deliver training to all managers on the revised template and guidance so that they understand when an EIA is required and how to conduct a robust and meaningful assessment.
- 5) Publish completed EIAs on the intranet.
- 6) Ensure equality considerations are imbedded into the new project management process.

Equality Objectives and Annual Reporting

Equality objectives for the organisation have been set and published in accordance with the requirements to support the public sector Equality Duty.

Criteria:

The specific duty to publish equality objectives has been met

Objectives are underpinned by robust equality analysis.

Objectives are SMART(Specific, Measurable Realistic, Achievable and Timely)

The Council already has the following in place to demonstrate commitment:

The identification of equalities objectives is embedded in the Service Plan/Gedling Plan preparation process. These objectives have been identified following a SWOT analysis. The datasets used as part of that SWOT analysis includes equalities information.

Actions identified to deliver those equalities objectives are subject to the same performance management process as other objectives in the Gedling Plan and Service Plans. Progress against the Gedling Plan actions is subject to quarterly monitoring to Senior Leadership Team, Cabinet and Overview & Scrutiny Committee. This ensures that senior officers and Members are kept informed.

Progress against the Gedling Plan actions is also published on the Council's website which ensures that the public are able to monitor progress.

The specific duty to publish equality objectives has been met. They are specifically referenced in the Cabinet report seeking approval for the Gedling Plan 2020-23 and published separately on the Council's website with equalities information.

The Council intends to take the following action to demonstrate further commitment:

- 1) Raise awareness of the equality objectives across the Council by ensuring they are published on the intranet.
- 2) Introduce an Annual Equality report to Cabinet, which includes an update on progress of the action plan.

3) To review the equalities related objectives and actions in the Gedling Plan to ensure targets successfully measure intended outcomes e.g. are SMART.

Performance Monitoring and Scrutiny

Appropriate structures are in place to ensure delivery and review of equality objectives.

Criteria:

There is an appropriate and accountable leadership group/ board/ forum who have responsibility for the equality agenda.

There are resources for supporting equality work.

The Council already has the following in place to demonstrate commitment:

The Portfolio Holder for Young People and Equalities has been appointed with lead responsibility for equalities. The Portfolio holder is supported by a Policy Advisor for Young People and Equalities.

The Director of Corporate Resources has been identified as the organisational lead for equality and diversity.

The Gedling Plan is approved by following the process set out in the Budget and Policy Framework. Given the fact that equalities objectives are included in the Gedling Plan, the Overview and Scrutiny Committee is able to scrutinise and challenge the equality analysis/ impact assessment objective setting and monitoring as part of that process.

Actions identified to deliver the equalities objectives are subject to the same performance management process as other objectives in the Gedling Plan and Service Plans. Progress against the Gedling Plan actions is subject to quarterly monitoring to Senior Leadership Team, Cabinet and Overview & Scrutiny Committee. This ensures that senior officers and Members are kept informed.

Progress against the Gedling Plan actions is also published on the Council's website which ensures that the public are able to monitor progress.

The Council intends to take the following action to demonstrate further commitment:

- 1) The Council does not have an Equalities Officer or dedicated resource to progress equalities work. Consideration could be given to allocating specific resources for supporting equality work.
- 2) Consider specifically requesting Overview and Scrutiny Committee to scrutinise and challenge equality analysis/ impact assessment objective setting and monitoring.

RESPONSIVE SERVICES AND CUSTOMER CARE	
Commissioning and Procuring Services	<i>The organisation ensures that procurement and commissioning processes and practice take account of the diverse needs of clients, and that providers understand the requirements of the public sector Equality Duty.</i>
<p><i>Criteria:</i> <i>Guidance is available for suppliers on the equality requirements for the procurement and commissioning process.</i> <i>There are standard equality clauses for contracts.</i></p>	
The Council already has the following in place to demonstrate commitment:	
<p>Procurement instruction forms ask whether specific equality implications need to be considered as part of the procurement process.</p> <p>The Council includes an equalities questionnaire as part of its invitation to tender package which is assessed as part of the due diligence process when selecting suppliers. Equalities Information is also sought through the Contractor's Questionnaire as part of the tender process.</p> <p>Standard equality clauses are included in contracts.</p> <p>The Council has considered how the public pound is spent in regards to local procurement and influence on the local economy. A specific Service Plan Performance Indicator relates to payment of invoices for local businesses within 10 days.</p> <p>Social value requirements may form part of the evaluation requirements in a tender/quote process but not in respect of every contract.</p>	
The Council intends to take the following action to demonstrate further commitment:	
<ol style="list-style-type: none"> 1) Guidance should be available for suppliers on the equality requirements for the procurement and commissioning process. 2) Contract specifications should take account of the different needs of users, for example through equality analysis/ impact assessments. 3) Monitoring requirements to be built into contracts to ensure equality issues are addressed. 4) Introduce an established Social Value Framework (which could be included in the Procurement Strategy), that includes provision for the Social value of contracts to be measured. 	
Integration of equality objectives into service planning	<i>Structures are in place to ensure equality outcomes are integrated into business objectives.</i>

<p><i>Criteria:</i> <i>Service plans are monitored regularly to ensure that equality objectives are being met.</i> <i>Equality analysis is fed into planning and assessment of service plans.</i> <i>Customer care policies highlight the needs of protected groups.</i></p>	
<p>The Council already has the following in place to demonstrate commitment:</p>	
<p>Progress against the Gedling Plan/Service Plans is monitored on a quarterly basis to ensure that equality objectives are being met.</p> <p>A SWOT analysis has been carried out as part of the Service Plan/Gedling Plan preparation process. The datasets used as part of that SWOT analysis includes equalities information. In addition, a high level equality impact assessment is carried out for each service plan which identified the projects/activity which require a more detailed EIA.</p> <p>Service delivery generally offers equality of access via different methods (face to face, email, telephone, in writing, online, social media). A Visiting Officer in Customer Services ensures home visits are made to our most vulnerable residents to enable them to access much needed funds and resources available to them.</p> <p>The Complaints, Compliments and Comments Policy recognises the needs of protected groups, enabling communications in different formats.</p> <p>The approved Customer Promise includes the following commitments: “We Will:</p> <ul style="list-style-type: none"> • Treat you in the right way • Be friendly, helpful and polite • Treat you fairly and with respect • Be sensitive to different needs” 	
<p>The Council intends to take the following action to demonstrate further commitment:</p>	
<p>1) Consider whether any additional equalities data and evidence should be collected and considered as part of the service planning process.</p>	
<p>Service Delivery</p>	<p><i>The organisation has systems to collect, analyse and measure how satisfied all sections of the community are with services.</i></p>
<p><i>Criteria:</i> <i>There are mechanisms in place for service users to be consulted about service development and delivery</i> <i>Social Value and Collaborative Principles are reflected in the organisations practical service delivery.</i> <i>The organisation is able to analyse and measure whether all sections of the community are able to access services.</i></p>	

It is clear who Service users are. Services carry out mapping exercises to identify and review current participation and to highlight gaps.

The organisation collects data about user satisfaction with its services. The mapping and satisfaction data collected is disaggregated by different equality groups or vulnerable communities.

Complaints are disaggregated by protected groups. There are mechanisms in place to enable staff to introduce business improvements.

Appropriate mechanisms are in place to ensure that Human Rights considerations are identified when planning services and that customers and citizens are treated with dignity and respect.

The Council already has the following in place to demonstrate commitment:

There are some examples where service users are consulted about service development and delivery.

A biennial Mystery Shopper exercise is conducted to enable the Council to analyse and measure whether all sections of the community are able to access services.

In relation to accessibility, all four of our leisure centres, the Richard Herrod Centre, The Bonington Cinema and Theatre and Gedling Country Park have been awarded the CredAbility Kite Mark. The Kite Mark denotes that facilities and provisions are in place to suit the needs of our disabled customers and also their carers.

Service User data is collected by Leisure and housing needs with reference to protected characteristics.

Data about access to services and user satisfaction, where collected, is used to support equality analyses/ equality impacts assessment.

The Council's Complaints, Compliments and Comments Policy provides a clear and accessible process for managing customer feedback effectively. At the end of the process Customer Services may contact customers to evaluate our response. The aim of this is to provide information to help the Council determine:

- Whether the complaint procedure was accessible and easy to use.
- Levels of satisfaction with the way the complaint was handled and remedy offered

Each quarter, the Head of HR, Performance and Service Planning collates details relating to the number of compliments and complaints received by the Council for each Service area. These details will be entered onto the Council's corporate performance management system. SLT receives detailed quarterly reports on complaints and compliments received from customers. An annual complaints report is also presented to Cabinet and Overview and Scrutiny Committee. The report to SLT ensures that customers' experiences are analysed and remedial action is identified and acted upon. Further analysis will be carried out where there is an underlying issue or trend to identify whether additional improvements need to be

made. This focussed attention on complaints data has seen complaints in a number of service areas reduce and customer service improve.

The Council also conducts a biennial Resident's Satisfaction Survey to develop its strategies and understand what residents think and need; and identify any areas where there might be a need for further improvement. The results of the Satisfaction Survey are reported to SLT and Cabinet and used to inform the Gedling Plan. An assessment is also made to understand whether the profile of respondent is proportionate to the profile of the borough. For a number of years the profile of the respondents in terms of ethnicity and sex seems fairly proportionate to the profile of the borough; however the age profile of the respondents is skewed towards the older population. The overall responses in 2019 show that satisfaction with the Council and its services is very positive compared to the results in 2017.

The Council has policies and procedures in place for Community Asset Transfers and Community Right to Challenge to support delivery of services by local communities instead of the local authority.

The Council intends to take the following action to demonstrate further commitment:

- 1) Consider further development of mechanisms for service users to be consulted about service development and delivery to identify specific needs and appropriate service improvements.
- 2) Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery.
- 3) Consider whether additional services should collect data to understand who Service users are.
- 4) Ensure that relevant services carry out mapping exercises to identify and review current participation and to highlight gaps.
- 5) Disaggregate complaints, compliments and residents' satisfaction data by different protected groups. Analyse the data to identify and introduce business improvements.
- 6) Review the Equality Impact Assessment form and guidance to ensure that it makes it clear that data about access to services and user satisfaction should be considered.
- 7) Human Rights refresher training should be delivered to Officers and Members to ensure that:
 - human rights issues are understood and considered when delivering services to customers;
 - decision makers have up to date knowledge; and
 - appropriate mechanisms are in place to ensure that human rights considerations are identified when planning services and that customers and citizens are treated with dignity and respect.

DIVERSE AND ENGAGED WORKFORCE

Workforce Diversity

The organisation understands its local labour market, and has mechanisms in place to monitor its workforce against protected characteristics.

Criteria:

*The organisation is clear about its local labour market.
It has begun to identify the steps it needs to take to achieve a diverse workforce. These are reflected in recruitment policies and procedures.
The progress of protected groups through the organisational hierarchy is monitored. Equality mapping data is used as part of the analysis.
Recruitment and selection is monitored at all stages of the process by protected characteristics.*

The Council already has the following in place to demonstrate commitment:

As part of the annual Equality Information, workforce data is collected (disability, race, sex, age and religion) within the workforce as a whole and in the top 5%, reported to Senior Leadership Team and published on the Council’s website. The data is also analysed to identify where there is underrepresentation when compared to the profile of the borough and whether any specific action is required to redress the balance.

A Performance Indicator reports against visible minority ethnic groups in borough compared to the workforce. This is reported to SLT on an annual basis.

In order to achieve a diverse workforce, targeted recruitment advertisements are sent to direct to community organisations that represent protected groups. In addition, the Gender Pay Gap is reported to SLT and published on an annual basis including narrative of reasons for gap and where necessary, planned actions to narrow the gap.

The Gender Pay Gap and annual equality information is also used to monitor progress of protected groups through the organisational hierarchy.

The workforce profile broadly matches the local labour market/community profile and this is continuously monitored and is reported to SLT annually. There is some underrepresentation particularly in the senior management of the organisation.

The Gender Pay Gap is very good. There are some “gaps” for other protected characteristics within the workforce but there is a reasonable explanation for the gaps (change is slow due to low turnover of posts).

Recruitment and selection is monitored at all stages of the process for a variety of protected characteristics. This data is included the annual Equality Information reported to SLT and published on the website. Where there is evidence of disproportionality, appropriate action will be taken to reverse the trends.

Recruitment and Selection training is provided to managers which focuses on systematic application of objective assessment against criteria. In addition, the application and shortlisting process have been designed to be “blind” to identification of protected criteria.

Where Members are involved in recruitment to senior posts at Appointments and Conditions of Service Committee, advice and support is provided by the Head of HR, Performance and Service Planning to ensure that the same systematic application of objective assessment against criteria is carried out.

Good use is made of flexible working arrangements and career pathway initiatives to address potential barriers and under representation. Our flexible working policies are exceptional (including flexitime/ consideration of flexible working at point of vacancy authorisation by SLT/ buying of additional leave/ special leave). Training is well supported across the organisation generally with opportunities for succession planning through honoraria arrangements and “acting up” although there are no specific programmes for people with protected characteristics.

The Council intends to take the following action to demonstrate further commitment:

- 1) Explore whether additional data needs to be gathered to ensure the Council is clear about its local labour market
- 2) Develop a new Workforce Strategy, which includes equality as one of its strands and a specific action relating to those protected groups which are not fully represented in the workforce (race and disability - to review the community groups targeted to receive job vacancy information with objective being a higher rate of application and selection).
- 3) Ensure that Appointments and Conditions of Service Committee are trained in recruitment and selection (including unconscious bias).

Inclusive Strategies and Policies

The organisation’s workforce strategies and policies include equality considerations and objectives.

Criteria:

All employment policies and procedures comply with equality legislation and employment codes of practice

The organisation’s workforce strategy identifies equality issues.

Targets and objectives are based on internal monitoring, staff consultation and the assessment of the local labour market and barriers to employment.

New/changing employment policies and procedures are assessed for their impact on people with protected characteristics.

All employment and training related policies are regularly reviewed.

The council is using its workforce data to develop training and development strategies that can support a wider equalities agenda for employees.

The Council already has the following in place to demonstrate commitment:

The Council's employment policies and procedures comply with equality legislation and employment codes of practice.

Performance indicators are in place to cover a range of metrics that focus both on employees with protected characteristics in the general workforce and also in respect to the top 5% of the workforce (in terms of pay). The PIs have targets set against them and are reported to SLT on an annual basis. As a Disability Confident employer, measures are also in place to try to overcome barriers to employment including a "guaranteed interview scheme".

Equality information is collected by HR, Performance and Service Planning relating to recruitment and the workforce and reported to Senior Leadership Team. When necessary, changes will be made as a result of equality analysis findings. The current performance indicators show that the workforce is not fully representative of people with protected characteristics of race and disability.

There are many policies that are designed to support employees with protected characteristics (Attendance Management Policy/ Flexible and Agile Working Policy/ Flexitime Policy/ Menopause in the Workplace Policy) and a number of measures of support were agreed in 2020 to comply with the GMB Charter against domestic abuse. Some policies have a review built in after introduction e.g. Menopause in the Workplace and Flexible Working policies which includes consultation with Unions and management as appropriate to determine if they are fit for purpose.

The Council has an extensive set of policies and practices to enhance workforce equality and diversity including equal pay, flexible working and family friendly policies: including Adoption Policy; Equal Opportunity Policy; Equal Pay Policy Statement; Flexible and Agile Working Policy; Flexible Retirement Policy; Menopause in the Workplace Policy; flexitime; flexible working; job evaluation; and special leave.

The employment policies are included in the Employee Handbook which is readily accessible to Managers and employees or through HR, Performance and Service Planning. The "Managers' page" of the Intranet also sets out key policies for managers to reference. To ensure consistent application of policy some employee relations training has been delivered to managers and this will be developed to be delivered in a more structured and regular way to all managers. All managers responsible for recruitment have been trained in Recruitment & Selection.

New policies are promoted to staff in a number of ways, such as poster campaigns which have been used to promote some policies (such as the Time Out Policy that allows staff to buy additional time to spend away from work) and news stories on the intranet (for policy changes e.g. Menopause in the Workplace Policy).

Due to capacity issues within HR, Performance and Service Planning not all employment and training related policies are regularly reviewed. However, the range

of policies continues to be developed; workforce policy development is dynamic with periodic review for example the Flexible and Agile Working Policy reviewed in 2019.

In order to support a wider equalities agenda for employees, training is delivered through an equalities workbook to all employees which must be completed at the commencement of their employment and through recruitment and selection training to managers. Training is based on legislation and best practice.

A range of inclusive structures are in place to engage and involve staff; including the Our Gedling Group (employee engagement group), annual Employee Awards, Employee Conference, support and recognition of trade unions, Suggestion Scheme and an Employee survey (biennial).

In relation to participation and engagement, the 2019 employee survey showed the highest rate of employee satisfaction with high rates of questionnaire return. There is active participation in the Our Gedling and Employee Awards by all teams across the Council.

The Council intends to take the following action to demonstrate further commitment:

- 1) Complete the review of the Equality Policy (Employment) which is currently underway and ensure it includes a reasonable adjustments policy (employment).
- 2) Develop a new Workforce Strategy, which includes equality as one of its strands and a specific action relating to those protected groups which are not fully represented in the workforce (race and disability - to review the community groups targeted to receive job vacancy information with objective being a higher rate of application and selection).
- 3) Once approved, put in place measures to implement and monitor the equality aspects of the workforce strategy.
- 4) Ensure that an EIA is carried out when introducing new/amending employment policies and procedures to ensure they are assessed for their impact on people with protected characteristics.
- 5) Put in places processes to ensure all employment and training related policies are regularly reviewed.
- 6) Proactively use workforce data to develop training and development strategies that can support a wider equalities agenda for employees.
- 7) Further develop employee relations training for managers developed so that it is delivered in a more structured and regular way to all managers.

Collecting, Analysing and Publishing Workforce Data

Systems are in place to collect and analyse employment data across a range of practices (recruitment, training, leavers, grievance and disciplinaries etc).

Criteria:

The organisation reports annually on its Gender Pay Gap.

*People are encouraged to provide data and there are initiatives in place to increase the disclosure of equality information by staff.
Diversity monitoring information is separated from recruitment decisions and held securely.
GDPR processes are in place and regulations are being met.*

The Council already has the following in place to demonstrate commitment:

The Council reports annually on its Gender Pay Gap. The data is reported to Senior Leadership Team, Portfolio Holder for Young People and Equalities and Joint Consultative and Safety Committee and uploaded to the relevant government website. The data is assessed by Senior Leadership Team to determine whether any actions are required to achieve a gender-neutral state in terms of mean pay differential.

The Council also prepares and publishes an annual Pay Policy Statement.

Diversity monitoring information is gathered as part of the recruitment process but is separated from recruitment decisions and held securely. An in-house on-line system has been developed so ensure that these good practices are applied consistently.

Processes are in place to ensure compliance with the GDPR and Data Protection Act 2018 and training has been provided to staff. A recent exercise was undertaken in 2019 to encourage all employees to update their personal information within the self-serve HR system (ResourceLink) including personal data relating to equalities/protected characteristics.

Workforce data is collected, reported to Senior Leadership Team and published on the Council's website. The data is also analysed to identify where there is underrepresentation when compared to the profile of the borough and whether any specific action is required to redress the balance.

At the point of recruitment, data is transferred from the application system into the HR system and so that data that is collected through the recruitment exercise properly informs the HR system. This system ensures that full data is effectively and systematically collected.

The Council is a 'Disability Confident' employer.

The Council intends to take the following action to demonstrate further commitment:

- 1) Continue to encourage employees to provide relevant data and introduce initiatives to increase the disclosure of equality information by employees.
- 2) Continue to review activity to maintain the Disability Confident employer standard.

Learning and Development

The organisation carries out regular assessments of the training and learning and development needs required to ensure its

councillors and officers are equipped to understand their equality duties and take action to deliver equality outcomes.

Criteria:
An assessment has been made as to what equality-related training, learning or development is required
Appropriate behavioural competencies have been identified for the workforce.
The learning and development plan/strategy take account of equality issues.
Induction training for new Members includes equality and all Members are offered Equality training.
Appraisal processes ensure staff and managers are aware of their equality-related responsibilities and accountabilities

The Council already has the following in place to demonstrate commitment:

All employees (including decision-makers) are required to complete the Equalities Workbook when their employment commenced and are therefore exposed to equalities and diversity training.

There is evidence that equality issues are mainstreamed into all training (e.g. training on customer care), for example within the management and leadership training that is delivered. The Code of Conduct training for Members also covers a requirement to comply with the Equalities Act.

Different methods are used to promote learning and development to a wide audience, including workbook, workshops, standard courses, webinars and coaching.

Appropriate behavioural competencies have been identified for the workforce through the Gedling Employee, Gedling Manager and Gedling Leader Standards. These standards are used to: assess individual performance; assess personal development needs; recruit great employees into our business; move unsuitable people out of our organisation; and through all of the above, to improve the organisation's performance.

The use of these standards through the Performance and Development Review (PDR) processes ensures staff and managers are aware of their equality-related responsibilities and accountabilities. In particular, "Caring and considerate" (vulnerable people) is a core value in the Gedling Employee and all employees are assessed against this.

The Council intends to take the following action to demonstrate further commitment:

- 1) Introduce regular equality and diversity refresher training for all employees, which includes 'unconscious bias'.
- 2) Explore delivery of equality training through on-line material that would be accessible to all employees.
- 3) Re-commission the training drama group to deliver equalities-based training which was due to be delivered at the Employee Conference 2020.

- 4) When planning learning and development for employees ensure that equality issues are taken account of.
- 5) Introduce equality training for all Members.
- 6) Ensure that induction training for new Members following the next borough elections includes equality training.

Health and Wellbeing

The organisation has begun to consider how it can address the key employee health and wellbeing issues

Criteria:

The organisation uses workforce data and other information from staff to determine what its health and wellbeing priorities are

The organisation has assessed all aspects of the working environment to ensure that the needs of all its employees are met

A range of inclusive mechanisms are in place to engage and involve staff

Policies and systems are in place to identify, prevent and deal effectively with harassment and bullying at work.

The organisation has a policy for Reasonable Adjustments for staff and Members and managers are trained to implement it.

Occupational health services are provided

The organisation has started to address mental health issues in the workplace

The Council already has the following in place to demonstrate commitment:

The Council collects employee absence data and reports it to Joint Consultative and Safety Committee on an annual basis. This data is used to determine what the health and wellbeing priorities should be. A “fast track” physiotherapy service has been introduced after the data showed that muscular-skeletal problems resulted in high levels of absence. Mental health (stress and anxiety) is also recognised as an issue that results in substantial absence and as a consequence the Council has:

- Launched the Employee Assistance Programme scheme;
- Commissioned team member/ manager training sessions; and
- Committed to acquisition of on-line mental health awareness support package

Risk assessments, through which all aspects of the working environment have been assessed to ensure that the needs of all its employees are met, are in place. In addition personal and private risk assessments have been carried out in relation to employees who have particular needs (e.g. as a result of disability, pregnancy or race). All employees also take part in annual PDR process which is an opportunity for individual needs to be raised and addressed.

The Suggestion Scheme, Our Gedling Group, Employee survey, Employee Conference and Employee Awards are in place to engage and involve staff.

An Anti-harassment policy, Disciplinary Procedure and Grievance Procedure are in place to identify, prevent and deal effectively with harassment and bullying at work. The Employee Assistance Programme is in place to provide support to staff. The Code of Conduct for Members also includes an obligation not to bully or harass any person.

The consideration of reasonable adjustments are dealt with within the Attendance Management Policy and guidance can be obtained from Occupational health. Reasonable Adjustments are provided in a timely fashion across the Council. Cases are managed within policy and consistently with support from HR, Performance and Service Planning. For issues of mental health time limits are specified in the Absence Management Policy for referral to Occupational Health. Employees are also encouraged to make an application to Access to Work where they require help at work which is not covered by the obligation to make reasonable adjustments.

Occupational health services are provided by an external provider and referral to occupational health is a normal part of welfare case management.

The Council has started to address mental health issues in the workplace, with the introduction of the Employee Assistance Programme, acquisition of an awareness package and commissioning training for team members and managers in the Attendance Management Policy. It is recognised that not all managers may be personally confident to deal with mental health issues of staff in their team and so support is provided through our HR, Performance and Service Planning team who are experienced and confident practitioners able to support managers (and individual employees).

Harassment and bullying incidents are monitored and analysed regularly as part of the monitoring of disciplinary and grievance cases. These are reported to SLT annually in terms of race and sex as part of the annual equalities information and published on the Council's website.

Allegations would always be investigated and appropriate action taken to address the issues that have been identified through existing policy.






Through its training and employee policies the Council has adopted the social model of disability. The council focus is on "ability" not "disability" and the approach seeks to remove barriers in order to enable employment.

The Council intends to take the following action to demonstrate further commitment:



- 1) Complete the review of the Equality Policy (Employment) which is currently underway and ensure it includes a reasonable adjustments policy (employment).
- 2) Provide training so that managers understand how to implement reasonable adjustments.
- 3) Further develop the close relationship with occupational health to identify and address absence trends.
- 4) Deliver the team member and manager training for support of mental health in the workplace which has been delayed due to the covid pandemic (planned 2021).



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Equalities - Activities







Action Status	
	Cancelled
	Overdue; Neglected
	Unassigned; Check Progress
	Not Started; In Progress; Assigned
	Completed


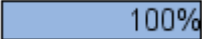


Theme 1 - UNDERSTANDING AND WORKING WITH YOUR COMMUNITIES


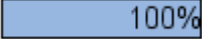


Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
COM21.8.1	Develop a Community Engagement Strategy and toolkit to guide the Council when working with communities (EQ)	Communities and Leisure		31-Mar-2023		We have successfully engaged over 100 Community Hubs and Partners in a collaborative operational partnership that has seen coproduced Events, Holiday Activities and Food provision, Winter Assistance Grant distribution and Winter Support Booklet production including Warm Spaces, Cost of Living support, CSC and VCS combined outreach provision in Community Hubs and mutual aid between VCS organisations and Commissioned Partners. A Contract has been




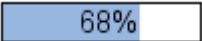




Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						implemented with Nottm CVS to develop a VCS Support needs Strategy in 2023/24 which will inform a formal Council Community Engagement Strategy and VCS Resilience pilot over the forthcoming year 23/24.
Page 66 COM31.6	Undertake targeted youth engagement to seek their views in order to influence provision of services	Communities and Leisure		31-Mar-2023		Gedling Youth Council (YC) members have undertaken a SWOT analysis of existing Young People's dedicated communications, led by a member whilst on work experience placement in the Communities Team during the Summer of 2022. Due to the need to ensure Young People's personal safety online, and the Council's current capacity issues in maintaining additional dedicated Communication for Young People. It has been agreed as phase 1 that young people's support and activity information is collated by YC members and shared to the County Council's existing Young Person Instagram and Facebook Accounts. These include social media platforms for the Countywide Youth Parliament and Youth Service led Youth Clubs in the Borough. This approach will be activated March - June 2023.




Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU01	Ensure all equalities data held or collected is published on the data hub.	HR, Performance and Service Planning		31-Mar-2023		Census data is updated on hub and also referenced on the "Equality and Diversity" page on the Intranet
EQU02	The Council does not currently collect data in respect of all the protected characteristics and should consider whether additional data should be collected and how. Any data collection must be GDPR/DPA compliant.	Governance and Customer Services		31-Mar-2023		SEDG determined that we had updated our data capture form and it was up to the customer what data they provided and as such this action was complete.
EQU03	The Joint Needs Assessment data includes useful data but due to lack of resources the Council does not have the capacity to go through it in as much detail as it could. It could be analysed in depth and used more in strategic planning.	HR, Performance and Service Planning		31-Mar-2023		<p>The Council has responded to the 2022 consultation on the Nottinghamshire Joint Strategic Needs Assessment (JSNA) review. This response has advocated for:</p> <ul style="list-style-type: none"> • A district and neighbourhood place profiles to uncover local health inequalities. • Use of lower super output area data, demographic and MOSAIC data to inform better insight and target commissioned services. • Use of local insight research to inform the JSNA, e.g. Active Notts physical activity insight pilots.




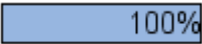
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						<ul style="list-style-type: none"> • Anecdotal knowledge and community engagement used to enhance data and insight. • Shared potential data sets for district and neighbourhood level insight. • Integrating insight management across the Health and Wellbeing Board and Integrated Care System.
Page 68 EQU04	Participate in the planned government intention to produce Ethnicity Pay Gap data.	HR, Performance and Service Planning		31-Mar-2023		Not implemented locally; no definitive guidance and requirement to produce this data yet
EQU04A	Update the Community page of the Council's website to ensure Gedling Insight information is easily accessible to voluntary and community organisations. Recognising there is a gap in relation to data held by voluntary and community sector stakeholders	Communities and Leisure		31-Mar-2023		Progress has been made in obtaining access to Health Data at Borough level via the Children and YP Mental Health board and other agencies, and central toolkit webinars have been shared to Communities Team members to enable them to download and interpret Health and other demographic datasets.
EQU05	Review the Equality and Diversity Monitoring Form to ensure consistency of data collection.	HR, Performance and Service Planning		31-Mar-2023		Guidance and forms now updated and changes notified to Heads of Service and Senior Leadership Team


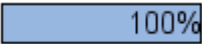
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU06	Consider whether equalities information should be gathered by additional front-line services.	HR, Performance and Service Planning		31-Mar-2023		The latest ethnic grouping data set will be shared with SLT and included as a link in the Data Hub.
Page 69 EQU07	Data currently gathered does not cover all protected characteristics. Conduct gap analysis and consider whether additional data should be collected.	HR, Performance and Service Planning		31-Mar-2023		<p>Following discussion between the Director of corporate Resources (Equality Lead), the Head of Governance and Customer Services and Head of HR, the shared view was that there is no evidence to suggest that equality data should be collected for additional services. It is currently collected for Customer Services (the main source of residents' and service users' contact), HR (recruitment and workforce), Leisure (membership) and Environmental Health. For all corporate survey work there is also now a set of equality and diversity questions that are consistently applied and which allow the analysis of issues and how they relate to equality and diversity.</p> <p>In terms of equality, diversity and inclusion data there is a substantial data source in the council's Data Hub which now also includes links to the current Census (2021). Data sets are in</p>

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						<p>place for EDI and more widely there is analysis of social and health equality within the borough.</p> <p>The latest ethnic grouping data set will be shared with SLT by email and included as a link in the Data Hub.</p>
Page 70 EQU08	Ensure all equalities data is published on the data hub, so that it is readily available and can be taken into account in shaping services and when making decisions.	HR, Performance and Service Planning		31-Mar-2023		Census (and other) data now referenced both on the data hub and also on the "Equality and Diversity" home page on the Intranet
EQU09	Consider developing an Engagement Strategy which provides clarity about different levels of engagement and when these are appropriate to ensure the different needs of each protected group are fully understood and reflected in service delivery	Communities and Leisure		31-Mar-2024		Commissioning of Nottm CVS is in train to undertake scoping of VCS Needs and to define development approaches that the Council can support and contribute to. This will inform the Engagement strategy and determine appropriate levels of engagement to ensure equity of access to support by the various protected characteristics groups represented in the Borough.



Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU11	Create and implement a Communications Strategy which adopts appropriate equalities related standards to ensuring accessibility and inclusion.	Governance and Customer Services		31-Mar-2023		Strategy complete, awaiting Portfolio Holder Approval; Website updated to ensure compliance with accessibility standards
EQU12	Consider broadening the scope of the Interfaith Forum to include representatives from other protected groups	Communities and Leisure		31-Mar-2024		This action has ben superseded by the development of the Strategic Equalities Group and Social Mobility Commission. The Gedling Community Hubs and Partners Network is the forum through which the Council now collaborates and advances protected characteristic support and inclusion initiatives.
EQU13	Identify whether there are any gaps in consultation with protected groups. If so consider whether national organisations which representation those protected groups should be consulted.	Communities and Leisure		31-Mar-2024		Major consultations are directed to groups representing protected characteristics, this needs to be embedded across the organisation
EQU14	Locality co-ordinators work with Locality Steering Groups which predominantly involve partners and stakeholders to inform	Regeneration and Welfare		31-Mar-2023		Locality co-ordinators are working with steering groups to identify any gaps and regularly look at the membership of these meetings to make sure they are representative of the area they







Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
	action plans. Identify any gaps in representation which need to be filled to better reflect the demographic of the areas.					represent. Invitations are sent out to partners, members, residents on a regular basis to invite them to either attend the meetings or to sit as part of the steering group on a more regular basis.
EQU16	Consider identifying and engaging with groups which represent other protected groups (e.g. Gender reassignment, disability).	Communities and Leisure		31-Mar-2024	<input type="text" value="0%"/>	
EQU17	To review the Council activities and events that promote positive relations to determine if all protected characteristic groups are included.	Communities and Leisure		31-Mar-2024	<input type="text" value="100%"/>	The GBC Events Programme and activity programmes for young people are proactively designed to offer inclusion of all faith and cultural groups, gender/ transgender, sexual orientation and abilities as represented in the Equalities Act 2011. Wherever possible our work on the promotion of Awareness days is linked to a local case study.
EQU18	Arrange the heritage tour of the borough for representatives from the Seniors Council, Caribbean elders and Syrian refuge community. Consult them on	Communities and Leisure		31-Mar-2024	<input type="text" value="0%"/>	


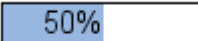
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
	proposals for the heritage way to ensure access for different groups.					
EQU19 Page 73	Collect information about the level of participation by different communities/protected characteristics as an elected Member (borough Council) and identify where there is under-representation.	Governance and Customer Services		31-Mar-2023		Census data has been used by Dem Services to establish the make up of the electorate as part of work to improve accessibility under the Elections Act 2022. This work was undertaken prior to the election. Dem Services also contacted community groups, youth and senior Councils and attended outreach hubs to promote participation in elections and Voter ID. Ongoing work to gather data in relation to underrepresented groups is included as part of the Democratic Services Service Plan.
EQU20	When conducting public consultation, ensure that organisations representing protected groups are given the opportunity to participate.	HR, Performance and Service Planning		31-Mar-2023		A standard set of EDI questions are now used for all consultation exercises. These allow for full analysis of issues and how they might relate to protected characteristics. Also, for appropriate questionnaires, the Customer Insight Officer is well-versed in the design of additional survey material to target specific representative groups or organisations in addition to the main survey. As a matter of course,


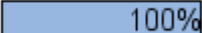

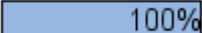
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						consultations are publicised on our social media channels to ensure the widest coverage in ways that are often most accessible.
EQU21 Page 74	Explore further opportunities to promote the Youth Council and Senior's Council and their activities and achievements.	Communities and Leisure		31-Mar-2024		Gedling Seniors Council jointly hosted with Gedling Borough Council the Food for Life meal at Richard Herrod Centre during Q3. The event included representation for community groups across the Borough, the Syrian Society of Nottinghamshire and Ukrainian guests. Positive coverage of the event was generated by the attendance of Notts TV who broadcast interviews with attendees and footage from the event.









Theme 2 - LEADERSHIP AND ORGANISATIONAL COMMITMENT







Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU22	Introduce a revised Equality & Diversity Policy to include a clear commitment from senior leaders to a diverse workforce, clarity on what is expected from staff when	HR, Performance and Service Planning		31-Mar-2023		The two policies- Employment and service delivery have both recently been reviewed and implemented


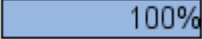
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
	delivering services to the community and to improving equality in their area					
EQU23	Put in place a clear structure, including the creation of a Strategic Equalities & Diversity Group, to demonstrate leadership and organisational commitment, challenge inequalities and drive an improvement agenda.	Chief Executive		31-Mar-2023	 100%	
EQU24	Arrange Councillor training on the Policy and equalities obligations.	Chief Executive		31-Mar-2023	 100%	A briefing note on the Council's policy and Action plan will be added to Member's induction along with the link to equality training.
EQU25	Ensure the Council's website complies with the Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations 2018.	Governance and Customer Services		31-Mar-2023	 100%	On 9 March 2022 Gedling Borough Council received correspondence on behalf of the Minister for the Cabinet Office, who determined this accessibility statement is compliant.

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 76</p> <p>OU26</p>	<p>Explore whether there are additional partnership arrangements where shared equality priorities, objectives and outcomes for the borough should be established.</p>	<p>Communities and Leisure</p>	<p></p>	<p>31-Mar-2024</p>	<p></p>	<p>The Council is a key member of the South Nottinghamshire Place Based Partnership (PBP). The PBP has developed a vision "To enable people in South Nottinghamshire to live healthier lives and get the care and support they need when they need it." One of the key culture and behaviours adopted by this partnership is the "Promotion of equality, diversity and inclusion."</p> <p>The PBP has 4 Strategic Priorities that fit well well with those of the Gedling Plan: (1) Understanding the health and wellbeing needs of our diverse communities; (2) Community Development; (3) Personalised care and support and (4) Communication, involvement, and engagement. At the heart of this agenda is to tackle health inequalities through targeted community work programmes. Integration between GBC and PBP programmes has begun, with the Council acting as the Executive lead for the Community Development priority of the Partnership, to coordinate better outcomes for communities through the sustainable development</p>


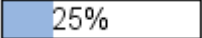



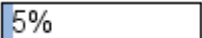


Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						and growth of the voluntary and community sector. This aligns with actions in GBC's Equality Framework Action Plan such as the development of a Community Engagement Strategy and toolkit and the development of protected characteristic based engagement and consultation networks.
Page 27 EQU27	Review the current EIA template.	HR, Performance and Service Planning		31-Mar-2023		<p>- Completed. A revised version created and circulated to HoS last year and again in August 2022. This can be used for policy development or general reports. Discussed with Fran to ensure that no other changes expected. DJA sent email to HoS august 2022 to remind/ refresh.</p> <p>Future consideration- Is it possible to embed this into existing report templates too (Dem Services function)?</p>
EQU28	Review the current information and guidance on the intranet to ensure that it is up to date and fit for purpose.	HR, Performance and Service Planning		31-Mar-2023		<p>- Completed; guidance is concise but the adds a general context to the revised EIA which is now much more expansive and relates to both internal and external impact and impact beyond protected characteristics in law. The EIA also now contains opportunity to clearly identify other consultation/ work</p>



Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						that arises from an EIA that shows substantial negative impact that cannot easily be mitigated against.
EQU29	Publish the revised EIA template and guidance on the intranet.	HR, Performance and Service Planning		31-Mar-2023		- Completed see EQU27 and 28
EQU30	Deliver training to all managers on the revised template and guidance so that they understand when an EIA is required and how to conduct a robust and meaningful assessment.	HR, Performance and Service Planning		31-Mar-2023		This is now provided through updated guidance on the Council's Intranet.
EQU32	Ensure equality considerations are imbedded into the new project management process.	Chief Executive		31-Mar-2023		Appropriate project management techniques are employed, including the full provision of project initiation documents, business cases, and regular monitoring at the Programme Board. Equalities considerations are an integral part of this process.
EQU33	Raise awareness of the equality objectives across the Council by ensuring they are published on the intranet.	HR, Performance and Service Planning		31-Mar-2023		Equality, diversity and Inclusion actions will be identified at the highest level in the Gedling Plan 2023-27 (with a link from the Intranet) and then annually in the Annual Report that will publicise the actions and successes of the Council including those that relate to EDI




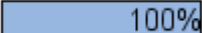
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						projects and activities.
EQU34	Introduce an Annual Equality report to Cabinet, which includes an update on progress of the action plan.	HR, Performance and Service Planning		31-Oct-2023		The annual equality report has been drafted, presented to SEDG on 6 September and will be presented to Cabinet at October's meeting.
EQU35	To review the equalities related objectives and actions in the Gedling Plan to ensure targets successfully measure intended outcomes e.g. are SMART.	HR, Performance and Service Planning		31-Mar-2023		the 2023-27 Gedling Plan is now being finalised. The Plan is at a much higher level than previous years' plans. Equality, Diversity and Social Inclusion is included as a specific theme in the priority of "Community" . Under this heading, in each of the four years of the plan there will be at least one specific piece of work or project designed to meet this criterion and this will be detailed in the appropriate service plan. Service plan actions are SMART in nature with the purpose of producing tangible outputs and outcomes.
EQU36	The Council does not have an Equalities Officer or dedicated resource to progress equalities work. Consideration could be given to allocating specific resources for supporting equality work.	Chief Executive		31-Mar-2023		The Council has now introduced a Strategic Equality and Diversity Group which is chaired by a cabinet member and fully serviced through senior officers and a PA. Whilst no single person is designated as Equality Officer the work associated with the delivery of actions is progressing. Staffing








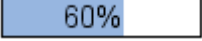
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						resources are reducing year on year and, whilst this subject area is extremely important for the Council, it is difficult to envisage how the resources for a dedicated officer could be found.
EQU37	Consider specifically requesting Overview and Scrutiny Committee to scrutinise and challenge equality analysis/ impact assessment objective setting and monitoring.	Chief Executive		31-Mar-2024		As part of the review of the equality framework for 2024 onwards, Scrutiny have included in their workplan for 2023/24 an action to form a working group to review the forthcoming framework.




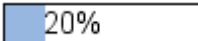
Theme 3 - RESPONSIVE SERVICES AND CUSTOMER CARE



Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU38	Guidance should be available for suppliers on the equality requirements for the procurement and commissioning process.	Finance and ICT		31-Mar-2024		Included in the procurement strategy currently in draft form
EQU39	Contract specifications should take account of the different needs of users, for example through equality analysis/ impact assessments.	Finance and ICT		31-Mar-2024		The new Procurement Strategy (currently in draft form) will seek to address this along with guidance to be issued to departments.
EQU40	Monitoring requirements to be built into contracts to ensure equality issues are addressed.	Finance and ICT		31-Mar-2024		To be addressed in new Procurement Strategy (currently in draft form) and supported by guidance issued to departments.
EQU41	Introduce an established Social Value Framework (which could be included in the Procurement Strategy), that includes provision for the Social value of contracts to be measured.	Finance and ICT		31-Mar-2024		A Social Value Policy is to be included in the new Procurement Strategy (currently in draft form). Once approved, guidance will be provided to departments.



Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
Page 89 QU42	Consider whether any additional equalities data and evidence should be collected and considered as part of the service planning process.	HR, Performance and Service Planning		31-Mar-2023		<p>Following discussion between the Director of corporate Resources (Equality Lead), the Head of Governance and Customer Services and Head of HR, the shared view was that there is no evidence to suggest that equality data should be collected for additional services. It is currently collected for Customer Services (the main source of residents' and service users' contact), HR (recruitment and workforce), Leisure (membership) and Environmental Health. For all corporate survey work there is also now a set of equality and diversity questions that are consistently applied and which allow the analysis of issues and how they relate to equality and diversity.</p> <p>In terms of equality, diversity and inclusion data there is a substantial data source in the council's Data Hub which now also includes links to the current Census (2021). Data sets are in place for EDI and more widely there is analysis of social and health equality within the borough.</p>


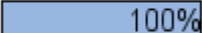


Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						The latest ethnic grouping data set will be shared with SLT by email and included as a link in the Data Hub.
Page 83 EQU43	Consider further development of mechanisms for service users to be consulted about service development and delivery to identify specific needs and appropriate service improvements.	HR, Performance and Service Planning		31-Mar-2023		In addition to the biennial residents' survey, this year a "Gedling Plan survey" was also undertaken and open to all residents of the borough. The purpose of the survey was to seek further input into which of the services were least and most valued and also asked participants to identify how resources should be identified. This data has been analysed in a number of ways, including with reference to equality, diversity and inclusion and has been reported to SLT and to Cabinet. The data has been used to help inform the production of the 2023-27 Gedling Plan which will, in turn, drive service plans for the next four years.
EQU44.1	Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery - HR, Performance and Service Planning	HR, Performance and Service Planning		31-Mar-2023		Work has been done to establish a regular and creative regime of opportunities across the council but coordinated and centrally managed by HR. These include Supported Internships, the Kick Start Scheme (now concluded), work experience placements for young people, work



Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						experience placements for working age unemployed people, engagement with HMP Nottingham to try to establish engagement from prisoners at the point of release.
EQU44.2	Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery - Regeneration and Welfare	Regeneration and Welfare		31-Mar-2023		Now embodied in all our approaches
EQU44.3	Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery - Finance and ICT	Finance and ICT		31-Mar-2024		Finance and ICT managers have been briefed about social value and collaborative principles in team meetings and will look to includes within service plans and other processes as necessary.
EQU44.4	Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery - Governance and Customer Services	Governance and Customer Services		31-Mar-2024		
EQU44.5	Explore opportunities for Social Value and Collaborative Principles to	Environment		31-Mar-2024		Work remains ongoing in terms of facilitating opportunities across the Service Area supported by and

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
Page 85	be reflected in the practical service delivery - Environment					coordinated at times by HR or from DWP direct. These include Supported Internships, the Kick Start Scheme (recently concluded), work experience placements for young people, work experience placements for working age unemployed people, engagement with HMP Nottingham to try to establish engagement from newly release prisoners, to offer an opportunity of employment in Waste to add to their CV moving forward. Student placement in Environmental topic areas at GCP to support studies and provide work experience.
	EQU44.6 Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery - Development and Place	Development and Place		31-Mar-2024		
	EQU44.7 Explore opportunities for Social Value and Collaborative Principles to be reflected in the practical service delivery - Communities and Leisure	Communities and Leisure		31-Mar-2024		The Council is playing a key role in the health inequalities programme of the South Notts Place Based Partnership, in particular the development of Integrated Neighbourhood Teams, an initial focus of which will be Arnold. Social value will be considered as a key




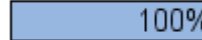
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						<p>measure of such work. The leisure service is also exploring modelling around social value reporting through its leisure management system through interaction with the national Moving Communities database.</p>
<p>Page 86</p> <p>EQU45</p>	<p>Consider whether additional services should collect data to understand who Service users are.</p>	<p>HR, Performance and Service Planning</p>	<p></p>	<p>31-Mar-2023</p>	<p></p>	<p>Following discussion between the Director of corporate Resources (Equality Lead), the Head of Governance and Customer Services and Head of HR, the shared view was that there is no evidence to suggest that equality data should be collected for additional services. It is currently collected for Customer Services (the main source of residents' and service users' contact), HR (recruitment and workforce), Leisure (membership) and Environmental Health. For all corporate survey work there is also now a set of equality and diversity questions that are consistently applied and which allow the analysis of issues and how they relate to equality and diversity.</p> <p>In terms of equality, diversity and inclusion data there is a substantial data source in the council's Data Hub</p>









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						<p>which now also includes links to the current Census (2021). Data sets are in place for EDI and more widely there is analysis of social and health equality within the borough.</p> <p>The latest ethnic grouping data set will be shared with SLT by email and included as a link in the Data Hub.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 87</p> <p>EQU46</p>	<p>Ensure that relevant services carry out mapping exercises to identify and review current participation and to highlight gaps.</p>	<p>HR, Performance and Service Planning</p>	<p></p>	<p>31-Mar-2023</p>	<p></p>	<p>Following consultation with services to determine what equalities data they currently collect, discussion took place between the Director of corporate Resources (Equality Lead), the Head of Governance and Customer Services and Head of HR; the shared view was that there is no evidence to suggest that equality data should be collected for additional services. It is currently collected for Customer Services (the main source of residents' and service users' contact), HR (recruitment and workforce), Leisure (membership) and Environmental Health. For all corporate survey work there is also now a set of equality and diversity questions that are consistently applied and which allow the analysis of issues and how they relate</p>







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Page 88						<p>to equality and diversity.</p> <p>In terms of equality, diversity and inclusion data there is a substantial data source in the council's Data Hub which now also includes links to the current Census (2021). Data sets are in place for EDI and more widely there is analysis of social and health equality within the borough.</p> <p>The latest ethnic grouping data set will be shared with SLT by email and included as a link in the Data Hub.</p>	
	EQU47	Disaggregate complaints, compliments and residents' satisfaction data by different protected groups. Analyse the data to identify and introduce business improvements.	HR, Performance and Service Planning		31-Mar-2023		Complaints and compliment report now includes analysis of whether a complaint relates to an equality issue or not. If it is the case then the narrative of the complaint can be explored to determine the nature of the complaint and if there is any commonality.
	EQU48	Review the Equality Impact Assessment form and guidance to ensure that it makes it clear that data about access to services and user satisfaction should be considered.	HR, Performance and Service Planning		31-Mar-2023		- Completed – see EQU27/ 28/ 29











Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU49	Human Rights refresher training should be delivered to Officers and Members	Governance and Customer Services		31-Oct-2023		A Human Rights briefing note for Officers and Members was approved by SEDG on 6 September and is to be circulated to Members and Officers.


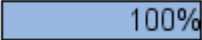



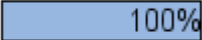




Theme 4 - DIVERSE AND ENGAGED WORKFORCE


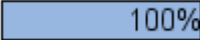
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU50	Explore whether additional data needs to be gathered to ensure the Council is clear about its local labour market	Regeneration and Welfare		31-Mar-2023		EGR Manager is very clear that there needs to be a focus on capturing and collating more data
EQU51	Develop a new Workforce Strategy, which includes equality as one of its strands and a specific action to allow race and disability groups to receive job vacancy information with objective being a higher rate of application and selection.	HR, Performance and Service Planning		31-Mar-2023		Workforce Strategy 2020-23 already in place and adopted


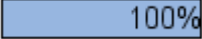
Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU52	Ensure that Appointments and Conditions of Service Committee are trained in recruitment and selection (including unconscious bias).	HR, Performance and Service Planning		31-Mar-2023		Training has been provided through a detailed guidance note. Further face-to-face training will be delivered when the new committee is constituted post-election
EQU53	Complete the review of the Equality Policy (Employment) which is currently underway and ensure it includes a reasonable adjustments policy (employment).	HR, Performance and Service Planning		31-Mar-2023		
EQU54	Once approved, put in place measures to implement and monitor the equality aspects of the workforce strategy.	HR, Performance and Service Planning		31-Mar-2023		Monitoring of the Workforce Strategy 2020-23 is achieved through Service Plans and also through the use of Pentana (alongside the monitoring of the actions identified in the Equality Framework document)
EQU55	Ensure that an EIA is carried out when introducing new/amending employment policies and procedures to ensure they are assessed for their impact on people with protected characteristics.	HR, Performance and Service Planning		31-Mar-2023		This practice is now becoming embedded in employment policy formulation as a matter of course

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU56	Put in places processes to ensure all employment and training related policies are regularly reviewed	HR, Performance and Service Planning		31-Mar-2023		This has been achieved through the corporate work (and following audit recommendation) that listed all policies including those relating to employment. Heads of Service have been charged with implementing these reviews. Should the reviews not be undertaken to SLT satisfaction then further controls could be applied to ensure compliance such as using Pentana to record progress against the review schedule corporately identified
EQU57	Proactively use workforce data to develop training and development strategies that can support a wider equalities agenda for employees	HR, Performance and Service Planning		31-Mar-2023		The previous method of delivery of equality training demonstrated through PIs that a majority of the workforce had not received training. The method of training and the content have both now been reviewed and an e-learning package bespoke for the Council has been developed. Roll-out has now just commenced (Sept 22).
EQU58	Further develop employee relations training for managers developed so that it is delivered in a more structured and regular way to all managers.	HR, Performance and Service Planning		31-Mar-2023		the learning carousel continues to be offered. A training needs analysis will be conducted during 2023 to review the content of the offering

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU59	Continue to encourage employees to provide relevant data and introduce initiatives to increase the disclosure of equality information by employees.	HR, Performance and Service Planning		31-Mar-2023		The action to issue reminders to improve coverage will be carried forward to 23/24. Improvements have been made to the recording of documentation for starters more generally, including equality information, so that data will be improved through general turn over.
EQU60	Continue to review activity to maintain the Disability Confident employer standard.	HR, Performance and Service Planning		31-Mar-2023		Embedded as regular review to meet national standard. Carried out by HR
EQU61	Introduce regular equality and diversity refresher training for all employees, which includes 'unconscious bias'.	HR, Performance and Service Planning		31-Mar-2023		roll out of new e-learning equality material now commenced. Methods being developed for "group learning" for non-pc staff
EQU62	Explore delivery of equality training through on-line material that would be accessible to all employees.	HR, Performance and Service Planning		31-Mar-2023		Roll-out commenced
EQU63	Re-commission the training drama group to deliver equalities-based training which was due to be delivered at the Employee Conference 2020.	HR, Performance and Service Planning		31-Mar-2023		

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
EQU64	When planning learning and development for employees ensure that equality issues are taken account of	HR, Performance and Service Planning		31-Mar-2023		Individual personal needs for any training course are and will be accommodated where possible (access/ mobility, hearing etc)
EQU65	Introduce equality training for all Members	Governance and Customer Services		31-Mar-2023		Equality Training for Members is being delivered as part of the Induction training post election.
EQU66	Ensure that induction training for new Members following the next borough elections includes equality training.	Governance and Customer Services		31-Mar-2023		
EQU67	Complete the review of the Equality Policy (Employment) which is currently underway and ensure it includes a reasonable adjustments policy (employment).	HR, Performance and Service Planning		31-Mar-2023		
EQU68	Provide training so that managers understand how to implement reasonable adjustments.	HR, Performance and Service Planning		31-Mar-2023		This is provide now in two ways; - As part of the Carousel of Learning Programme, the Sickness Management Module is used to discuss examples of how managers can make such adjustments, the requirements in law and the issues to consider.

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
Page 94						<p>- Case by case support is offered to managers by HR when employees have declared Equality Act health conditions which have, for potentially have, an impact on their job which makes it unsafe to continue that work. Advice and guidance is given to managers to provide meaningful and tangible support when it is needed.</p> <p>In addition the new IT-based EDI training is a mandatory requirement for all staff and managers and this training covers issues of disability in the workplace as a Protected Characteristic under the Act.</p>
EQU69	Further develop the close relationship with occupational health to identify and address absence trends	HR, Performance and Service Planning		31-Mar-2023		A good working relationship exists with occupational health although the value is mainly with individual cases rather than their ability to identify trends. That said work has recently been completed for he Chief Exec (not using he Occ Health Service) to identify possible trends in the PASC and Waste Services through bespoke reports produce by the HR Team. This work is

Code	Title	Responsible OUs	Status	Target Completion Date	Progress Bar	Last Note
						carried out as required and in addition to the extensive data that is produced for SLT monthly and for committee (JCSC) both quarterly and as an annual summary of reasons for absence.
EQU70	Deliver the team member and manager training for support of mental health in the workplace which has been delayed due to the covid pandemic (planned 2021).	HR, Performance and Service Planning		31-Mar-2023		This was completed at the start of 2022/23

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Report to Cabinet

Subject: Proposed Sale of Land at Killisick Lane

Date: 5 October 2023

Author: Property Services Manager

Wards Affected

Coppice

Purpose

To seek approval to dispose of land at Killisick Lane as identified outlined in red on the attached plan at Appendix 1 and to seek approval for the method of disposal via the open market.

This report also seeks to delegate authority to the Chief Executive in consultation with the leader of the Council to agree the final sale price in line with market value and the Council's Rules for dealing with land and Buildings.

The report seeks approval in principle, to sell the Council's land jointly with a neighbouring landowner in order to secure best value and a comprehensive development on site, delegation is sought to the Chief Executive in consultation with Legal Services to prepare a collaboration agreement to facilitate the joint sale.

Key Decision

This is a key decision as it is likely to result in the Council receiving income in excess of £500,000 and is likely to be significant in terms of its effect on communities living or working within two or more wards of the Borough.

Recommendation(s)

THAT Cabinet:

- 1) Agrees to dispose of the Land at Killisick Lane (as shown outlined in red on Appendix 1) through private treaty on the open market as detailed in this report.**
- 2) Delegates authority to the Chief Executive in consultation with the Leader of the Council to accept the best offer for the Land.**

- 3) **Agrees in principle to the joint sale of the Council's land with the Arnold Parochial Charities adjoining land, subject to a collaboration agreement being agreed by both parties.**
- 4) **Delegates authority to the Chief Executive in consultation with the Leader of the Council and the Legal Services Manager to prepare and complete a collaboration agreement with Arnold Parochial Charities to facilitate the joint sale of land.**
- 5) **Delegates authority to the Chief Executive in consultation with Legal Services Manager to agree Heads of Terms and Conditions of Sale for the disposal.**

1 Background

- 1.1 The Council has a land holding at Killisick Lane (the Land) of approximately 15 acres, shown edged red in Appendix 1.
- 1.2 The Land is adjacent to two parcels of land which are privately owned by different entities. All parcels of land under the Council's ownership are in a similar condition, have been left uncultivated, and are quite overgrown. They are used by local dog walkers and residents informally for recreational purposes. All parcels of land have been allocated for housing within the Local Planning Document (LPD). The Local Planning document was adopted in 2018 following extensive consultation and examination by the planning inspectorate.
- 1.3 The Council previously explored disposing of the Land in conjunction with the other two landowners under a collaboration agreement and terms were drafted. The Council then published a notice of the intention to dispose of the land in August 2022, however, after the consultation the Council decided not to proceed at that time.
- 1.4 The Council was recently made aware that one of the adjacent landowners had taken the decision to proceed with the disposal of their parcel of land and had begun the marketing process. The Council has therefore reviewed its position to seek to ensure that a comprehensive form of development is achievable, in accordance with the LPD and the Development brief for the three sites to the north east of Arnold Supplementary Planning Document (SPD). Securing a comprehensive form of development will also create opportunities to enhance the Hobbucks Local Nature Reserve adjoining the site.

Consultation

- 1.5 As per the approved report dated 24th July 2023, the Council advertised the

intention to dispose of the Land in accordance with s.123 (2A) of the Local Government Act 1972. The notice of intended disposal was advertised for two consecutive weeks in the Nottingham Evening Post ending 18th August 2023. The notice was also published on the 'Have Your Say' page on the Council's website to encourage consultation responses.

- 1.6 In response to the consultation on the disposal the Council received 198 written objections relating to the disposal of the site.
- 1.7 An online petition was also submitted to the Council calling for the Council to stop the sale of the land. The petition received 1911 signatures, 1006 of these were from postcodes NG3, NG4, NG5, NG6, NG14 and NG15 which all cover the Gedling Borough Council area. They do also cover other areas within Nottinghamshire but for the purposes of this consultation we shall categorise all 1006 as responses from Gedling residents.
- 1.8 The written objections have all been considered carefully as part of the consultation process. Appendix 3 shows the numbers of responses broken down into areas of concern and the narrative to support the petition. There are several reoccurring themes or concerns throughout the objections and therefore we have categorised these and responded below.

Loss of Land for Recreational Purposes

- 1.9 The main objection raised in relation to the potential disposal of the Land is that there would be a loss of recreational land for the local residents. The development of the housing allocation would not result in the loss of the existing Hobbucks Local Nature Reserve. Whilst parts of the housing allocation to the west including land under the ownership of the Borough Council is currently used informally for recreational purposes, it is not within the extents of the Hobbucks, with the exception of a small parcel of land to the southern corner which is required to create an access to the housing allocation. The loss of this small area of land is clearly detailed on the LPD policies map, which defines the extent of the adopted Killisick Lane housing allocation H8.
- 1.10 Other LPD policies would require the housing allocation to provide a minimum of 10% public open space. Emerging statutory requirements introduced through the Environment Act 2021 may require future planning application to provide a minimum of 10% Biodiversity Net Gain (BNG). These local and emerging national requirements will therefore provide further opportunities to enhance the Hobbucks Local Nature Reserve.

Impact upon Wildlife and Biodiversity

- 1.11 As detailed above, there is an emerging requirement for major housing proposals to provide 10% BNG through the planning process.

- 1.12 Should a planning application be forthcoming, a protected species survey will be required to identify the presence of any protected species on site. The presence of any protected species would need to be mitigated, should planning permission be granted.
- 1.13 A tree survey would also be required to assess the value of the trees on site. Where possible, the Council would expect trees and hedgerows to be retained as part of any proposals to develop the land.

Impact upon Local Infrastructure, including the Provision of School Places and the Availability of Healthcare Services

- 1.14 Another reoccurring objection was the impact on the current local infrastructure. Should a planning application be forthcoming, Gedling Borough Council would consult Nottinghamshire County Council and the NHS. Planning obligations would be sought where it is necessary to mitigate the impact of any proposals upon local infrastructure. Any specific requirement would be determined by the Planning Committee.

Previous Decision Not to Sell the Land & Consultation Process

- 1.15 Following the previous consultation in 2022, there was some objection to the disposal of the site and the decision was taken not to dispose of the site at that time. Since then, as detailed in para 1.4, circumstances have changed, which has resulted in the decision to revisit disposal of the site. The consultation has been undertaken in order to let the local residents have their say on the new proposals. Since the previous consultation, the owners of the adjacent private land are in the process of selling their site, and a planning application is expected imminently from a house builder. This significantly impacts the decisions regarding the Council's Land at Killisick Lane.
- 1.16 In order to secure more comprehensive form of development on the wider housing allocation, the Council needed to act quickly to consult on potential sale of the Land. Otherwise, there is a significant risk that individual landowners could progress discrete housing proposals, which could be to the detriment of the area. If it is possible to secure a more comprehensive form of development, the Hobbucks Nature Reserve will not only be preserved but could also be improved and extended, which is something that local residents who use the area will welcome. This would meet the needs of the borough for new homes and would also ensure the local nature reserve is enriched.
- 1.17 The Council ran a consultation and advertised the potential disposal of the site for two consecutive weeks in the local newspaper, as required by statute, giving residents the opportunity to respond. We have continued to receive responses since that date and they will be taken into consideration when any decisions in relation to the land are made. Further consultation would be required should an application for planning permission be submitted.

Removal of the Land from the Green Belt

- 1.18 The site is allocated for housing in the Local Planning Document (LPD) and comprises part of site H8 (Killisick Lane). The general principle of developing housing on this site is therefore established. The LPD comprises part 2 of the local plan for Gedling Borough. The LPD which was subject to extensive public consultation was examined by an independent Planning Inspector who endorsed the plan and the Killisick Lane housing allocation. The LPD was adopted by Gedling Borough Council on 18 July 2018 and at this point the Killisick Lane site was removed from the Green Belt. The Council has a statutory duty to prepare a local plan and allocate land for housing development to meet our local housing requirements, which are determined by the Government. Housing development will change the character of the area, but this has been balanced against the need to provide housing in sustainable locations and meet need.

Alternative Housing Developments

- 1.19 Concerns have been expressed that development should be concentrated on existing sites within the built-up area. The availability of such sites were fully considered prior to the release of any Green Belt land. There are two sites in the main built-up area of Arnold and Daybrook which have been allocated in the LPD to meet part of the Council's housing requirements. These include the former Daybrook Laundry site and the land at Rolleston Drive, formerly comprising offices and a depot in the ownership/control of Nottinghamshire County Council. While the site at Daybrook has not come forward, planning permission has been granted for 131 homes on Rolleston Drive and significant progress has been made to deliver homes. The site owner is currently seeking to procure a new contractor to complete the development as their modular homes contractor has gone into administration.

Flooding and Drainage

- 1.20 A number of the objections to the proposal is that there would be issues with flooding and drainage in the area. Should a planning application be forthcoming, full drainage details would be required and advice would be sought from the Lead Local Flood Authority and Environment Agency. Planning Committee would need to be satisfied that the development would not have unacceptable flooding/drainage impacts.

Loss of Hedgerows and Trees

- 1.21 Another objection raised multiple times was the potential loss of existing hedgerows and trees. Should a planning application be forthcoming, Gedling Borough Council would expect existing boundary hedgerows and green

corridors to be retained. As detailed above, it will be necessary for any developer to comply with the Council's existing policies and emerging requirements to provide a minimum of 10% BNG.

Layout, Residential Amenity and Crime

- 1.22 Should a planning application be forthcoming, it would be necessary for a developer to provide full details of the proposed development including the layout of the proposed houses, public open spaces, roads and plans for each dwelling, prior to the commencement of development. There would be full public consultation with key stakeholders including local residents, and the proposals would be assessed in light of national and local planning policies. The specific requirements would be determined by the Planning Committee

Noise, Construction Traffic and Disturbance

- 1.23 As with the above, should a planning application be forthcoming, Gedling Borough Council would secure a construction management plan to ensure that residential amenity is safeguarded. Gedling Borough Council also has powers under other legislation to take action in relation to noise where this becomes a statutory nuisance.

Highway Implications

- 1.24 Should a planning application be forthcoming, Gedling Borough Council would consult Nottinghamshire County Council in their role as Highways Authority and ensure that compliance with national and local planning policies is secured having regard to the submitted plans/details.

Affordable Housing

- 1.25 Should a planning application be forthcoming, Gedling Borough Council would require the delivery of 43 affordable homes across the H8 housing allocation in accordance with the Local Planning Document, the Affordable Housing Supplementary Planning Document (SPD) and the Interim Planning Policy Statement for First Homes. The specific requirements would be determined by Planning Committee.

Climate Change and Air Quality

- 1.26 Should a planning application be forthcoming, Gedling Borough Council would assess the application considering national and local planning policies, including the Low Carbon planning guidance for Gedling Borough. This includes practical guidance on forms of sustainable design and construction and includes a checklist guide for developers to assist in the submission of major planning applications. Advice would also be sought from the Council's

Scientific Officer.

Increases in Litter & Fly Tipping

- 1.27 There is no evidence to suggest that the impacts of litter and fly tipping would increase as a result of housing being delivered on the housing allocation. Gedling Borough Council does however have powers to deal with these matters as part of its public protection function.

Property Values

- 1.28 Gedling Borough Council is unable to give weight to the impact upon property values when considering any planning application for residential development.

Conclusion

- 1.29 Taking all the above into careful consideration the Council are satisfied that the majority of the concerns raised in the objections can be mitigated through the planning process, if a planning application is submitted by the future purchaser of the Land, which would be required as part of the conditions of sale to ensure the land is developed comprehensively.
- 1.30 When disposing of land, the Council's Rules for Dealing with Land and Buildings must be taken into account. In accordance with those rules, the Council has advertised the disposal of this site prior to any decision being taken. In terms of the method of disposal, it is proposed that this site is disposed of through the open market as the level of interest in the site is unknown, but it is considered the site is easily marketable.
- 1.31 The sale will need to be marketed through the use of an agent to generate interest with the aim of achieving an offer which represents the best consideration that can be obtained for the site.
- 1.32 In addition to the method of disposal, the rules require that prior to any disposal, a valuation of the site is required to ensure that the Council is achieving best value in the sale price. An indicative valuation of the site has been undertaken and details are provided in exempt Appendix 2. If approval to dispose of the land is granted, the Council would seek to enter into a collaboration agreement with the one other landowner who has not yet marketed the land, namely Arnold Parochial Charities, in order to sell the land as one parcel. This would ensure best value for the land and would also help to ensure a comprehensive scheme is delivered.
- 1.33 If approval for disposal is given, an agent would be appointed through a contract, to market the land on behalf of the Council and the other landowner,

and would lead on the entire sale and marketing process.

2 Proposal

- 2.1 It is proposed that Cabinet approves the disposal of the Land at Killisick Lane, shown edged in red on the attached plan at Appendix 1, through private treaty on the open market. This will require marketing of the site through the use of an agent. Private bids will then be received by the agent on behalf of the Council with the Council ultimately disposing of the site to the bidder who offers the best consideration.
- 2.2 It is proposed that delegated authority is given to the Chief Executive in consultation with the Leader of the Council to approve the successful bid in relation to the Land once the marketing process and negotiation of sale is complete. In accordance with the Council's rules for dealing with land, this should be the highest bid. Any proposal to consider a lower bid must be considered by the Executive.
- 2.3 It is proposed that the Council sell their land together with the Arnold Parochial Charities' land parcel (Appendix 5) as a joint sale, with the terms of that sale, the marketing process and financial contributions to be agreed through a collaboration agreement. By selling the land together to one developer, this will ensure comprehensive development of the site and ensure best value for the Council land. At this stage, agreement in principle is sought to ensure that appropriate terms and conditions can be agreed between the parties.
- 2.4 It is proposed that the terms of the collaboration agreement be agreed by the Chief Executive in consultation with the Leader of the Council and the Legal Services Manager. The terms of the agreement will reflect sale in accordance with the Council's Rules for dealing with Land. Any cost born by the Council in respect of marketing on behalf of the Arnold Parochial Societies will be recovered from the sale price.
- 2.5 Finally, it is proposed that the Chief Executive in consultation with the Legal Services Manager agrees any heads of terms or conditions of sale in relation to the site. It is essential that the land is sold for the purposes of development and as such there will be a condition of sale to ensure that the successful bidder obtains the necessary planning consent.

3 Alternative Options

- 3.1 The Council has the option to do nothing as it is under no statutory requirement to dispose of the Land, however, the Land forms part of the Council's housing land supply and has already been allocated for housing development in the

LPD, to meet part of the Borough Council's housing requirements. Disposal will also ensure that a comprehensive form of development can be achieved with improvements secured for the Hobbucks Nature Reserve. The sale would also result in a capital receipt to support vital Council services.

- 3.2 The Council could sell its land independently of the APC. At this stage in principal agreement is being sought to sell jointly, however this will be subject to satisfactory terms and conditions being agreed through a collaboration agreement. If terms cannot be agreed, the issue will be brought back to the Executive.

4 Financial Implications

- 4.1 A budget has already been established in 2023/24 of £45,000 to support costs associated with the disposal including marketing and any pre-sale surveys.
- 4.2 The Council will receive a capital receipt for the sale of the Land. The statutory arrangements for capital receipts in England & Wales permit the costs of disposal to be financed from the capital receipt generated from sale proceeds, at this point the earmarked reserved used to fund the revenue expenditure in the first instance will be replenished.

5 Legal Implications

- 5.1 Any disposal of Council land must be undertaken in accordance with the correct legislative disposal power and in accordance with the Council's Rules for dealing with Land and Buildings. The proposed disposal method is through private treaty on the open market which is an accepted form under the rules. This method is preferred as the level of interest is unknown but the land is considered to be marketable.
- 5.2 This land is being disposed of under s.123 of the Local Government Act 1972 and as such the land must be disposed of for the best consideration following a valuation of the site by an independent qualified valuer.
- 5.3 As the land has been used informally as recreation land, the disposal of the site has been advertised in accordance with s.123 (2A) of the Local Government Act 1972 prior to any decision to dispose. The title documentation for the sites also requires disposal to be in accordance with the appropriate Act or authority. The requirements for disposal under the Local Government Act 1972 have been followed.
- 5.4 Any disposal of the site jointly with another landowner would require an appropriate agreement to be entered into to ensure costs are effectively managed and any marketing is acceptable to both parties. Parties will

ultimately also need to agree a price for sale which achieves best value.

- 5.5 Any external advice including a marketing agent, or surveys, will need to be procured in accordance with the Council's Contract and Procurement Rules.
- 5.6 As part of the disposal process, consultation has been undertaken with residents. Members must have regard to the consultation responses as part of any decision making process.
- 5.7 The Council's Rules for dealing with Land and Buildings also require any sale to be conditioned to ensure that appropriate planning consent for development is required.

6 Equalities Implications

- 6.1 An equalities impact assessment can be found in Appendix 4.

7 Carbon Reduction/Environmental Sustainability Implications

- 7.1 There have been a number of objections to this disposal raised in relation to Environmental Impacts, responses to those points are highlighted in the body of the report. It should be noted that any planning application would be accompanied by appropriate ecological surveys as detailed in the report.

8 Appendices

- 8.1 Appendix 1 – Site Plan
- 8.2 Appendix 2 – Exempt Appendix Valuation
- 8.3 Appendix 3 – Summary of consultation responses
- 8.4 Appendix 4 – Equalities impact assessment
- 8.5 Appendix 5 – APC Land

9 Background Papers

- 9.1 None

10 Reasons for Recommendations

- 10.1 To allow the land to be sold jointly with the neighbouring site to enable the land to come forward for housing as per the Local Planning Document
- 10.2 To allow the site to be developed comprehensively rather than into smaller individual developments which are more likely to have a detrimental impact on the area.
- 10.3 To ensure the appropriate delegations are in place to progress the disposal with appropriate agreements and legal advice.

Statutory Officer approval

Approved by:

Date:

On behalf of the Chief Financial Officer

Approved by:

Date:

On behalf of the Monitoring Officer

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Killisick Fields



NOTE This map is provided only for purposes of site location and should not be read as an up to date representation of the area around the site.
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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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Appendix 3 – Consultation Responses

<u>Issue</u>	<u>Times raised</u>	<u>% of responses that reference the issue</u>
Impact on wildlife/ biodiversity	103	52%
Loss of land for recreational use/health and wellbeing	101	51%
Impact on local infrastructure (Schools, GPs, Dentists, services, etc.)	92	46%
Loss of green space	58	29%
Reversal of previous decision	52	26%
Highway safety, traffic, and parking concerns	48	24%
Sufficient/too much development already in Gedling and/or surrounding area	46	23%
Increasing Climate Change	39	20%
Development should be focussed on existing sites (Rolleston Drive)	38	19%
Lack of consultation	38	19%
Loss of character to the area	33	17%
Impact on Nature Reserve	32	16%
Increased flood risk	29	15%
Decreased air quality	28	14%
Increased crime/risk of crime	28	14%
Loss of hedgerows/trees	26	13%
Noise	21	11%
Development should be focussed on Brownfield/other sites instead	18	9%
Release of land from Green Belt	17	9%
Sceptical housing will be affordable	15	8%
Construction traffic	12	6%
More information needed	11	6%
General Disagreement	8	4%
Increased litter/fly-tipping	4	2%
Devaluation of existing homes	3	2%
Light Pollution	2	1%
Overlooking	1	1%

Based on 198 total responses received

Petition Responses

The Council received the results of an online petition which was submitted on 10th September 2023, the narrative of the petition is as follows:

“In 2022, Gedling Borough Council proposed to sell off this land for housing. A consultation was held and the Deputy Leader of the Council was quoted in the local Gedling Eye as saying: “We were very clear at the start of the consultation process that the views of nearby residents were essential – we have listened to those views. We have decided the sale of this land will not go ahead.”

However, in July 2023 Gedling Borough Council launched another consultation to try again to sell off the land for housing. Full details of the consultation, together with a plan of the proposed area, can be found here: www.gedling.gov.uk/haveyoursay/killisickland

This land is currently green open space, containing trees, hedgerows and where wildlife flourishes. It is adjacent to the Hobbucks Nature Reserve and supports bats, owls, numerous birds of prey and many species of garden birds including woodpeckers along with newts, foxes and muntjac deer.

We understand the requirement for new housing, however, greenbelt was designed for a reason. This reason is to protect conurbations from becoming one bricks and mortar jungle and to allow people to have green open spaces where we can walk, play and take our dogs for exercise.

We need these fields left alone for future generations to enjoy and in order to protect our wildlife, hedgerows and trees. Once gone, these green spaces are gone forever!

We need to stop Gedling Borough Council from selling this land for housing and by signing this petition you are calling on Gedling Borough Council to not sell the land but to protect it as an open green space instead.”

Names have been redacted for GDPR purposes

City	State	Postal Code	Country	Signed On
Arnold	England	NG5 8GN	UK	16/08/2023
Arnold	England	NG5 8RN	UK	16/08/2023
Nottingham		NG5	UK	16/08/2023
Nottingham		NG7	UK	16/08/2023
Nottingham		NG5	UK	16/08/2023
Nottingham	England	NG14	UK	16/08/2023
Mansfield	England	NG18	UK	16/08/2023
Nottingham		NG3	UK	16/08/2023
Gedling	England	NG4 4GY	UK	16/08/2023
Nottingham		NG7	UK	16/08/2023
Nottingham	England	NG5 8FZ	UK	16/08/2023

Nottingham		NG5	UK	16/08/2023
Sheffield		S3	UK	16/08/2023
Nottingham		NG3	UK	16/08/2023
Nottingham		NG3	UK	16/08/2023
Nottingham		NG5	UK	16/08/2023
Nottingham		NG3	UK	16/08/2023
Nottingham	England	NG14	UK	16/08/2023
Nottingham		NG7	UK	16/08/2023
Nottingham		NG5	UK	16/08/2023
Nottingham	England	Ng5 8dz	UK	16/08/2023
Nottingham		NG5	UK	16/08/2023
Arnold		NG5 8GN	UK	16/08/2023
Portadown	Northern Ireland	BT62 1PL	UK	16/08/2023
Nottingham		NG7	UK	16/08/2023
Nottingham		NG3	UK	16/08/2023
Nottingham	England	NG14 6FS	UK	16/08/2023
Arnold		N5	UK	16/08/2023
Arnold		NG5	UK	16/08/2023
Perth		PH2	UK	16/08/2023
Birmingham	England	B20	UK	16/08/2023
Islington		N5	UK	16/08/2023
Leigh		WN7	UK	16/08/2023
Croydon		CRO 2EF	UK	16/08/2023
London	England	E2 0HS	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold		Ng58bw	Netherlands	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Lewisham	England	SE13 5EL	UK	17/08/2023
PRESTON	England	PR2 6GN	UK	17/08/2023
Walthamstow	England	E17	UK	17/08/2023
Sidcup	England	DA15 8NB	UK	17/08/2023
Nottingham	England	NG5 8GF	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
gillingham	England	me 7 4pz	UK	17/08/2023
City of Westminster		SW1	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Kennett	England	Cb8 7qf	UK	17/08/2023
nottingham	England	ng5 8bp	UK	17/08/2023

Nottingham		NG2	UK	17/08/2023
Brighton		BN2	UK	17/08/2023
Bellevue	Washington	98008	US	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG3 3BJ	UK	17/08/2023
Nottingham	England	Ng5 8es	UK	17/08/2023
London		EC4N	UK	17/08/2023
Camberley		GU16	UK	17/08/2023
Romford		RM3	UK	17/08/2023
Leeds		Ls17 7ja	UK	17/08/2023
London UK		HA6 1HL	UK	17/08/2023
Ferndown		BH22	UK	17/08/2023
Wanstead		E11	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Northwood		HA6	UK	17/08/2023
Birmingham	England	B15	UK	17/08/2023
Doulting		BA4 4QE	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold		Ng5	UK	17/08/2023
Nottingham	England	NG2 5JZ	UK	17/08/2023
Colchester		CO2	UK	17/08/2023
Arnold	England	NG5 8RF	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Guildford		GU1 3NQ	UK	17/08/2023
Edgware		HA8	UK	17/08/2023
Nottingham	England	NG5 8GA	UK	17/08/2023
Nottingham	England	NG5 8GA	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG4	UK	17/08/2023
Peterborough		PE4	UK	17/08/2023
Nottingham		NG1	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Hethersett		NR9 3HQ	UK	17/08/2023
Arnold	England	NG5 7LX	UK	17/08/2023
Glasgow		G42	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Rowley Regis		b65 9ll	UK	17/08/2023
Warrington		WA1	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Hengoed		CF82	UK	17/08/2023
Derby		DE22 3RQ	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023

uckfield		tn221jj	UK	17/08/2023
Peterborough		PE1	UK	17/08/2023
Downham Market		Pe389lr	UK	17/08/2023
Perth		PH2 7JF	UK	17/08/2023
nottingham	England	ng5 6gb	UK	17/08/2023
Kings Lynn	England	PE30	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 8DJ	UK	17/08/2023
			UK	17/08/2023
Penwortham	England	PR1 9PJ	UK	17/08/2023
Nottingham	England	NG14 6PS	UK	17/08/2023
Calverton	England	NG14 6FJ	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Hull	England	HU13 9DS	UK	17/08/2023
London		SE18 2BS	UK	17/08/2023
Folkestone	England	CT20	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Wembley		HA0	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Bradford	England	Bd13	UK	17/08/2023
Nottingham	England	NG56FJ	UK	17/08/2023
Neath	Wales; Cymru	SA11	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Slough	England	SL3 8SY	UK	17/08/2023
Stockport		SK4	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Swadlincote	England	DE11	UK	17/08/2023
Nottingham	England	Ng3 3ez	UK	17/08/2023
Harlow	England	CM20	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
London		EC4R	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Portsmouth	England	PO4 0RD	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
calverton	England	ng146na	UK	17/08/2023
Ferndown	England	BH22	UK	17/08/2023
Nottingham	England	NG11	UK	17/08/2023
Bristol		BS3	UK	17/08/2023
Birmingham	England	B44	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023

Nottingham		Ng5	UK	17/08/2023
Burlescombe	England	EX16 7HE	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 8QE	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Longbenton	England	NE12 8QQ	UK	17/08/2023
Bournemouth		BH2	UK	17/08/2023
Mansfield	England	Ng184qb	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Croydon		CR0	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 8EB	UK	17/08/2023
Nottingham	England	NG3 5RD	UK	17/08/2023
Nottingham	England	NG5 8RN	UK	17/08/2023
Nottinghamshire	England	NG14 5FD	UK	17/08/2023
Arnold		Ng5	UK	17/08/2023
Nottingham	England	NG58	UK	17/08/2023
Coventry		CV1	UK	17/08/2023
Watford	England	WD24	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	ng5 6dq	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Coventry		CV1	UK	17/08/2023
Nottingham	England	NG6 0HT	UK	17/08/2023
Arnold	England	NG58DD	UK	17/08/2023
Nottingham	England	NG60FX	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
arnold	England	ng58bq	UK	17/08/2023
Mansfield	England	NG18	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		Ng5	UK	17/08/2023
Nottingham	England	NG5 2BW	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023

Sutton		SM1	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold		NG5	UK	17/08/2023
Manchester	England	M99	UK	17/08/2023
Sutton Coldfield		B74	UK	17/08/2023
Berkshire		fg141tt	UK	17/08/2023
Dunvant		sa2 7 tu	UK	17/08/2023
Chiswick		w4 3rd	UK	17/08/2023
Matlock		DE4	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Illinois	Illinois	61443	US	17/08/2023
Ashford		TN24	UK	17/08/2023
Rossendale	England	BB4 9AP	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Birmingham	England	B12	UK	17/08/2023
Barking		IG11	UK	17/08/2023
Southampton		SO19 8FT	UK	17/08/2023
Manchester		M8GF	UK	17/08/2023
Arnold	England	NG5 8QF	UK	17/08/2023
Derby		-	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Lincoln		LN5	UK	17/08/2023
Mansfield	England	NG18	UK	17/08/2023
Manchester	England	M43	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Tucson	Arizona	85719	US	17/08/2023
Birmingham		B42	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Portsmouth		PO6 2EA	UK	17/08/2023
Birmingham sutton coldfield		B736ry	UK	17/08/2023
nottingham	England	ng5 9da	UK	17/08/2023
			UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 6GP	UK	17/08/2023
Arnold, Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Barrow	England	LA14	UK	17/08/2023
Nottingham	England	NG58QE	UK	17/08/2023
Nottingham	England	Ng5 5qx	UK	17/08/2023

Nottingham	England	NG5 8FY	UK	17/08/2023
Nottingham	England	Ng5 8ay	UK	17/08/2023
Newstead Village	England	NG15 0BN	UK	17/08/2023
Nottingham	England	NG6 8BG	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 8AZ	UK	17/08/2023
Nottingham	England	NG14	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG58bn	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham	England	NG57HP	UK	17/08/2023
Teignmouth	England	TQ14	UK	17/08/2023
Nottingham		NG5 8GN	UK	17/08/2023
Nottingham	England	NG5 8DD	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Madrid		28019	Spain	17/08/2023
Nottingham	England	Ng5 6qt	UK	17/08/2023
Nurnberg		90443	Germany	17/08/2023
Birmingham	England	B18	UK	17/08/2023
Nottingham		NG1	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 9NS	UK	17/08/2023
Nottingham	England	NG5 8BZ	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Doncaster		DN1	UK	17/08/2023
Liverpool	England	L15 2HL	UK	17/08/2023
Nottingham			UK	17/08/2023
Nottingham	England	NG15 7EA	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 8DZ	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 8QF	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023

Mansfield	England	NG18	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Leeds		LS2	UK	17/08/2023
Nottingham	England	Ng5 7aq	UK	17/08/2023
Birmingham		B4	UK	17/08/2023
Nottingham	England	Ng5 4na	UK	17/08/2023
Sheffield		S2	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
London		EC4R	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG8	UK	17/08/2023
Szatymaz			Hungary	17/08/2023
Nottingham	England	NG5 8FY	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		Ng5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham	England	NG5 8eh	UK	17/08/2023
McMinnville	Oregon	97128	US	17/08/2023
Nottingham	England	NG5 7EZ	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold	England	ng5 6gb	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham	England	NG5 8BD	UK	17/08/2023
Buitenpost		9285VZ	Netherlands	17/08/2023
Nottingham	England	NG5 8BW	UK	17/08/2023
Doncaster		DN1	UK	17/08/2023
Nottingham	England	NG5 8dz	UK	17/08/2023

Nottingham		NG3	UK	17/08/2023
Birmingham		B6	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG4 4PF	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Chelmsford		CM1	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Arnold		NG5 8GN	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
London		EC4R	UK	17/08/2023
Brixton		SW2	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG1	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Sheffield	England	S17	UK	17/08/2023
Arnold		Ng5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham	England	NG5 8fz	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Kings Lynn	England	PE30	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham	England	NG24 4UW	UK	17/08/2023
Nottingham		NG4	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
			UK	17/08/2023
Arnold		NG5	UK	17/08/2023
Arnold	England	Ng57fe	UK	17/08/2023
Weymouth		DT4	UK	17/08/2023
Nottingham	England	NG35GQ	UK	17/08/2023
Nottingham	England	NG14 5JP	UK	17/08/2023
Hemel Hempstead		HP2	UK	17/08/2023

Birmingham		B1	UK	17/08/2023
Leeds		LS2	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold	England	NG5 6LE	UK	17/08/2023
Wittenbach		9300	Switzerland	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham	England	ng55ht	UK	17/08/2023
Brighton		CA2	UK	17/08/2023
Nottingham	England	NG58BE	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG5 7LJ	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	Ng25dh	UK	17/08/2023
Nottingham	England	NG4 4AR	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Notts	England	NG5 8sj	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Westcliff-on-Sea		SS0	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham	England	NG17 9BE	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023

Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Chiswick		W4	UK	17/08/2023
Mansfield	England	NG173EN	UK	17/08/2023
Nottingham	England	NG5 8RY	UK	17/08/2023
Manchester	England	M32	UK	17/08/2023
Dartford	England	DA4 0BE	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		Ng5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold		NG5	UK	17/08/2023
Islington		N5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham	England	NG5 1nd	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Stroud		GL5	UK	17/08/2023
arnold		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		Ng5	UK	17/08/2023
Stratford upon Avon	England	CV37 8qu	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Leicester		LE3	UK	17/08/2023
Balham	England	SW12	UK	17/08/2023
Arnold	England	NG57AZ	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Kilmarnock		KA3	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Barnsley	England	S70	UK	17/08/2023
Arnold	England	Ng5 8qb	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG44PU	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023

Nottingham		NG7	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Plymouth		PL2	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Rotherham	England	S66	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Calverton	England	Ng14 6nb	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Arnold	England	NG5 8BD	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham		NG7	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Birmingham	England	B99	UK	17/08/2023
Nottingham		NG5	UK	17/08/2023
Nottingham	England	NG5 8GT	UK	17/08/2023
Arnold	England	NG5 7NA	UK	17/08/2023
Nottingham		NG3	UK	17/08/2023
Nottingham	England	NG8 6EB	UK	17/08/2023
Leicester		LE1	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Tucson	Arizona	85719	US	18/08/2023
Nottingham		NG5	UK	18/08/2023
Wembley		HA9	UK	18/08/2023
Herne Bay		CT6	UK	18/08/2023
Royal Tunbridge Wells		TN4	UK	18/08/2023
Nottingham	England	Ng14 6pl	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Doncaster		DN1	UK	18/08/2023
Nottingham	England	NG14 5EJ	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Birmingham	England	B99	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Lewes		BN8	UK	18/08/2023
Woodbridge	England	IP12	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023

Nottingham		NG4	UK	18/08/2023
Nottingham	England	Ng11 7fj	UK	18/08/2023
Arnold	England	NG5 8AD	UK	18/08/2023
Nürnberg		90443	Germany	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 7LN	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Derby		DE1	UK	18/08/2023
Arnold		Ng5 6ll	Denmark	18/08/2023
Birmingham		B3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham	England	NG5 8BD	UK	18/08/2023
Glasgow	Scotland	G4 0TD	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Gedling	England	NG4 4DT	UK	18/08/2023
			UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
Nottingham	England	NG5 8RY	UK	18/08/2023
Plymouth		PL5	UK	18/08/2023
Poortvliet	Nebraska	4693EG	US	18/08/2023
Nottingham		NG3	UK	18/08/2023
Salford		M6	UK	18/08/2023
East Ham		E6	UK	18/08/2023
Nottingham		NG15	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
Oxford		OX1	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Arnold	England	Ng5 8rn	UK	18/08/2023
Nottingham	England	NG5 7LW	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Chesterfield	England	S41	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Mansfield	England	NG18	UK	18/08/2023

Nottingham	England	NG5 4NN	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	Ng5 8qp	UK	18/08/2023
Nottingham	England	Ng58fx	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG41PH	UK	18/08/2023
Gedling	England	NG4 4DL	UK	18/08/2023
Hamburg		20144	Germany	18/08/2023
Arnold	England	NG5 8FS	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Leeds		LS1	UK	18/08/2023
Putney	England	SW15	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Newark on Trent	England	NG24	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham	England	NG5 8QA	UK	18/08/2023
Nottingham		NG2	UK	18/08/2023
Bradford		BD2	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 4HQ	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Arnold		Ng56ll	Denmark	18/08/2023
Nottingham		NG3	UK	18/08/2023
Arnold	England	Ng5 8dj	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 8QS	UK	18/08/2023
Whitechapel		E1	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG58FW	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023

Nottingham	England	NG162DZ	UK	18/08/2023
			UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Arnold	England	NG5 8RY	UK	18/08/2023
Nottingham	England	Ng5 1HD	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
nottingham	England	ng51gz	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
			United Arab Emirates	18/08/2023
Nottingham		NG3	UK	18/08/2023
Chinley	England	SK23	UK	18/08/2023
Nottingham	England	NG12 5AL	UK	18/08/2023
Birmingham	England	B99	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham	England	Ng15	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Hereford		HR1	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 7FX	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG1	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Leeds		LS2	UK	18/08/2023
London		EC4R	UK	18/08/2023
Nottingham		NG6	UK	18/08/2023
Nottingham	England	ng5 8eb	UK	18/08/2023
Nottingham		NG8	UK	18/08/2023
Chester-le-street		DH2	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Mansfield	England	NG18	UK	18/08/2023

Edinburgh		HR4	UK	18/08/2023
Nottingham	England	NG58BP	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
			Serbia	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	Ng5 6nq	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
Arnold	England	NG5 8QW	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 4PG	UK	18/08/2023
Nottingham	England	NG5 8TX	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Dundee	Scotland	DD36DW	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 8au	UK	18/08/2023
East Ham		E6	UK	18/08/2023
Arnold		NG5	UK	18/08/2023
Nottingham	England	Ng5 6ed	UK	18/08/2023
Nottingham	England	NG56QZ	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Auerbach		8209	Germany	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham	England	NG5 8FT	UK	18/08/2023
Nottingham	England	NG3 6BB	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham	England	NG3 5SZ	UK	18/08/2023
Alfreton	England	DE55	UK	18/08/2023
Nottinghamshire	England	NG5 7GN	UK	18/08/2023
Nottingham	England	NG1 6FX	UK	18/08/2023
Nottingham	England	NG17	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Yelverton		PL20 6DP	UK	18/08/2023
Walsall		Ws108dl	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Market Rasen		LN8 3DB	UK	18/08/2023
Berkhamsted		HP4	UK	18/08/2023

Nottingham		NG5	UK	18/08/2023
Newtownards		BT238ZD	UK	18/08/2023
Durham		DH7	UK	18/08/2023
Leicester		LE3	UK	18/08/2023
Whiston		L352yj	UK	18/08/2023
Birmingham		B99	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	Ng5 1et	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG4 4DA	UK	18/08/2023
nottingham	England	ng5 7jy	UK	18/08/2023
Nottingham	England	NG3 5HZ	UK	18/08/2023
Enfield		En11td	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Georgetown			Malaysia	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Gainsborough	England	DN21	UK	18/08/2023
Nottingham	England	NG5 8DP	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Peterborough		PE6	UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
Melton Mowbray	England	Le13 1jh	UK	18/08/2023
Nottingham	England	NG14 5BG	UK	18/08/2023
Arnold	England	NG5 8BJ	UK	18/08/2023
Glenalta		5037	Australia	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Portsmouth		PO1	UK	18/08/2023
Nottingham	England	NG52DT	UK	18/08/2023
Dudley		DY1	UK	18/08/2023
Brixton		SW2	UK	18/08/2023
Dunloy		BT449AJ	UK	18/08/2023
Nottingham		NG1	UK	18/08/2023
Nottingham	England	NG5 8	UK	18/08/2023
Birmingham		B4	UK	18/08/2023
Preston		PR1	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Crawley		RH10	UK	18/08/2023
Spalding	England	Pe112rp	UK	18/08/2023

Nottingham		ng5	UK	18/08/2023
Crewe		CW2	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham	England	NG3 5QY	UK	18/08/2023
London		EC4N	UK	18/08/2023
Arnold	England	NG5 7ED	UK	18/08/2023
Sheffield		S9	UK	18/08/2023
Southend-on-Sea		SS0	UK	18/08/2023
nottingham	England	NG5 7LL	UK	18/08/2023
Birmingham	England	B99	UK	18/08/2023
Nottingham	England	NG5 5SX	UK	18/08/2023
George Town		11060	Malaysia	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Loughborough	England	LE11	UK	18/08/2023
New Cross	England	SE14	UK	18/08/2023
Nottingham	England	NG5 8QF	UK	18/08/2023
London	England	n11 1je	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Birmingham	England	B18	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG5 8AE	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham	England	NG5 8FZ	UK	18/08/2023
Mansfield	England	NG18	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Arnold	England	NG57BJ	UK	18/08/2023
Manchester	England	M99	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		Ng5	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham	England	ng5 2en	UK	18/08/2023
Richmond		3121	Singapore	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Arnold, Nottingham	England	NG5 8EG	UK	18/08/2023

Nottm			UK	18/08/2023
Burton Joyce	England	NG145BW	UK	18/08/2023
Leeds		LS2	UK	18/08/2023
Petersberg		41352	Germany	18/08/2023
Copenhagen		2100	Denmark	18/08/2023
Venice		30174	Italy	18/08/2023
Nottingham		NG3	UK	18/08/2023
Camden		NW1	UK	18/08/2023
Manchester		M7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Arnold		Ng5	UK	18/08/2023
Warrington		WA2	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham	England	so32 1au	UK	18/08/2023
Ripley		DE5	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Arnold		Ng5 8aj	Montenegro	18/08/2023
Nottingham	England	Ng56nr	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Birmingham	England	B99	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Mansfield	England	NG18	UK	18/08/2023
essex	England	ig10	UK	18/08/2023
Birmingham		B4	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham	England	NG4 4QB	UK	18/08/2023
Nottingham	England	NG5 8dj	UK	18/08/2023
caerphilly	Wales; Cymru	cf831hq	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Bournemouth	England	bh11 8hn	UK	18/08/2023
Lincoln		LN2	UK	18/08/2023
Nottingham	England	ng5 9da	UK	18/08/2023
Winchester	England	SO213EU	UK	18/08/2023
Nottingham		NG4	UK	18/08/2023
London		EC4R	UK	18/08/2023
Nottingham	England	Ng5 7fu	UK	18/08/2023
			UK	18/08/2023
Carlton	England	ng4 3rp	UK	18/08/2023
Leicester		LE1	UK	18/08/2023

Nottingham		NG5	UK	18/08/2023
Nottingham	England	Ng42fp	UK	18/08/2023
Nottingham		Nye 8fz	UK	18/08/2023
Birmingham	England	B99	UK	18/08/2023
Nottingham	England	NG58JW	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Grantham	England	NG32 2FX	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		Ng5	UK	18/08/2023
Nottingham	England	Ng4 2sl	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Newcastle upon Tyne		NE1	UK	18/08/2023
Poynton	England	SK12 1TB	UK	18/08/2023
Arnold	England	ng5 8gn	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Doncaster		DN1	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Great Yarmouth	England	NR30	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Alvingham	England	In11 0qe	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Arnold	England	NG5 8FR	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
Mansfield	England	NG18	UK	18/08/2023
Arnold	England	ng5 8fz	UK	18/08/2023
Maida Hill		W9	UK	18/08/2023
Nottingham		Ng5	UK	18/08/2023
Nottingham		NG1	UK	18/08/2023
Nottingham	England	Ng118ln	UK	18/08/2023
Nottingham		NG5	UK	18/08/2023
Arnild	England	NG5 8FT	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Birmingham	England	B99	UK	18/08/2023
Nottingham	England	NG5 8GF	UK	18/08/2023
Leeds		LS2	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023
United Kingdom	England	Ng35qt	UK	18/08/2023
Nottingham		NG3	UK	18/08/2023
Nottingham		NG7	UK	18/08/2023

Ashford	England	TN23	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Clapham		SW4	UK	19/08/2023
Glasgow	Scotland	G535PE	UK	19/08/2023
Nottingham	England	NG5 8DB	UK	19/08/2023
Manchester		M40	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham	England	NG9 3LF	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Derbyshire		DE7	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham	England	NG5 6SH	UK	19/08/2023
Barrow in Furness	England	LA14	UK	19/08/2023
Barrow-in-Furness	England	La143hx	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Morecambe		LA4	UK	19/08/2023
Bedford	England	MK42	UK	19/08/2023
Workington	England	Ch14	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham	England	Ng5 7nf	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Nottingham	England	NG5 8HP	UK	19/08/2023
Worksop	England	S80	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Cannock	England	WS12	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham, Arnold	England	Ng5 8fy	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Woodthorpe	England	ng54fu	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Islington		N1	UK	19/08/2023
coventry		cv3 5lp	Cyprus	19/08/2023
Coventry		CV1	UK	19/08/2023

Nottingham		NG7	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Birmingham	England	B99	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG1	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Perth		6000	Australia	19/08/2023
Birmingham	England	B99	UK	19/08/2023
Birmingham	England	B99	UK	19/08/2023
Ilkeston	England	de74hp	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Ipswich		IP4	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
NOTTM	England	NG5 8DU	UK	19/08/2023
nottingham		ng5	UK	19/08/2023
Leeds		LS2	UK	19/08/2023
Nottingham	England	NG3 6BZ	UK	19/08/2023
Nottingham	England	NG58EN	UK	19/08/2023
Edinburgh	Scotland	EH4 1NG	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham	England	Ng5 6nt	UK	19/08/2023
City of Westminster		SW1	UK	19/08/2023
Hove		BN3	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Mountain Ash	Wales; Cymru	CF45	UK	19/08/2023
Nottingham	England	NG5 8DH	UK	19/08/2023
Oxford		OX2	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Nottingham		NG5	Austria	19/08/2023
St Helens		WA9	UK	19/08/2023
Islington		EC4P	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Birmingham		B3	UK	19/08/2023
Nottingham	England	NG17	UK	19/08/2023
Nottingham	England	NG5 8EX	UK	19/08/2023
New Cross	England	SE14	UK	19/08/2023

Nottingham	England	NG3 5ut	UK	19/08/2023
Nottingham	England	ng57fd	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham	England	NG5 8BT	UK	19/08/2023
Sheffield		S2	UK	19/08/2023
Rotherham	England	S60	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
highcliffe	England	bh23 4lj	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Leicester		LE1	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
York	England	YO31	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Birmingham	England	B99	UK	19/08/2023
Arnold	England	Ng58gn	UK	19/08/2023
Honolulu	Hawaii	96808	US	19/08/2023
Nottingham		NG3	UK	19/08/2023
leicestershire	England	le67 9wb	UK	19/08/2023
London	England	SE7 7EZ	UK	19/08/2023
Coventry		CV1	UK	19/08/2023
Leyton	England	E10	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Grantham	England	NG31	UK	19/08/2023
Nottingham			UK	19/08/2023
Arnold killisick	England	Ng58ax	UK	19/08/2023
Torquay	England	Tq14al	UK	19/08/2023
London	England	SE8 3JN	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Westhoughton		BL5	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Nottingham	England	NG5 7jb	UK	19/08/2023
Arnold	England	ng5 8rl	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023
Annesley	England	ng150ab	UK	19/08/2023
Nottingham	England	NG2 5ED	UK	19/08/2023
Arnold	England	NG5 6HG	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham		NG7	UK	19/08/2023

Birmingham	England	B18	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
Arnold	England	NG5 8GN	UK	19/08/2023
Nottingham		NG3	UK	19/08/2023
Nottingham	England	NG17 3LP	UK	19/08/2023
Nottingham	England	ng4 2el	UK	19/08/2023
Chatham		ME5	UK	19/08/2023
Nottingham		NG5	UK	19/08/2023
London		EC4R	UK	19/08/2023
London		EC4R	UK	19/08/2023
modena		41126	Italy	19/08/2023
Nottingham		NG1	UK	19/08/2023
Thorney	England	pe60rl	UK	19/08/2023
			UK	19/08/2023
Newark	England	NG24 4AH	UK	19/08/2023
Nottingham	England	NG14 6LY	UK	20/08/2023
			UK	20/08/2023
London		EC2V	UK	20/08/2023
Oldbury		B69	UK	20/08/2023
Nottingham		Ng5	UK	20/08/2023
Mansfield	England	NG18	UK	20/08/2023
Torquay		TQ1	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	Ng4 3sh	UK	20/08/2023
Bexhill-on-Sea	England	TN39 4HQ	UK	20/08/2023
Nottingham	England	NG4 4QE	UK	20/08/2023
Norwich	England	NR12 8PJ	UK	20/08/2023
Winchester	England	SO22	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Gedling		NG4	UK	20/08/2023
Nottingham	England	NG5 7fr	UK	20/08/2023
Birmingham		B1	UK	20/08/2023
Leicester		LE1	UK	20/08/2023
Newark on Trent	England	NG24	UK	20/08/2023
Plymouth	England	PL5 4LW	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023

Chesterfield	England	S41	UK	20/08/2023
Paddington		W2	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
leicester	England	de12 7jy	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Heanor	England	DE75	UK	20/08/2023
Blidworth	England	NG21 0TX	UK	20/08/2023
Stoke bardolph	England	NG14 5HS	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Nottingham	England	NG4 4PH	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Hook, Goole	England	DN14 5FJ	UK	20/08/2023
			UK	20/08/2023
Birmingham		B1	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Manchester		M4	UK	20/08/2023
Hereford	England	HR4 8DG	UK	20/08/2023
Gainsborough	England	DN21	UK	20/08/2023
Long Crendon	England	HP18 9AA	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
Birmingham	England	B12	UK	20/08/2023
Beeston	England	NG9 1NA	UK	20/08/2023
Streatham	England	SW16	UK	20/08/2023
Nottingham		ng3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	ng5 2jq	UK	20/08/2023
London		EC4R	UK	20/08/2023
Mayen		56727	Germany	20/08/2023
Nottingham		NG1	UK	20/08/2023
Nottingham	England	NG2 7NE	UK	20/08/2023
Wigan		WN6	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	ng57an	UK	20/08/2023
Arnold	England	Ng5 8da	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023

Nottingham		Ng5	UK	20/08/2023
Derby	England	de24 8wl	UK	20/08/2023
Burton Joyce	England	Ng14 5dd	UK	20/08/2023
Saint Helens	England	WA9 3TN	UK	20/08/2023
Nottingham		NG4	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
Blackheath		SE1	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
Nottingham	England	Ng5 8dj	UK	20/08/2023
			Czech Republic	20/08/2023
Nottingham		NG7	UK	20/08/2023
Nottingham	England	NG58FR	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Birmingham	England	B21	UK	20/08/2023
Nottingham	England	NG15 6PY	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	NG3 5SY	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Manchester	England	M99	UK	20/08/2023
Nottingham		NG1	UK	20/08/2023
Nottingham	England	NG5 8qg	UK	20/08/2023
London		EC4R	UK	20/08/2023
NOTTINGHAM		NG5	UK	20/08/2023
esselbach		97839	Germany	20/08/2023
Nottingham	England	NG5 8QD	UK	20/08/2023
Nottingham	England	ng5 8bj	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Bristol		BS3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	NG5 8BD	UK	20/08/2023
Derby		DE1	UK	20/08/2023
Gillingham	England	ME8 8QY	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Bedford	England	MK42	UK	20/08/2023
Mansfield	England	NG18	UK	20/08/2023
Bedford	England	MK40	UK	20/08/2023
Nottingham	England	Ng5 4PX	UK	20/08/2023

Manchester		M1	UK	20/08/2023
London		SW11	UK	20/08/2023
Middlesex		UB3 2DS	UK	20/08/2023
Chelmsford		CM1	UK	20/08/2023
Nottingham		NG7	UK	20/08/2023
Medway		ME3 7AT	UK	20/08/2023
Wolverhampton		WV6	UK	20/08/2023
Maryport		CA15	UK	20/08/2023
Nottingham	England	NG11 8JD	UK	20/08/2023
Rushden		NN10 9PB	UK	20/08/2023
Weston Super Mare		BS23 2PT	UK	20/08/2023
millom		la18 5eq	UK	20/08/2023
Arnold	England	NG5 8bj	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	NG5 8EY	UK	20/08/2023
London	England	SE1 6EZ	UK	20/08/2023
London		EC4R	UK	20/08/2023
Nottingham	England	NG4 4QG	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Retford	England	DN22 7RX	UK	20/08/2023
Nottingham		NG5	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Leicester		LE1	UK	20/08/2023
Nottingham		Ng5	UK	20/08/2023
Donnington		Tf27qf	UK	20/08/2023
Nottingham		NG1	UK	20/08/2023
Birmingham		B2	UK	20/08/2023
Liverpool		L5	UK	20/08/2023
New Cross		SE15	UK	20/08/2023
Bedford		MK40	UK	20/08/2023
Nottingham	England	NG55RP	UK	20/08/2023
Nottingham	England	ng13 8uh	UK	20/08/2023
Nottingham		NG6	UK	20/08/2023
Nottingham		NG3	UK	20/08/2023
Nottingham	England	Ng14 6ND	UK	20/08/2023
Birkenhead	England	CH43 4XH	UK	20/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Mansfield	England	NG18	UK	21/08/2023
London		EC4R	UK	21/08/2023

Nottingham		NG7	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Alfreton	England	DE55	UK	21/08/2023
London		EC4R	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Islington		EC4P	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Arnold	England	ng5 8ha	UK	21/08/2023
Bilston		WV14	UK	21/08/2023
Nottingham		NG4	UK	21/08/2023
Nottingham		Ng5	UK	21/08/2023
Birmingham	England	NG3 6HZ	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham	England	NG5 8AZ	UK	21/08/2023
Nottingham	England	NG5 8SJ	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Nottingham	England	NG5 8QQ	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Arnold	England	Ng57nb	UK	21/08/2023
Nottingham	England	NG5 6TF	UK	21/08/2023
Nottingham	England	NG5 7GP	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Woolwich	England	SE18	UK	21/08/2023
Nottingham	England	NG10	UK	21/08/2023
Mablethorpe	England	LN12	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham	England	Ng5 8QD	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham	England	Ng5 8qq	UK	21/08/2023
Leicester		LE1	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Birmingham	England	B24	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham	England	NG3 5SS	UK	21/08/2023
Nottingham	England	Ng3 5ss	UK	21/08/2023

Nottingham		NG5	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Birmingham	England	B43	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG1	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham	England	NG5 3RR	UK	21/08/2023
Shasta Lake	California	96089	US	21/08/2023
Nottingham		NG5	UK	21/08/2023
Derby		DE1	UK	21/08/2023
Nottingham	England	NG5 8GD	UK	21/08/2023
Burntwood		WS7	UK	21/08/2023
Nottingham	England	NG5 8ES	UK	21/08/2023
Nottingham	England	NG5 5FH	UK	21/08/2023
Chesterfield	England	S41	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
nottingham	England	ng5 8rp	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Nottingham		NG2	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham	England	NG5 8FY	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Blackheath	England	E14	UK	21/08/2023
Nottingham		NG5	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham	England	NG5 6PJ	UK	21/08/2023
Arnold	England	Ng58bh	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Nottingham		NG7	UK	21/08/2023
Wembley		HA9	UK	21/08/2023
Birmingham	England	B99	UK	21/08/2023
Nottingham	England	NG5 8QU	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023
Arnold	England	NG5 8RP	UK	21/08/2023
Nottingham	England	NG5 6QW	UK	21/08/2023
Coventry		CV1	UK	21/08/2023
Nottingham		NG3	UK	21/08/2023

Nottingham		NG3	UK	21/08/2023
Rochester	England	Me1 3dn	UK	21/08/2023
Nottingham	England	NG5 8BZ	UK	21/08/2023
Nottingham		NG5	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Stockport		SK1	UK	22/08/2023
Nottingham	England	NG123AF	UK	22/08/2023
London		EC4R	UK	22/08/2023
Nottingham		NG5	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Lincoln		LN2	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Nottingham	England	ng55px	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Woodthorpe	England	NG5 4HW	UK	22/08/2023
Nottingham	England	NG5 8DZ	UK	22/08/2023
ilford		ig1 2xs	UK	22/08/2023
Reading		RG1	UK	22/08/2023
Ilford		IG2 7BA	UK	22/08/2023
Chorley		PR7	UK	22/08/2023
Portsmouth		Po11qj	UK	22/08/2023
London		sw1w 8su	UK	22/08/2023
Paisley		PA2	UK	22/08/2023
New Barnet		EN4,	UK	22/08/2023
London		HA4	UK	22/08/2023
York		YO30	UK	22/08/2023
Cardiff		CF14	UK	22/08/2023
Gloucester		GL4	UK	22/08/2023
Ellon		AB41	UK	22/08/2023
Foxhole		PI267xd	UK	22/08/2023
Leeds	England	LS12	UK	22/08/2023
Gloucester		GL1	UK	22/08/2023
Nottingham		NG4	UK	22/08/2023
Nottingham		NG5	UK	22/08/2023
Nottingham		NG5	UK	22/08/2023
Nottingham		NG1	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Lincoln		LN2	UK	22/08/2023
Chepstow	Wales; Cymru	NP16	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Manchester	England	M32	UK	22/08/2023

Rainhill		L35 0qa	UK	22/08/2023
Belfast		BT10	UK	22/08/2023
Yeovil		BA22 8UR	UK	22/08/2023
London		EC2V	UK	22/08/2023
London		N13 5AJ	UK	22/08/2023
Edinburgh		eh11 1ee	UK	22/08/2023
London		SW16 2JH	UK	22/08/2023
Dorset		DT10	UK	22/08/2023
Hereford		HR2	UK	22/08/2023
Cardiff	Wales; Cymru	CF14	UK	22/08/2023
Chelmsford		CM1	UK	22/08/2023
Nottingham		NG4	UK	22/08/2023
Nottingham	England	NG58RY	UK	22/08/2023
Nottingham	England	NG5 8QS	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Guildford		GU1	UK	22/08/2023
			UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Plaistow	England	E13	UK	22/08/2023
London		EC4R	UK	22/08/2023
Nottingham		NG5	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Birmingham	England	B12	UK	22/08/2023
Nottingham	England	NG5 8FY	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Acton		W3	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
West Kirby	England	CH48	UK	22/08/2023
Nottingham		NG5	UK	22/08/2023
Nottingham		NG5	UK	22/08/2023
Gillingham		SP8	UK	22/08/2023
London		EC2V	UK	22/08/2023
Northampton		NN1	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Nottingham		Ng5	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Nottingham		NG9	UK	22/08/2023
Honley		HD9 6HZ	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Nottingham		NG3	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023

Crawley	England	RH105LU	UK	22/08/2023
Nottingham	England	NG4 2ND	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Hastings		Tn38 9er	UK	22/08/2023
Nottingham		NG9	UK	22/08/2023
Richhill		BT61 8QT	UK	22/08/2023
Glasgow		G33	UK	22/08/2023
Arnold	England	ng5 8sj	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Nottingham	England	NG41AB	UK	22/08/2023
Nottingham		NG7	UK	22/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham	England	NG5 5jt	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG5	UK	23/08/2023
Southwell	England	NG25 0NX	UK	23/08/2023
Nottingham		NG7	UK	23/08/2023
Nottingham	England	NG4 3JY	UK	23/08/2023
Birmingham	England	B18	UK	23/08/2023
Kegworth	England	de742ff	UK	23/08/2023
Mansfield	England	NG18	UK	23/08/2023
Mansfield	England	NG15	UK	23/08/2023
Nottingham		nG5	UK	23/08/2023
Nottingham	England	NG5 8FU	UK	23/08/2023
Nottingham	England	NG4 4AX	UK	23/08/2023
Nottingham		NG7	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG7	UK	23/08/2023
Nottingham		NG7	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG3	UK	23/08/2023
Nottingham		NG7	UK	24/08/2023
Birmingham	England	B19	UK	24/08/2023
Nottingham		Ng5	UK	24/08/2023
Nottingham		NG7	UK	24/08/2023
Nottingham		NG7	UK	24/08/2023
Nottingham		NG5	UK	24/08/2023
Manchester		M1	UK	24/08/2023
Nottingham		NG5	UK	24/08/2023
Nottingham		NG7	UK	24/08/2023

Nottingham	England	NG5 8RB	UK	24/08/2023
Birmingham	England	B99	UK	24/08/2023
Nottingham	England	NG5 3DA	UK	24/08/2023
Newport		NP20 4DW	UK	24/08/2023
Nottingham		NG7	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Blackheath		SE1	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Nottingham		NG7	UK	24/08/2023
Chesterfield	England	S41	UK	24/08/2023
Brighton		Bn43 6lw	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Birmingham	England	B99	UK	24/08/2023
Nottingham	England	NG5 8RY	UK	24/08/2023
Acton	England	W12	UK	24/08/2023
Porthmadog	Wales; Cymru	LL49	UK	24/08/2023
Nottingham		NG5	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
London		N5	UK	24/08/2023
Leicester		LE1	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Nottingham			UK	24/08/2023
Arnold		Ng5	UK	24/08/2023
Nottingham		NG3	UK	24/08/2023
Nottingham		NG3	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG56SJ	Cape Verde	25/08/2023
Nottingham		NG3	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham	England	NG3 5GN	UK	25/08/2023
Birmingham		B23	UK	25/08/2023
West Moors	England	bh22 0ap	UK	25/08/2023
London	England	SE2 9TE	UK	25/08/2023
Manchester	England	M32	UK	25/08/2023
Nottingham		NG7	UK	25/08/2023
Sutton		SM1	UK	25/08/2023
London	England	SE3 8QJ	UK	25/08/2023
Ipswich	England	IP3 0QB	UK	25/08/2023
Maldon		CM9	UK	25/08/2023

Frampton Cotterell	England	BS36 2BU	UK	25/08/2023
Coventry		CV1	UK	25/08/2023
Peterborough	England	PE2 7ZE	UK	25/08/2023
Newcastle upon Tyne	England	NE4 6UH	UK	25/08/2023
london	England	sw3 5ay	UK	25/08/2023
Nottingham		NG3	UK	25/08/2023
Mansfield	England	NG17	UK	25/08/2023
Nottingham		NG3	UK	25/08/2023
Birmingham		B5	UK	25/08/2023
Nottingham	England	NG5 6GS	UK	25/08/2023
Nottingham	England	NG5 4LS	UK	25/08/2023
Arnold	England	NG58EN	UK	25/08/2023
Burgess Hill	England	RH15 9TE	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Arnold	England	NG5 6FS	UK	25/08/2023
Nottingham		NG8	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG3	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG3	UK	25/08/2023
Winnersh	England	RG41	UK	25/08/2023
Dunstable		LU5	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Tottenham	England	N15	UK	25/08/2023
Nottingham	England	NG15 7ef	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Woodthorpe	England	NG5 4NP	UK	25/08/2023
Sunderland		SR5	UK	25/08/2023
Arnold	England	NG5 8SL	UK	25/08/2023
Nottingham	England	NG60QN	UK	25/08/2023
Nottingham	England	NG3 5FZ	UK	25/08/2023
Woodthorpe	England	NG5 4JH	UK	25/08/2023
Nottingham	England	NG7 1NQ	UK	25/08/2023
Nottingham	England	ng2 3lj	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG8	UK	25/08/2023
Nottingham			UK	25/08/2023
Leeds		LS2	UK	25/08/2023
Derby		DE1	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023

Aylesbury	England	HP20	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG3	UK	25/08/2023
Pentre Halkyn	England	CH8 8EU	UK	25/08/2023
Nottingham		NG7	UK	25/08/2023
Woking	England	GU22	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Newcastle upon Tyne	England	NE12	UK	25/08/2023
Nottingham	England	NG147DE	UK	25/08/2023
Nottingham	England	NG3 6BS	UK	25/08/2023
Basingstoke	England	RG21	UK	25/08/2023
Nottingham		NG7	UK	25/08/2023
Arnold	England	NG5 7HA	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Nottingham	England	NG15	UK	25/08/2023
Nottingham		NG5	UK	25/08/2023
Carlton	England	NG4 3GP	UK	25/08/2023
Nottingham	England	NG5 8QE	UK	25/08/2023
Arnold	England	ng5 8ej	UK	25/08/2023
Daybrook	England	ng5 6ar	UK	25/08/2023
Nottingham	England	Ng5 9ld	UK	25/08/2023
Nottingham		NG7	UK	25/08/2023
Middlesbrough	England	TS1 3HY	UK	25/08/2023
nottingham	England	ng711af	UK	26/08/2023
Nottingham	England	NG5 6EH	UK	26/08/2023
Nottingham		NG7	UK	26/08/2023
Nottingham		NG5	UK	26/08/2023
Nottingham	England	NG57HA	UK	26/08/2023
Nottingham		NG7	UK	26/08/2023
Bestwood Village	England	ng68sz	UK	26/08/2023
Nottingham	England	NG58	UK	26/08/2023
Gedling	England	NG4 3GZ	UK	26/08/2023
Chesterfield	England	S42 7HW	UK	26/08/2023
Nottingham		NG7	UK	26/08/2023
nottingham	England	NG15	UK	26/08/2023
Rotherham	England	S66	UK	26/08/2023
Nottingham		NG3	UK	26/08/2023
Nottingham		NG5	UK	26/08/2023
Nottingham		NG5	UK	26/08/2023

Nottingham		NG5	UK	26/08/2023
Nottingham		LE1	UK	26/08/2023
Birmingham	England	B99	UK	26/08/2023
North Finchley	England	N12	UK	26/08/2023
Nottingham	England	NG3 6BT	UK	26/08/2023
Nottingham	England	NG58DJ	UK	26/08/2023
Nottingham		NG7	UK	26/08/2023
Ripley		DE5	UK	26/08/2023
Woodthorpe	England	NG54PR	UK	26/08/2023
Arnold	England	NG5 8FU	UK	26/08/2023
Arnold	England	NG5 8LF	UK	26/08/2023
Nottingham		NG7	UK	26/08/2023
Lowdham	England	NG14 7DB	UK	26/08/2023
Nottingham		NG3	UK	26/08/2023
Nottingham	England	NG35EA	UK	26/08/2023
Nottingham	England	NG5 8BR	UK	26/08/2023
Nottingham		NG3	UK	26/08/2023
Nottingham	England	NG15 8EB	UK	26/08/2023
Nottingham		NG7	UK	26/08/2023
Hucknall	England	Ng15 6tp	UK	26/08/2023
Nottingham		NG5	UK	26/08/2023
Rotherham	England	S66	UK	26/08/2023
Arnold	England	NG5 8ER	UK	26/08/2023
Peterborough		PE7	UK	26/08/2023
St Helens		WA9	UK	26/08/2023
Nottingham		NG3	UK	26/08/2023
Mansfield	England	NG18	UK	26/08/2023
Nottingham		NG5	UK	26/08/2023
Barton	England	Ng11 0AA	UK	26/08/2023
Nottingham	England	NG6 8SZ	UK	26/08/2023
Nottingham		NG8	UK	26/08/2023
Arnold	England	ng5 7jw	UK	26/08/2023
			UK	26/08/2023
Nottingham		NG5	UK	26/08/2023
Nottingham		NG3	UK	26/08/2023
Nottingham		NG5	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023
Epperstone	England	NG14 6Rd	UK	27/08/2023
Birmingham		B3	UK	27/08/2023
Manchester		M1	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023

nottingham	England	NG14 6NA	UK	27/08/2023
Nottingham	England	NG15	UK	27/08/2023
Portsmouth	England	po2 0es	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023
Nottingham		NG3	UK	27/08/2023
Nottingham		NG8	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023
Nottingham	England	Ng58jw	UK	27/08/2023
Barton Upon Humber	England	DN185TP	UK	27/08/2023
Nottingham		NG3	UK	27/08/2023
Bridlington	England	yo152az	UK	27/08/2023
Hucknall	England	NG15 8AD	UK	27/08/2023
Nottingham		NG7	UK	27/08/2023
Arnold	England	ng58fj	UK	27/08/2023
Nottingham	England	NG5 8BR	UK	27/08/2023
Belsize Park		NW8	UK	27/08/2023
Nottingham	England	NG3 5DR	UK	27/08/2023
Arnold	England	Ng5 6gp	UK	27/08/2023
Nottingham		NG14	UK	27/08/2023
Camden Town		NW1	UK	27/08/2023
Nottingham		NG7	UK	27/08/2023
Nottingham		NG3	UK	27/08/2023
Nottingham	England	NG16 1JX	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023
Nottingham	England	Ng36ab	UK	27/08/2023
Nottingham	England	Ng12 2fu	UK	27/08/2023
Nottingham	England	NG5 4PA	UK	27/08/2023
Bethnal Green		E2	UK	27/08/2023
Nottingham	England	NG76	UK	27/08/2023
Nottingham		NG7	UK	27/08/2023
Birmingham	England	B12	UK	27/08/2023
Folkestone	England	CT20 2NE	UK	27/08/2023
Nottingham		NG5	UK	27/08/2023
Nottingham		NG3	UK	27/08/2023
Arnold	England	NG5 8NT	UK	28/08/2023
		BH9	UK	28/08/2023
York	England	YO31	UK	28/08/2023
Nottingham	England	NG3 5RN	UK	28/08/2023
Birmingham	England	B18	UK	28/08/2023
Huthwaite	England	NG17 2TQ	UK	28/08/2023
Nottingham		NG5	UK	28/08/2023
Glasgow		G4	UK	28/08/2023

Nottingham		NG3	UK	28/08/2023
Nottingham		NG3	UK	28/08/2023
Nottingham		NG3	UK	28/08/2023
Nottingham		NG5	UK	28/08/2023
Birmingham	England	B45 8QE	UK	28/08/2023
Arnold	England	NG5 8GR	UK	28/08/2023
Nottingham	England	NG5 6QW	UK	28/08/2023
Pinxton	England	NG16 6NQ	UK	28/08/2023
Nottingham	England	ng5 1hp	UK	28/08/2023
Nottingham		NG3	UK	28/08/2023
Nottingham		NG5	UK	28/08/2023
Nottingham		NG5	UK	29/08/2023
Loughborough	England	LE12	UK	29/08/2023
Nottingham		NG7	UK	29/08/2023
Stapleford	England	NG9 8PZ	UK	29/08/2023
Derby	England	DE217QB	UK	29/08/2023
Nottingham	England	NG4 2GP	UK	29/08/2023
London		EC4R	UK	29/08/2023
Nottingham		NG7	UK	29/08/2023
Calverton	England	NG146LD	UK	29/08/2023
North Wingfield	England	S42	UK	29/08/2023
Nottingham		NG3	UK	29/08/2023
Birmingham	England	B99	UK	29/08/2023
Long Dong	England	NG57LJ	UK	29/08/2023
Notts		8723	UK	29/08/2023
Nottingham		NG3	UK	29/08/2023
Nottingham		NG7	UK	29/08/2023
Nottingham	England	NG3 6HB	UK	29/08/2023
Nottingham		NG3	UK	30/08/2023
Nottingham		NG3	UK	30/08/2023
Walsall		WS2	UK	30/08/2023
Doncaster		DN1	UK	30/08/2023
Grantham	England	ng31 6jb	UK	30/08/2023
Blackheath	England	SE13 5RT	UK	30/08/2023
Nottingham	England	NG3 5RA	UK	30/08/2023
Nottingham	England	Ng5 5du	UK	30/08/2023
Loughborough	England	LE11	UK	30/08/2023
Nottingham	England	NG14 6PQ	UK	30/08/2023
Nottingham		NG5	UK	30/08/2023
Epsom	England	KT18	UK	31/08/2023
Nottingham	England	NG3 5SZ	UK	31/08/2023
Matlock Bath	England	DE43PD	UK	31/08/2023

Nottingham		NG5	UK	31/08/2023
West Bridgford	England	NG2 7NQ	UK	31/08/2023
Nottingham		NG3	UK	31/08/2023
Nottingham		NG5	UK	31/08/2023
Nottingham		NG5	UK	31/08/2023
Nottingham		NG3	UK	31/08/2023
Nottingham		NG3	UK	31/08/2023
Nottingham		NG3	UK	31/08/2023
Worksop	England	S80	UK	31/08/2023
Nottingham		NG7	UK	31/08/2023
Nottingham		NG7	UK	31/08/2023
Nottingham		NG3	UK	31/08/2023
Nottingham		NG3	UK	31/08/2023
Stoke-on-Trent		ST7	UK	31/08/2023
Arnold	England	Ng5 8sj	UK	01/09/2023
Nottingham		NG7	UK	01/09/2023
Nottingham	England	NG5 6NN	UK	01/09/2023
Newmarket		CB8	UK	01/09/2023
Nottingham	England	Ng2 6pl	UK	01/09/2023
Abingdon		W8	UK	01/09/2023
Nottingham		NG5	UK	01/09/2023
NOTTINGHAM	England	NG5 6GT	UK	01/09/2023
Birmingham	England	B18	UK	01/09/2023
Nottingham		NG5	UK	02/09/2023
Rome		198	Italy	02/09/2023
Nottingham		NG5	UK	02/09/2023
Nottingham	England	NG5 8AE	UK	02/09/2023
Nottingham		NG5	UK	02/09/2023
West Ayton	England	YO13 9JS	UK	02/09/2023
Arnold	England	NG5 8FT	UK	02/09/2023
Nottingham		NG3	UK	02/09/2023
Nottingham		NG3	UK	02/09/2023
Nottingham	England	Ng5 8bd	UK	02/09/2023
Arnold		Ng5	UK	02/09/2023
Nottingham	England	NG5 8RF	UK	02/09/2023
nottingham	England	ng35qy	UK	02/09/2023
Nottingham	England	NG5 8JF	UK	02/09/2023
Nottingham		NG7	UK	02/09/2023
Nottingham		NG7	UK	02/09/2023
Birmingham	England	B99	UK	02/09/2023
Nottingham	England	NG5 8hb	UK	02/09/2023
Nottingham		NG5	UK	02/09/2023

Woodthorpe	England	ng54jr	UK	02/09/2023
Kettering	England	NN15	UK	02/09/2023
Tintagel		PL34	UK	02/09/2023
Enfield		EN2 0AE	UK	02/09/2023
Torpoint		PL112jt	UK	02/09/2023
Gravesend		DA11 7LP	UK	02/09/2023
Alton		GU34	UK	02/09/2023
Bradford		BD5	UK	02/09/2023
Perth		PH1	UK	02/09/2023
Nottingham		NG7	UK	02/09/2023
Chelsea	England	SW10	UK	02/09/2023
Whangarei		ng5 6hf	New Zealand	02/09/2023
Nottingham		NG7	UK	02/09/2023
		1500-000	Portugal	02/09/2023
Gedling	England	NG44DG	UK	02/09/2023
Nottingham		NG3	UK	02/09/2023
Nottingham	England	NG14	UK	02/09/2023
Chesterfield	England	S41	UK	02/09/2023
Nottingham		NG3	UK	02/09/2023
Nottingham		NG3	UK	02/09/2023
Nottingham		NG3	UK	02/09/2023
			UK	02/09/2023
Stoke-on-Trent		ST4	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG7	UK	03/09/2023
Wellingborough		NN82JH	UK	03/09/2023
Milton Keynes		MK6	UK	03/09/2023
Derby		DE1	UK	03/09/2023
Great Yarmouth		NR31 8HJ	UK	03/09/2023
Wembley		HA0	UK	03/09/2023
Ryde		PO33	UK	03/09/2023
London		EC2V	UK	03/09/2023
Woodnesborough		CT13 0EG	UK	03/09/2023
Nottingham, United Kingdom	England	ng58ne	UK	03/09/2023
Alton		GU34	UK	03/09/2023
Whitstable		CT5 1QD	UK	03/09/2023
Bristol		BS1	UK	03/09/2023
Epping	England	CM16	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Grimsby	England	DN32	UK	03/09/2023
Nottingham		NG5	UK	03/09/2023
Walsall		WS2	UK	03/09/2023

NOTTINGHAM	England	NG5 8DE	UK	03/09/2023
Nottingham		NG7	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Sheffield		S2	UK	03/09/2023
Nottingham	England	NG5 8GF	UK	03/09/2023
Orpington		BR5	UK	03/09/2023
Bristol		BS5	UK	03/09/2023
Croydon		CR0	UK	03/09/2023
Worksop	England	S80	UK	03/09/2023
Orpington		BR5 2DN	UK	03/09/2023
Chelsea		SW10 0TT	UK	03/09/2023
Oldham		ol4 2pg	UK	03/09/2023
Amesbury		Sp4 7xh	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham	England	NG16 1BU	UK	03/09/2023
Nottingham	England	NG5 8FW	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG5	UK	03/09/2023
Arnold	England	NG5 8GA	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham	England	NG5 8GA	UK	03/09/2023
Nottingham	England	NG146EU	UK	03/09/2023
Doncaster		DN1	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG5	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham	England	NG58DJ	UK	03/09/2023
Nottingham	England	NG5 8QJ	UK	03/09/2023
Nottingham		NG5	UK	03/09/2023
Nottingham		B4	UK	03/09/2023
Birmingham	England	B12	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG5	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham		NG3	UK	03/09/2023
Nottingham	England	NG58QX	UK	03/09/2023
Nottingham	England	Ng58re	UK	03/09/2023
Nottingham	England	ng6 7at	UK	03/09/2023

Nottingham	England	NG5 8DG	UK	03/09/2023
Nottingham		NG5	UK	03/09/2023
Cardiff	Wales; Cymru	cf24 1pd	UK	03/09/2023
Watton		IP25	UK	03/09/2023
Salford		M6	UK	03/09/2023
Falmouth	England	TR11	UK	03/09/2023
Arnold	England	NG5 8FT	UK	03/09/2023
Manchester	England	M99	UK	03/09/2023
Nottingham		NG7	UK	03/09/2023
Nottingham		NG7	UK	04/09/2023
Nottingham		NG6	UK	04/09/2023
Nottingham		NG7	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Rochester		ME2	UK	04/09/2023
Rhyl	Wales; Cymru	LL18	UK	04/09/2023
Nottingham	England	NG5 8dd	UK	04/09/2023
Birmingham	England	B99	UK	04/09/2023
Walsall		WS2	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG1	UK	04/09/2023
Nottingham	England	NG5 8GA	UK	04/09/2023
Wembley		HA9	UK	04/09/2023
Nottingham		NG7	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Falkirk		FK2	UK	04/09/2023
Liverpool		L7 2qq	UK	04/09/2023
Sittingbourne		ME10 2JB	UK	04/09/2023
Accrington		BB5	UK	04/09/2023
Nottingham	England	NG5 8RB	UK	04/09/2023
Leicester		LE1	UK	04/09/2023
London		EC4R	UK	04/09/2023
Twickenham		TW1	UK	04/09/2023
Sunderland		SR5	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Berwick-Upon-Tweed		TD15 1NG	UK	04/09/2023

Walthamstow		E17	UK	04/09/2023
Poplar	England	E14	UK	04/09/2023
Brundall	England	NR 13 5LX	UK	04/09/2023
Birmingham		B1	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG7	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Nottingham	England	NG5 8DZ	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Nottingham		NG1	UK	04/09/2023
Nottingham	England	NG5 2NR	UK	04/09/2023
Llandudno		LL30	UK	04/09/2023
London		SE24 9BG	UK	04/09/2023
			UK	04/09/2023
Barnoldswick		BB18 5QW	UK	04/09/2023
Shropshire	England	Sy134jt	UK	04/09/2023
Woolwich	England	SE18	UK	04/09/2023
Nottingham		NG5	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Nottingham		NG3	UK	04/09/2023
Bristol		BS37	UK	04/09/2023
Greenford		UB6	UK	04/09/2023
Nottingham	England	NG2 4LS	UK	04/09/2023
Rotherham	England	S60	UK	04/09/2023
Nottingham	England	NG3 6HE	UK	04/09/2023
London		EC4R	UK	04/09/2023
Nottingham	England	NG4 4ND	UK	05/09/2023
Nottingham	England	NG5 8DJ	UK	05/09/2023
Nottingham	England	NG14 7DD	UK	05/09/2023
Nottingham		NG5	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		NG5	UK	05/09/2023
Sheffield		S4	UK	05/09/2023
Nottingham	England	NG5 8DD	UK	05/09/2023
Nottingham	England	NG3 6EJ	UK	05/09/2023
London		SW16 5DG	UK	05/09/2023
Birmingham		B1	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023

Nottingham		NG3	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		NG9	UK	05/09/2023
Nottingham	England	ng7 2pe	UK	05/09/2023
Sutton Coldfield		B73 6NX	UK	05/09/2023
swindon		sn68ph	UK	05/09/2023
Bristol		BS4	UK	05/09/2023
Southfields		SW19 6NX	UK	05/09/2023
Gravesend		DA11	UK	05/09/2023
Rochester		ME 1BY	UK	05/09/2023
Colchester		CO27GD	UK	05/09/2023
Weymouth		DT4 7JG	UK	05/09/2023
Burwell	England	CB25 0EU	UK	05/09/2023
West Bridgford	England	NG2 7AG	UK	05/09/2023
Stafford	England	ST16	UK	05/09/2023
Nafferton	England	YO254JS	UK	05/09/2023
Castleford	England	WF10	UK	05/09/2023
Faversham	England	ME13	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		Ng5	UK	05/09/2023
Nottingham	England	NG5 8dz	UK	05/09/2023
Girvan	Scotland	KA260BY	UK	05/09/2023
Birkenhead	England	CH49 4PF	UK	05/09/2023
Llangurig	England	SY18 6RZ	UK	05/09/2023
London	England	WC2E7NT	UK	05/09/2023
Nottingham		NG7	UK	05/09/2023
London		EC2V	UK	05/09/2023
Chippenham	England	SN15	UK	05/09/2023
Hounslow		TW3	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Winchester	England	SO23 9RB	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Gosport	England	PO12 3LR	UK	05/09/2023
Nottingham		NG3	UK	05/09/2023
Nottingham		NG7	UK	06/09/2023
Nottingham		NG3	UK	06/09/2023
Neath	Wales; Cymru	SA11	UK	06/09/2023
Nottingham		NG3	UK	06/09/2023
Nottingham		NG3	UK	06/09/2023
Newcastle Upon Tyne	England	NE12	UK	06/09/2023

Nottingham		NG7	UK	06/09/2023
Nottingham	England	NG5 8QF	UK	06/09/2023
LUTON	England	LU2 7HB	UK	06/09/2023
Nottingham		NG7	UK	06/09/2023
London		EC4R	UK	06/09/2023
Nottingham		NG5	UK	06/09/2023
Nottingham		NG3	UK	06/09/2023
Nottingham		B5	UK	06/09/2023
Arnold	England	NG5 8FZ	UK	06/09/2023
Oxford		OX5	UK	06/09/2023
Birmingham	England	B18	UK	06/09/2023
Nottingham	England	Ng58qe	UK	06/09/2023
Nottingham		NG5	UK	06/09/2023
Eastleigh	England	SO509BU	UK	06/09/2023
Nottingham		NG8	UK	07/09/2023
Nottingham		NG3	UK	07/09/2023
Nottingham	England	NG5 8EU	UK	07/09/2023
Nottingham		NG3	UK	07/09/2023
Nottingham ng5		NG5	UK	07/09/2023
Radlett		WD7	UK	07/09/2023
Stalham		NR12 9DR	UK	07/09/2023
Nottingham		NG7	UK	07/09/2023
Hornchurch		Rm11	UK	07/09/2023
Liverpool		L35 1RR	UK	07/09/2023
Porthcawl		Cf365au	UK	07/09/2023
Birkenhead		CH486EP	UK	07/09/2023
Aberdare		CF44	UK	07/09/2023
Lower Quinton		CV37 8TF	UK	07/09/2023
		PL2 2RQ	UK	07/09/2023
Llandudno		LL30 1EB	UK	07/09/2023
London		EC4N	UK	07/09/2023
Belfast		BT7	UK	07/09/2023
Bayworth		Ox136rg	UK	07/09/2023
Alton	England	Gu34 3jg	UK	07/09/2023
London		EC2V	UK	07/09/2023
Barrow		LA14	UK	07/09/2023
London		.	UK	07/09/2023
Torquay		tq11lp	UK	07/09/2023
Gloucester		GL2	UK	07/09/2023
Paignton		TQ3	UK	07/09/2023
			UK	07/09/2023
Nottingham		NG1	UK	07/09/2023

Nottingham	England	NG58RF	UK	07/09/2023
Birmingham		B1	UK	08/09/2023
Nottingham		NG7	UK	08/09/2023
Nottingham		NG3	UK	08/09/2023
Kensington	England	SE11	UK	08/09/2023
London		EC4R	UK	08/09/2023
Nottingham		NG3	UK	08/09/2023
Woodthorpe	England	NG5 4JZ	UK	08/09/2023
Mansfield	England	NG18	UK	08/09/2023
Sheffield	England	S35	UK	08/09/2023
Nottingham	England	Ng14 6EA	UK	08/09/2023
Nottingham	England	NG5 1AY	UK	08/09/2023
Nottingham		NG3	UK	08/09/2023
London	England	SE6 4XN	UK	08/09/2023
London		EC4R	UK	08/09/2023
Arnold	England	NG5 8EH	UK	08/09/2023
			UK	08/09/2023
Nottingham		NG3	UK	09/09/2023
Nottingham		NG3	UK	09/09/2023
Nottingham		NG3	UK	09/09/2023
Nottingham		NG4	UK	09/09/2023
Johannesburg		2041	South Africa	09/09/2023
Nottingham	England	Ng60ng	UK	09/09/2023
Telford		TF2 7NR	UK	09/09/2023
Cambridge		CB4	UK	09/09/2023
			UK	09/09/2023
Burry Port		Sa160dx	UK	09/09/2023
Launceston		PL15	UK	09/09/2023
			UK	09/09/2023
Irby		CH61 2 XW	UK	09/09/2023
Nottingham		NG5	UK	09/09/2023
Nottingham		NG3	UK	09/09/2023
Enford		SN9 6DF	UK	09/09/2023
Nottingham	England	Ng5 1la	UK	09/09/2023
Barnsley		S71	UK	09/09/2023
London	England	SE10	UK	09/09/2023
Nottingham		NG7	UK	09/09/2023
Nottingham	England	NG5 8DW	UK	09/09/2023
Varangeville		54110	France	09/09/2023
Bournemouth		BH9 1DX	UK	09/09/2023
Newton aycliffe		DI54hf	UK	09/09/2023
Bolton		BL3 4JG	UK	09/09/2023

Newton Aycliffe		DL5	UK	09/09/2023
Caerphilly		CF83	UK	09/09/2023
Milton Keynes		MK6	UK	09/09/2023
			UK	09/09/2023
Boston		PE21 0HS	UK	09/09/2023
Lichfield		Ws136nx	UK	09/09/2023
London		E17 7HH	UK	09/09/2023
Porth		CF39	UK	09/09/2023
Nottingham	England	NG5 7JU	UK	09/09/2023
Nottingham		NG3	UK	10/09/2023
Arnold	England	ng5 8eb	UK	10/09/2023

Appendix 4 - Equalities Impact Assessment

Name of project, policy, function, service or proposal being assessed:		Proposed Sale of Land at Killisick Lane			
The main objective of the proposed sale of land at Killisick Lane:		To dispose of the land at Killisick Lane			
<p>What impact will this land disposal have on the following groups? Please note that you should consider both external and internal impact:</p> <ul style="list-style-type: none"> • External (e.g. stakeholders, residents, local businesses etc.) • Internal (staff) 					
Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
Gender	External			Yes	
	Internal			Yes	
Gender Reassignment	External			Yes	
	Internal			Yes	
Age	External			Yes	
	Internal			Yes	
Marriage and civil partnership	External			Yes	
	Internal			Yes	

Disability	External			Yes	It is recognised through the consultation responses that there are users of the land who have indicated that loss of the whole site to housing development would be detrimental to their mental health, however, this negative impact is mitigated by the resulting improvements to the Hobbucks Nature Reserve which a development would facilitate.
	Internal			Yes	
Race & Ethnicity	External			Yes	
	Internal			Yes	
Sexual Orientation	External			Yes	
	Internal			Yes	
Religion or Belief (or no Belief)	External			Yes	
	Internal			Yes	
Pregnancy & Maternity	External			Yes	
	Internal			Yes	

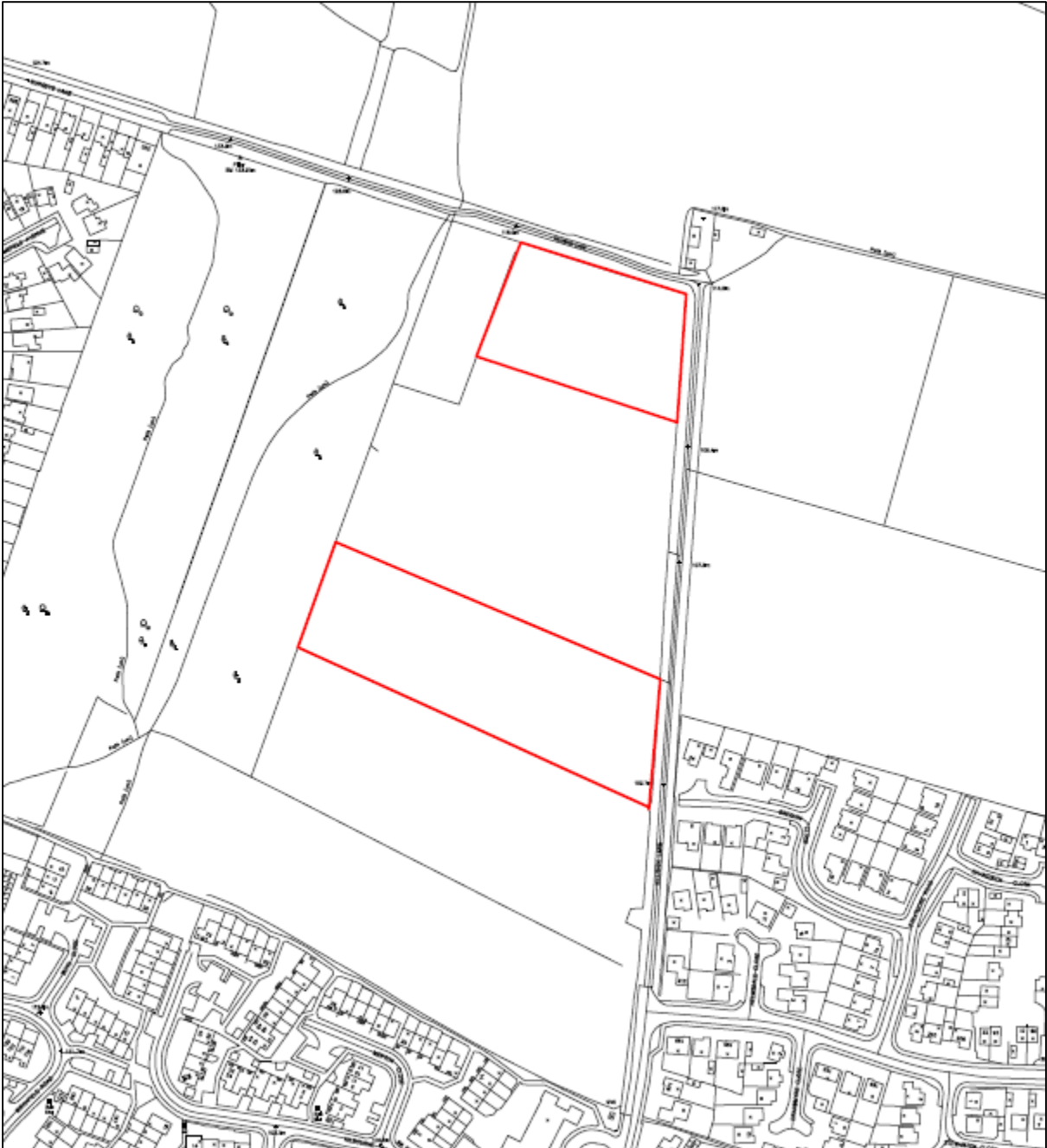
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.) Please state the group/s:	External				
	Internal				

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?		No	
Is there an opportunity to mitigate or alleviate any such impacts?		N/A	
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		No	
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:			
Planned Actions	Timeframe	Success Measure	Responsible Officer

Authorisation and Review

Completing Officer	Emma Wimble
Authorising Head of Service/Director	Tanya Najuk
Date	5 th October 2023
Review date (if applicable)	

Appendix 5 – APC Land



Please note boundaries are approximate and for illustrative purposes for the subject of this report only

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