

**Greater Nottingham
Strategic Plan
Preferred Approach**

**Equality Impact Assessment
for Gedling Borough Council**

December 2022

1. Introduction

- 1.1 An Equality Impact Assessment is defined by the Equality & Human Rights Commission as "...a tool that helps public authorities make sure their policies, and the ways they carry out their functions, do what they are intended to do for everybody". Undertaking Equality Impact Assessments allows local authorities to identify any potential discrimination caused by their policies or the way they work and take steps to make sure that it is removed. Equality Impact Assessments also allow for the identification of opportunities to promote equality.
- 1.2 In Gedling Borough, the Local Plan comprises the Aligned Core Strategy for Gedling Borough, Part 1 Local Plan and the Gedling Borough Local Planning Document, Part 2 Local Plan. The Greater Nottingham Strategic Plan is being prepared which will replace the Aligned Core Strategy. The Strategic Plan Preferred Approach sets out the preferred option for strategic planning in Greater Nottingham over the period 2022 to 2038. This is an early stage of plan making and the next stage will be a draft plan with detailed policies. The Preferred Approach seeks peoples' views on the proposed strategy and vision, the approach to housing and employment provision and the proposed strategic sites for allocation. The next version of the plan will cover issues such as climate change, design, education / employment / training, housing mix and tenure and transport. This version of the plan will be subject to a full Equalities Impact Assessment.
- 1.3 A full Equalities Impact Assessment was undertaken for the Gedling Borough Part 1 and Part 2 Local Plan assessing the impact on people with protected characteristics and included recommendations as to whether changes to the policy were needed or not. This work has informed the preparation of the Greater Nottingham Strategic Plan. Evidence about the make-up of the Borough's population has been collected through the Scoping Stage of the Sustainability Appraisal and will inform the assessment.

The Equalities Impact Assessment for the Preferred Approach stage of the Greater Nottingham Strategic Plan

- 2.1 Under the Equality Act 2010, the Greater Nottingham Strategic Plan is required to be subject to an Equality Impact Assessment to ensure that it meets the needs of all members of the community. The Preferred Approach has been assessed for potential impacts of the proposed strategic planning approaches on all sections of the population including those with protected characteristics which are:
- **Age** - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
 - **Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
 - **Gender** - A man or a woman.
 - **Gender Reassignment** - The process of transitioning from one gender to another.
 - **Marriage & Civil Partnership** - In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes

a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

- **Pregnancy & Maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
- **Race** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
- **Religion & Belief** - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
- **Sexual Orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

2.2 Given the Preferred Approach consultation document sets out the general thrust of key proposed approaches towards setting a Vision and Objectives, the location of development and amount of employment and housing the Equalities Impact Assessment is necessarily broad brush at this stage. However, the Equalities Impact Assessment will progress in tandem with the emerging Greater Nottingham Strategic Plan as part of an iterative process that will assess more comprehensive and detailed policies and recommend changes at future stages of the Plan's preparation.

Table: Preferred Approach Equalities Assessment

Preferred Approach	Purpose	Relevance to Equalities and impact
Vision and Objectives	Sets out an aspirational but realistic vision for the future of the plan area together with specific objectives establishing how the plan area will deal with identified key issues.	<p>The strategic plan is inclusive of all ethnic groups. Equality of opportunity for all is an overall aim within the Vision statement set out in the Preferred Approach which states:</p> <p>“People from all sections of society will be provided with better access to homes, jobs, services and nature and open space to support health and wellbeing outcomes”.</p> <p>The objectives set out in the Preferred Approach include amongst others:</p> <ul style="list-style-type: none"> • providing high quality new housing to ensure the targets of the Plan are met; and • economic prosperity for all: to ensure economic growth is as equitable as possible. <p>Overall the vision and objectives should have a positive impact on existing and future residents including those with protected characteristics.</p>
Planning Strategy and Settlement Hierarchy	Broad overarching approach to locate development in sustainable locations.	<p>The strategic plan is inclusive of all ethnic groups. Overall the approach to locating development in sustainable locations should have a positive impact on existing and future residents including those with protected characteristics. Of particular relevance to gender, race and age is the accessibility of the locations and potential for improved access to transport, housing, jobs services and facilities for these groups.</p> <p>However, effects will be more apparent in the individual policies to be prepared. There is also a need to ensure that detailed proposals for areas/sites take account of equalities issues.</p>
Housing Provision	The principle of ensuring sufficient	The strategic plan is inclusive of all ethnic groups. Overall this approach will

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	provision to meet objectively assessed housing need.	<p>have a positive impact on meeting housing needs across the Plan Area including for those with protected characteristics.</p> <p>However, effects will be more apparent in the individual policies to be prepared such as those relating to housing type, tenure and mix and affordable housing which have a high relevance to gender, disability and age. There is also a need to ensure that detailed proposals for areas/sites take account of equalities issues.</p>
Employment Provision and Economic Development	The principle of ensuring sufficient employment provision and economic development opportunities with new floorspace being provided across all sectors.	<p>The strategic plan is inclusive of all ethnic groups. Overall this approach will have a positive impact on access to employment and training opportunities including those with protected characteristics with particular relevance to race, gender and disability.</p> <p>However, effects will be more apparent in the individual policies to be prepared. There is also a need to ensure that detailed proposals for areas/sites take account of equalities issues.</p>
Strategic sites	Proposed strategic site allocations to accommodate major housing and employment growth in sustainable locations.	<p>The strategic plan is inclusive of all ethnic groups. However, strategic sites allocations will impact on a range of issues of relevance to people with protected characteristics.</p> <p>More details of how sites are to be developed will be included in more site specific policies within the Greater Nottingham Strategic Plan or other local development documents.</p> <p>There is also a need to ensure that detailed proposals for areas/sites take account of equalities issues.</p>

Conclusion and Next Steps

- 3.1 The emerging strategic plan is intended to be inclusive of all ethnic groups. Overall the assessment shows that the Preferred Approach is likely to result in

positive outcomes including for people with protected characteristics. However, effects will be more apparent as more detailed and comprehensive policies are published at future stages of the preparation of the Greater Nottingham Strategic Plan. This will be part of an iterative process of assessing strategic policies at their formulation stage and making necessary changes to offset negative impacts or promote positive impacts of relevance for those people with protected characteristics. The Preferred Approach is subject to consultation with a wide range of stakeholders and the Councils will consult with groups representing people with protected characteristics. Responses will be carefully considered and assist with providing evidence on particular needs and issues relating to people with protected characteristics which may be addressed in strategic planning policy.