

**Greater Nottingham
Strategic Plan
Preferred Approach to
Strategic Distribution Sites**

**Equality Impact Assessment
for Gedling Borough Council**

September 2023

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.
- 1.3 This Preferred Approach consultation document forming part of the preparation of the Strategic Plan, focuses specifically on strategic distribution and logistics, identifying preferred sites which will contribute to meeting the identified need. This consultation follows a previous consultation on a Preferred Approach relating to the preparation of the Strategic Plan held during January and February 2023 which identified the preferred strategic housing, mixed use and employment sites. This earlier consultation document was also subject to an Equalities Impact Assessment.
- 1.4 The next version of the Strategic Plan will be a Regulation 19 consultation on the final Publication Draft of the Strategic Plan during 2024 which will cover issues such as transport, design, education and climate change. It will also be subject to an Equality Impact Assessment and formally consulted upon. The Strategic Plan is relevant to all who will live, work and visit Greater Nottingham and is not intended to benefit any one particular group above others.
- 1.5 A full Equalities Impact Assessment was undertaken for the Gedling Borough Part 1 Aligned Core Strategy and Part 2 Local Planning Document 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 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

Legislation and Background

- 2.1 Under the Equality Act 2010, the 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 its proposals 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 The forthcoming consultation relates to providing land for strategic distribution and the preferred sites would potentially provide employment opportunities. The following section therefore assesses potential impacts on those with protected characteristics as set out above. The Preferred Approach stage as part of plan making focusses on the wider key strategic issues with much detail left to later stages and this is reflected in the Equalities Assessment which is necessarily “broad brush” in nature. However, the Equalities Impact Assessment will progress in tandem with the emerging 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.

Aims and objectives

2.3 The Strategic Plan covers Greater Nottingham (Broxtowe Borough, Gedling Borough, Nottingham City and Rushcliffe Borough) and is being jointly produced by Broxtowe Borough, Gedling Borough, Nottingham City and Rushcliffe Borough Councils. This consultation focussing on strategic distribution is intended to inform the next stage of the Strategic Plan.

- 2.4 There is an evidenced need for strategic distribution sites in Greater Nottingham. To help meet this need an assessment of sites has taken place and the conclusions are to be consulted on. The delivery of land for employment will provide opportunities to address age, gender, race and disability inequalities.
- 2.5 The consultation relates to providing land for strategic distribution at Bennerley Viaduct in Broxtowe and Ratcliffe-on-Soar Power Station site in Rushcliffe. Both sites will provide employment opportunities for people living within the Greater Nottingham area including residents of Gedling Borough.

Outcomes sought

- 2.6 To undertake a consultation on the Preferred Approach which will inform the publication version of the Strategic Plan. This will enable various groups and stakeholders to comment on the plan. A range of consultation methods will be used to encourage a wide range of people to respond to the consultation.

Evidence base

- 2.7 The Preferred Approach has been informed by published evidence which includes an Employment Land Study and a Logistics Study which consider employment needs alongside consultation responses to previous consultations. Further consultation will be carried out and any comments relating to equality will be considered.
- 2.8 The above aforementioned evidence forms part of a detailed evidence base being produced to ensure that the Strategic Plan meets wider needs, including groups who may not respond to the consultation.

Key stakeholders

- 2.9 The Strategic Plan is relevant to the whole existing and future community and wider regional economy. It is not intended to benefit any one particular group above others and a comprehensive consultation exercise will be undertaken.

Equalities Impact Assessment

Who will be affected and how and what actions, if any, will you need to take in respect of each of the equality strands?

Age: The Strategic Plan is relevant to all who live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. However, it will provide increased opportunities for older people to access suitable, jobs. The consultation methods aim to be fully inclusive of older people. The use of the internet, emails and online consultation may be less accessible to some older people.

The allocation and delivery of land for employment will have a positive impact on both existing and future residents including young people. The consultation methods aim to be fully inclusive of younger people. The use of the internet and emails and online consultation tends to be more accessible to younger people.

Disability: The provision of Strategic distribution is relevant to everyone who will live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others. Delivery of land for employment in particular will provide opportunities to address disability inequalities. Availability of information online may help reduce barriers to participation in the local plan process for those with physical disabilities. The Civic Centre where documents will be made available is accessible to disabled people. The document can also be posted out on request.

Gender: The provision of Strategic Distribution sites are inclusive of all gender groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The Strategic Plan includes themes which are relevant to gender such as jobs.

Gender Reassignment: The provision of Strategic Distribution sites are inclusive of all gender groups. Equality of opportunity for all is an overall aim of the Strategic Plan.

Marriage and Civil Partnership: No equality impacts have been identified that are specific to these groups.

Pregnancy and Maternity: The provision of Strategic Distribution sites are relevant to everyone who will live, work and visit Greater Nottingham. It is not intended to benefit any one particular group above others.

Race: The provision of Strategic Distribution sites are inclusive of all ethnic groups. Equality of opportunity for all is an overall aim of the Strategic Plan. The allocation and delivery of land for employment will have a positive impact on both existing and future residents.

Religion and Belief: The Strategic Plan is intended to promote the needs of all regardless of religions/beliefs. A variety of religious groups are included on the consultation database and consultation methods are designed to reach all groups including 'hard to reach' groups

Sexual Orientation: Equality of opportunity for all is an overall aim of the Strategic Plan.

Conclusion

- 3.1 The allocation and provision of land for employment will benefit all members of the community. Race, age and disability inequalities have potential to be addressed through the improvement to access to employment opportunities. The provision of employment sites in accessible locations, particularly close to areas of deprivation, will benefit members of the community who do not have access to a private car. The next version of the plan will be a Regulation 19 Publication Draft Plan and will cover issues such as transport, design, education and climate change. It will also be subject to an Equalities Impact Assessment and formally consulted upon.