Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Proposal for future Local Government Reorganisation in Nottingham and Nottinghamshire
The main objective of (please insert the name of accessed document stated above):	On 5 February 2025 the Minister of State for Local Government and English Devolution wrote to all councils in two-tier areas and small neighbouring unitary authorities to formally invite proposals for Local Government Reorganisation (LGR). The English Devolution and Community Empowerment Bill 2025 aims to simplify the process to undertake reorganisation. Areas submitted interim plans by 21 March 2025 and full proposals are due to be submitted to government by 28 November 2025. The government will follow the established assessment and decision-making process with a view to undertake elections to a "shadow" authority in May 2027 ahead of the establishment of new unitary councils in April 2028.

What impact will the LGR project have on the following groups? Please note that you should consider both external and internal impact:

- External (e.g. stakeholders, residents, local businesses etc.)
- Internal (staff)

Please use only 'Yes' where applicable		Negative	Positive	Neutral	Comments
Gender	External			Yes	According to Census 2021 data, 50.9% of all Nottingham residents are female and 49.1% are male. For Nottinghamshire the percentage split is the same. No specific impact identified for this group at

					this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage.
	Internal			Yes	There may be a disproportionate impact on females in terms of employment due to council's having a higher percentage of female employees than male. However, there is no specific workforce impact identified which disproportionately disadvantages either gender.
Gender Reassignment	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage.
	Internal			Yes	The project should ensure that workplace policies are inclusive of trans and non-binary staff, including clear guidance on and access to facilities, and zero-tolerance of discrimination or harassment. Inclusive staff training and a supportive culture are key considerations.
Age	External			Yes	No specific impact identified for this group at

					this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage. Access to services could be a positive or negative impact depending on location.
	Internal			Yes	The project should promote age-inclusive employment practices, ensuring fair recruitment, development, and retention across all age groups. Considerations include supporting younger staff through training and mentoring, and older staff through flexible working and age-friendly policies.
Marriage and civil partnership	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage. For example, access to registry services and choice of wedding venues could be a positive or negative impact depending on location.
	Internal			Yes	The project should ensure that all employees, regardless of marital or civil partnership status, are treated equally in relation to employment terms, benefits and policies.

					Considerations include non-discrimination in recruitment, parental leave, and flexible working arrangements.
Disability	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage e.g. through amalgamating policies, procedures and thresholds of service provision. There is a potential for stronger links between social care, health services and other partners from a single tier two unitary model. Access to services could be a positive or negative impact depending on location. Overall, the higher proportions of residents who identify as disabled are in the former mining communities of mid and north Nottinghamshire, which also link with an overall older average age.
	Internal			Yes	The project must ensure an inclusive working environment where disabled staff are supported through reasonable adjustments, accessible facilities, and

					inclusive recruitment practices. Training and policies should promote disability awareness and eliminate barriers to participation and progression.
Race & Ethnicity	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage. Access to services could be a positive or negative impact depending on location. e.g. access to interpreting, translation or culturally appropriate services / support networks. Some existing councils e.g. Broxtowe, Rushcliffe and Nottingham City (Hong Kong) do have larger communities than others and the option 1e proposal would place these areas together which would allow for a more joined-up and consistent approach to supporting this community through examples such as education programmes and passporting qualifications and skills.
	Internal			Yes	The project should promote a diverse and inclusive workplace, ensuring fair

					recruitment, training, and progression opportunities regardless of race or ethnicity. Anti-discrimination policies and cultural awareness training can help create a respectful, inclusive environment for all staff.
<u>Sexual Orientation</u>	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage.
	Internal			Yes	The project should ensure an inclusive and supportive environment for LGBTQ+ staff through clear anti-discrimination policies, inclusive language, and staff training. Recruitment and workplace culture should reflect a commitment to equality and respect for all sexual orientations.
<u>Religion or Belief (or no Belief)</u>	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage. The new councils must ensure that respectful communication and

					representation in community engagement and service delivery is always maintained.
	Internal			Yes	The project should ensure staff are supported in observing their religious beliefs through inclusive policies, flexible scheduling where feasible, and respectful workplace culture. Provision for prayer space and religious observance should be considered where appropriate.
Pregnancy & Maternity	External			Yes	No specific impact identified for this group at this stage but there could be direct or indirect impact through aggregation/ disaggregation, which would need to be assessed and/or monitored at that stage. There is a potential for stronger links between social care, maternity services, early years teams and other partners from a single tier two unitary model. Access to registry services could be a positive or negative impact depending on location. Family hubs currently provide a range support, and any proposals that impacted on their service function by the new authorities would require a

					detailed equality assessment.
	Internal			Yes	The project should support pregnant employees and new parents through inclusive maternity policies, risk assessments, flexible working options, and a supportive return-to-work process. The workplace must remain free from discrimination related to pregnancy or parental status.
Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.) Please state the group/s: Low income	External			Yes	Larger councils can be remote from local communities and proposals need to include enhanced arrangements for community engagement and enhancing the role of Town and Parish Councils. Any proposals by the new authorities that affect service delivery for care leavers would require a detailed impact assessment. All the current Nottinghamshire local authorities progress schemes to support veterans working alongside the Civil Military Partnership Board and Armed Forces charities. They are Defence Employer Recognition Award holders and progress their legal duties through the Armed Forces Covenant.

					It is recognised that veterans suffer a disproportionately high levels of health and mental wellbeing issues, and any impact on this will require a detailed assessment.
	Internal			Yes	The project should ensure fair and equitable employment practices, including consideration of paying at or above the Real Living Wage, offering stable contracts, and providing opportunities for skills development and progression to support economic inclusion.

Is there is any evidence of a high disproportionate adverse or positive impact on any groups?		No	Potential positive impacts include improved coordination of services particularly around vulnerable service users e.g. linking up social care and housing services more closely and improving opportunities for greater partnership working with other service providers e.g. NHS. Potential risks include the dilution of minority voices within a larger authority with reduced representation for some groups, rural access challenges, the loss of specialist services if rationalised, and uncertainty during the transition period. By rationalising offices or service points could mean longer travel distances for some residents. Also, there could be an impact on the voluntary / community sector as some relationships and partnerships may need to be renegotiated.
Is there an opportunity to mitigate or alleviate any such impacts?		Yes	Successful mitigation can be achieved by: - Maintaining parish and neighbourhood voice and representation. - Enhanced local involvement and empowerment through the identified neighbourhood model. - Ensuring day-one continuity of services, especially safeguarding and support for vulnerable groups.

			Retaining local access points for essential services, with accessible transport and non-digital routes for engagement.
			Protecting minimum funding levels for specialist services.
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?		Yes	Detailed information will not be available until the government decide on which of the three options is chosen for implementation.

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
Ongoing Stakeholder Engagement	Throughout programme	Government will initiate the consultation in the new year. All Nottinghamshire councils will continue to collaborate on engagement with stakeholders.	Chief Executive / Communications Manager
Inclusive Communication	Throughout programme	The Council will continue to prepare communication briefs to all staff / groups / individuals.	Chief Executive / Communications Manager

Authorisation and Review

Completing Officer	Mike Hill Chief Executive
Authorising Head of Service/Director	Fran Whyley Deputy Chief Executive and Monitoring Officer
Date	11 November 2025
Review date (if applicable)	11 November 2026

Appendix A: General Overview of Nottingham and Nottinghamshire

Key facts about Nottinghamshire:

Population

Nottinghamshire has an estimated population of 824,800 people (Census 2021).

In Nottinghamshire 20% (168,500) of the population are children aged 0-17 years old; 59% (489,800) are working age of 18-64 years old; 21% (175,100) are over 65 years old.

The population of Nottinghamshire is slightly older than the national average, with 21% aged 65+ in 2020 compared with 18% in England. The median age of the population in Nottinghamshire in 2019 was 43.8 years compared to 40 years in England.

The total population of Nottinghamshire is expected to increase by some 67,000 persons to 895,000 from 2019 to 2031, an 8% increase. Between 2019 and 2041 the population is expected to increase by some 108,400 persons to 936,600 persons, an increase of 13%. The increase in population is due to an increase in net migration of people from both other areas of the UK and abroad, and an increase in life expectancy.

Life expectancy and health

Life expectancy at birth for females is 82.6 years (2018-2020 data). Number of years healthy life expectancy at birth for males is 62.4 years (2018-2020 data).

Life expectancy at birth for males is 79.5 years (2018-2020 data). Number of years healthy life expectancy at birth for females is 60.0 years (2018-2020 data).

Deprivation

According to the 2019 Indices of Deprivation, Nottinghamshire is ranked 9th most deprived out of 26 Shire Counties in England, and 101 most deprived out of 151 Upper Tier Local Authorities in England. Deprivation levels vary across Nottinghamshire, and Mansfield District and Ashfield Districts are the 56th and 63rd respectively most deprived Local Authority Districts (LAD) out of 317

lower tier Local Authorities in England. On the other hand, Rushcliffe District is ranked 314 least deprived out of 317 lower tier Local Authorities in England.

Employment

Nottinghamshire's employment rate is 74.5% (323,600) (April 2020-March 2021 – Annual Population Survey via NOMIS). This is the number of people that are employed as a percentage of all those that are working age i.e. 16-64 years old.

Further information is available in the employment bulletins produced monthly by Nottinghamshire County Council, and the Employment and Skills Dashboard produced by Nottingham City.

Education and skills

Final KS4 data for 2019 shows 45.4% of pupils achieved a strong pass (grades 9-5) in both GCSE English and mathematics which represents a slight fall of 0.2 percentage points from 2018. Nationally over the same period 43.4% of state funded schools achieved this measure which is a 0.1 percentage point fall.

Nottinghamshire is placed 54th against all local authorities nationally (a slight fall from 52nd in 2018).

At the standard pass (grades 9-4) final data shows 67.6% of Nottinghamshire pupils achieved grades 9-4 in both English and mathematics, an increase of 1.0 percentage points on 2018. Nationally there was a slight increase of 0.5 percentage points to 64.9%.

Comparisons with all authorities nationally place Nottinghamshire 47th (53rd in 2018). 67.6% of pupils attending Nottinghamshire schools achieved GCSE English and Mathematics grades 9-4 compared to 65.0% nationally. (Academic year 2018/19)

Number of domestic properties

There are 360,290 domestic properties in Nottinghamshire.

60% of houses in Nottinghamshire are in Council Tax bands A and B (Valuation Office Agency, Council Tax Stock of Properties, 2019).